



The Shrewsbury and  
Telford Hospital  
NHS Trust

# Locally Employed Doctor (ST4+ equivalent) in Neonatology

INFORMATION FOR CANDIDATES



# Our Vision and Values

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



## About our Vision

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

## About our Values

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour.

# Contents

About the Trust .....	4
Main Duties & Responsibilities .....	6
Job Description .....	7
The Post.....	8
General Conditions .....	10
Person Specification.....	14

## About the Trust & Hospital Transformation Programme

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east. The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are the Princess Royal Hospital (PRH) in Telford and the Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes' drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at the Wrekin Community Clinic, Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ over 7000 staff, and hundreds of staff and students from other organisations also work in our hospitals. At The Shrewsbury and Telford Hospital NHS Trust (SaTH), there are around 300 volunteers who support patients, their families and colleagues. That net is cast even wider if you include the many charities and organisations whose volunteers also support the Trust including the Lingen Davies Cancer Appeal which is based at the Royal Shrewsbury Hospital.

Our priority is to deliver the best possible diagnostic facilities and high-quality clinical care in a clean, supportive setting. We are committed to ensuring every patient receives effective treatment with respect and dignity.

As part of our long-term vision, to enhance patient care and service delivery, selected services will be either relocating or moving to a cross-site model in 2028. The changes will further bring together our specialist services into a purpose built, modern environment designed to enhance patient care and provide improved working experience for our teams.

As we are currently actively recruiting to roles across services that will be relocating or changing the way the service is delivered, we want to be transparent with all applicants and advise that successful candidates will be expected to move with the service to the Royal Shrewsbury Hospital when the relocation takes place, in early 2028, or move to a cross-site working model.

The relocation will be managed through a formal management of change process, with full consultation and support provided to colleagues throughout the process. An overview of the services that are moving are included on page five of the job pack.



# Overview of Changes

## Royal Shrewsbury Hospital will specialise in Emergency Care:

- Emergency Department
- Urgent Treatment Centre
- Critical Care Unit
- Consultant-led Maternity Care
- Children's Inpatient Services
- Emergency and Trauma Surgery with complex, planned and children's surgery
- Emergency Medicine, including Cardiology, Stroke, Respiratory, and Acute Medicine
- Consultant Neonatal Services
- Radiotherapy and inpatient and day Cancer Care and Treatment

## The Princess Royal Hospital will specialise in Planned Care:

- Diagnostic Endoscopy
- Vibrant planned care site planned inpatient surgery with medical and surgical inpatients on a planned pathway of care.
- Adult and Child outpatients
- Day case surgery centre
- Midwife led unit
- 24/7 urgent treatment service, which would enable 65% patients who would have attended the traditional accident and emergency medicine department to be seen at PRH
- Dedicated procedure suite for local anaesthetics
- Enhanced rehab facilities and new therapy led wards
- Respiratory diagnostic and treatment centre
- Cancer treatment day unit



# Main Duties & Responsibilities

## Clinical

- Day to day participation in clinical activities with direct consultant support both day and night.
- Participation in departmental teaching, audit, and educational activities.
- To be engaged with personal clinical audit and evidence-based medicine projects.
- Will be expected to participate in county-wide audit and CPD meetings.
- To develop enhanced clinical skills, especially in the assessment and management of acutely ill neonate.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To follow patients throughout their clinical pathways.

## Organisational

- To work with local managers and professional colleagues in the employing Trust in the efficient running of the service.
- To be subject to the provisions of the Terms and Conditions of Service, be required to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the local and national employment and personnel policies and procedures.
- To participate in the Continuous Professional Development and the Trust's appraisal scheme.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff and attend all relevant health and safety training.
- Ensure that all Trust-wide standards are maintained to improve the quality of total care to all who come into contact with services provided by The Shrewsbury and Telford Hospital NHS Trust.

This job description is not intended to be exhaustive. The post holder will be expected to carry out any reasonable duties requested of them, appropriate to the grade and role of the post. Duties and responsibilities may vary from time to time in light of changing circumstances and in consultation with the post holder.



## Job Description

<b>Job Title:</b>	Locally Employed Doctor in Neonatology
<b>Grade:</b>	ST4+
<b>Division:</b>	Women and Children's
<b>Responsible to:</b>	Divisional Medical Director
<b>Professionally Accountable to:</b>	Medical Director
<b>Hours:</b>	40 hours per week
<b>Duration:</b>	Fixed Term for 6 months
<b>Salary:</b>	£65,048 Per Annum

## Job Summary

An exciting opportunity for a Tier 2 (ST4+/Registrar equivalent) to work within the Neonatology department at Princess Royal Hospital, Telford has arisen. This is a fantastic opportunity to be part of our friendly neonatal team delivering high quality care for around 4000 deliveries per year. This post includes duties within the neonatal services only and there is no commitment to Paediatrics, including out of hours cover. Contribution to an out of hours on call rota for neonates is core to this role.

# The Post

This post has been designed to attract a doctor who is either already competent at Tier 2 Neonatal level or close to it. The successful applicant will be supported to develop their competencies to achieve Tier 2 if required. This is an ideal post in which to further develop neonatal skills. The successful applicant will also be encouraged to develop interest and expertise in a non-clinical area such as education, governance or management. Annual appraisal will ensure that CPD activities are appropriately targeted for this, and the Division supports applicants wishing to pursue further post-graduate qualifications e.g. MSc. All post holders will have a Consultant Supervisor for support as required, in addition to the annual appraisals.

## Children's Services in Shropshire

All Paediatric and Neonatal inpatient services are currently delivered from a single large site based at the Princess Royal Hospital in a new purpose-built state-of-the-art Women and Children's Centre. The facilities include

- 36 bed Children's Ward
- Dedicated Oncology and High-Dependency Care 3-bedded Unit within the ward
- Independently staffed 8-bedded Children's Assessment Unit at the Princess Royal Hospital 24/7
- 6 bedded Paediatric Medical Day Case Unit at the Royal Shrewsbury Hospital.
- Neonatal Unit, designated as a Level 2/Local Neonatal Unit (LNU)
- Children's Outpatient Centres at both hospital sites
- Co-location with the Labour Suite, Maternity Operating Theatres and Obstetric Wards

## The Neonatal Department

The Neonatal service serves the ½ million catchment population, with around 4000 deliveries per annum. The service is designated as a Local Neonatal Unit (LNU). Our LNU is supported by the Neonatal Intensive Care Units within the West Midlands Perinatal Network, with our designated partner unit being the University Hospital North Midlands.

Our unit is staffed and equipped to provide conventional and synchronised ventilation, volume targeted ventilation, and short-term high frequency oscillation, as well as active therapeutic hypothermia pending transfer to a NICU, parenteral nutrition, CPAP and humidified high flow nasal cannula therapy; cranial sonography and echocardiography services are provided locally along with retinopathy screening. The Unit provides care for babies from 27 weeks of gestation (from 28 weeks of gestation if multiples) and over birth weight 800 grams based on network pathways.

The Neonatal Unit is an entirely new, modern-day high-specification facility. Located on the first floor, it is immediately adjacent to the Labour Suite, Obstetric Theatres and Antenatal Wards, with the Postnatal Ward including Transitional Care, Children's Ward, Assessment Unit and Outpatients facility immediately below on the ground level. There is a Seminar/Education facility within the Neonatal Unit, and a comprehensive Education and Simulation Suite immediately below on the ground floor. There are 3 Intensive Care, 3 High Dependency and 16 Special Care cots on the neonatal unit. In the financial year 2024-2025, the Unit delivered approximately 400 intensive care days, 1244 high dependency days, 3732 special care and 1065 transitional care days. The unit is actively involved in participating in multi-centre research trials.

The neonatal consultants operate a consultant of the week system (resident 08:30-19:30 Monday to Friday and 08:30-15:00 over weekends) and provide non-resident on-call cover out of hours.

There is an active 7-day Neonatal Outreach Service provided by senior neonatal nurses who look after babies discharged home on oxygen, those with discharge weight <1.8 kg, those with neonatal abstinence syndrome on medications and enable early discharge of babies home on tube feeding.

## The Department's Medical Staff

There are a total of 8 Neonatal Consultants.

Name	Job Role/Specialist Area
Dr Alison Belfitt	Consultant Neonatal Paediatrician, Special interest in Simulation and Family Integrated Care, Clinical Director for Neonates
Dr Giedre Kayello	Consultant Neonatal Paediatrician, Special interest in Fetal Medicine, Mortality Lead, RCPCH Tutor (Neonates)
Dr Sagarika Ray	Consultant Neonatologist, Special interest in Neurodevelopmental follow-up
Dr Sanjeev Deshpande	Consultant Neonatologist, Special interest in Paediatric Metabolic Disorders & BPD, Research Lead
Dr Jennifer Brindley	Consultant Neonatal Paediatrician, Special interest in Simulation and Neonatal Resuscitation, Clinical Director for Neonates
Dr Moataz Badawy	Consultant Neonatal Paediatrician, Specialty Doctor Lead, Postnatal and Transitional Care Lead
Dr Asser Abdelbaky	Consultant Neonatal Paediatrician, Special interest in Cardiology
Dr Deepal Vithanage	Consultant Neonatal Paediatrician

## Tier 2

3 ST4+ Neonatal

1 Specialty Doctor

2 LED (locally employed doctors)

5 Tier 2 ANNP (Advanced Neonatal Nurse Practitioners)

Contributions to on-call rota from Community Paediatrics ST4+ and Simulation Fellow

## Tier 1

3 Paediatric ST1-3

2 LED

7 Advanced Neonatal Nurse Practitioners (ANNPs)

1 Foundation Year 2

## Rota Duties

Neonatal staffing is entirely separate at Tier 1, Tier 2 and Tier 3 (consultant) levels, with no cross-covering of Paediatrics.

The post-holder will be expected to contribute to the Tier 2 full-shift rota, with prospective cover for annual and study leave. The rota is compliant with the terms and conditions of the 2016 Junior Doctor Contract and WTD and has been carefully designed to maximise training opportunities for doctors whilst maintaining a safe and efficient service, with an even spread of long days and nights.

This work pattern is indicative only and may change subject to the needs of the service.

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	8:30 - 16:30	8:30 - 16:30	8:30 - 21:00	8:30 - 21:00			
2	8:30 - 21:00	8:30 - 21:00			20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00
3	00:00 - 9:00		8:30 - 16:30	8:30 - 16:30	8:30 - 16:30		
4	20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00		
5	8:30 - 16:30	8:30 - 16:30		8:30 - 16:30	8:30 - 21:00	8:30 - 21:00	8:30 - 21:00
6		8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30		
7	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30		
8	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30		

## General Conditions

### Annual Leave

The annual leave entitlement for the post holder will reflect the terms and conditions of the 2016 Junior Doctor Contract for doctors and dentists in training. The annual leave year will run from the start date of the doctor's appointment. Based on a standard working week of five days:

- On first appointment to the NHS: 27 days.
- After five years' completed NHS service: 32 days.

As leave is deducted from the rota before average hours are calculated for pay purposes, leave may not be taken from shifts attracting an enhanced rate of pay or an allowance. Where a doctor wishes to take leave when rostered for such a shift or duty, the doctor must arrange to swap the shift or duty with another doctor on the same rota. It is the doctor's responsibility to arrange swaps but all reasonable steps to facilitate the arrangement of the swap will be made.

In addition to annual leave entitlement, the appointee will be entitled to 8 paid Public Holidays. In the case of part time staff this entitlement is pro rata. Members of staff may be required to work on Public Holidays in accordance with their working pattern or rota. If they work on a Public Holiday, they will receive additional annual leave in lieu.

### Study Leave

Study leave includes but is not restricted to participation in:

- Study
- Research
- Teaching
- Taking Examinations
- Attending conferences for educational benefit
- Rostered training events

The appointee will be entitled to 10 days of Study Leave over a fixed 12-month period with a set budget.

### Research

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the department could be incorporated in the methodological and practical stages.

## Audit

Great importance is placed upon audit within The Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role. The Trust has a fully staffed Audit Department at both hospitals with extremely well-organised teams.

## Appraisal, Revalidation and Mentorship

- The Trust has the required arrangements in place, to ensure that all doctors have an annual appraisal with a trained appraiser and supports all doctors going through the revalidation process.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Premier IT Revalidation e-Portfolio (PReP) Revalidation System. We will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.

## Accommodation

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation, so private rental would need to be arranged for family accommodation.

## Other Facilities

There is an active Doctors' Mess run by the Junior Doctors Mess Committee which organises social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

## Office and Secretarial Support

The post holder will have full-time secretarial support with an adequately equipped office that will include a computer with access to Trust IT facilities.

## Staff Benefits

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

## Health & Safety

As an employee of the Trust you have a responsibility to:

- Take reasonable care of your own health and safety and that of any other person who may be affected by your acts or omissions at work, and ensuring a COVID secure workplace for the team.
- Co-operate with the Trust in ensuring that Statutory Regulations, Codes of Practice, Local Policies and Departmental Health and Safety Rules are adhered to.
- To not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

## Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of Infection Control Policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- Ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself.

- Be aware of Infection Prevention and Control Policies, Practices and Guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff.
- Maintain an up-to-date knowledge of Infection Prevention and Control, Policies, Practices and Procedures through attendance at annual mandatory updates and ongoing continuing professional development.
- Challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

## Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

## Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- Participate in statutory and mandatory training as appropriate for the post.
- Maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct.
- Take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates.
- Participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the NHS Knowledge and Skills Framework outline for the post.

## Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

As an employee of the Trust, you have a responsibility to ensure that:

- You are familiar with and adhere to the Trust's Safeguarding Children Procedures and Guidelines.
- You attend Safeguarding Awareness Training and undertake any additional training in relation to safeguarding relevant to your role.

## Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport, and waste.

## Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## No Smoking Policy

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## Miscellaneous

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





## Person Specification

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.



## QUALIFICATIONS

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• MBBS, MBChB or equivalent medical qualification</li> <li>• NLS (Newborn Life Support) provider</li> <li>• Safeguarding Children training level 3</li> <li>• MRCPCH</li> <li>• Bachelor of Science, higher degree or diploma allied to medical specialties</li> </ul>	✓ ✓ ✓	✓ ✓

## ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Full Registration and a licence to practise with the General Medical Council (GMC)</li> <li>• 5 years post-graduate study with demonstratable equivalent experience and/or completion of NHS foundation and core/specialist training years 1, 2 and 3.</li> <li>• Previous experience at Tier 2 level in Paediatrics or Neonatal medicine</li> <li>• Competent to work without direct supervision</li> <li>• Able to conduct practical procedures required of the post</li> <li>• Experienced in making clinical decisions independently and managing clinical risk</li> <li>• Meets the genetic capabilities framework outlined below</li> </ul>	✓ ✓  ✓ ✓ ✓ ✓	✓

## GENERIC CAPABILITIES FRAMEWORK

### Professional Values & Behaviours

ESSENTIAL CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists).</li> <li>• Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope.</li> <li>• Clinically evaluates and manages a patient, formulating a prioritised</li> </ul>	✓ ✓ ✓	

<p>differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment.</p>	
<ul style="list-style-type: none"> <li>• Critically reflects on own competence, understands own limits, and seeks help when required.</li> </ul>	✓
<ul style="list-style-type: none"> <li>• Communicates effectively and able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management.</li> </ul>	✓
<ul style="list-style-type: none"> <li>• Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g., using interpreters and making adjustments for patients with communication difficulties</li> </ul>	✓
<ul style="list-style-type: none"> <li>• Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.</li> </ul>	✓
<ul style="list-style-type: none"> <li>• Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression.</li> </ul>	✓
<ul style="list-style-type: none"> <li>• Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.</li> </ul>	✓
<ul style="list-style-type: none"> <li>• Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty.</li> </ul>	✓

## Leadership & Team Working

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex, or unpredictable and seeking to build collaboration with, and confidence in, others.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style and its impact on others.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Demonstrates ability to challenge others, escalating concerns when necessary.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Develops practice in response to changing population health need, engaging in horizon scanning for future developments.</li> </ul>	✓	

## Patient Safety & Quality Improvement

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Applies basic human factors principles and practice at individual, team, organisation, and system levels.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Advocates for, and contributes to, organisational learning.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Reflects on personal behaviour and practice, responding to learning opportunities.</li> </ul>	✓	

## Safeguarding Vulnerable Groups

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Recognises and takes responsibility for safeguarding children, young people, and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.</li> </ul>	✓	

## Education & Training

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and relevant generic capabilities.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for professional, multidisciplinary and interprofessional learning.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Identifies and creates safe and supportive working and learning environments.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Takes part in patient education.</li> </ul>	✓	

## Research & Scholarship

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Keeps up to date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Works towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Locates and uses clinical guidelines appropriately.</li> </ul>	✓	