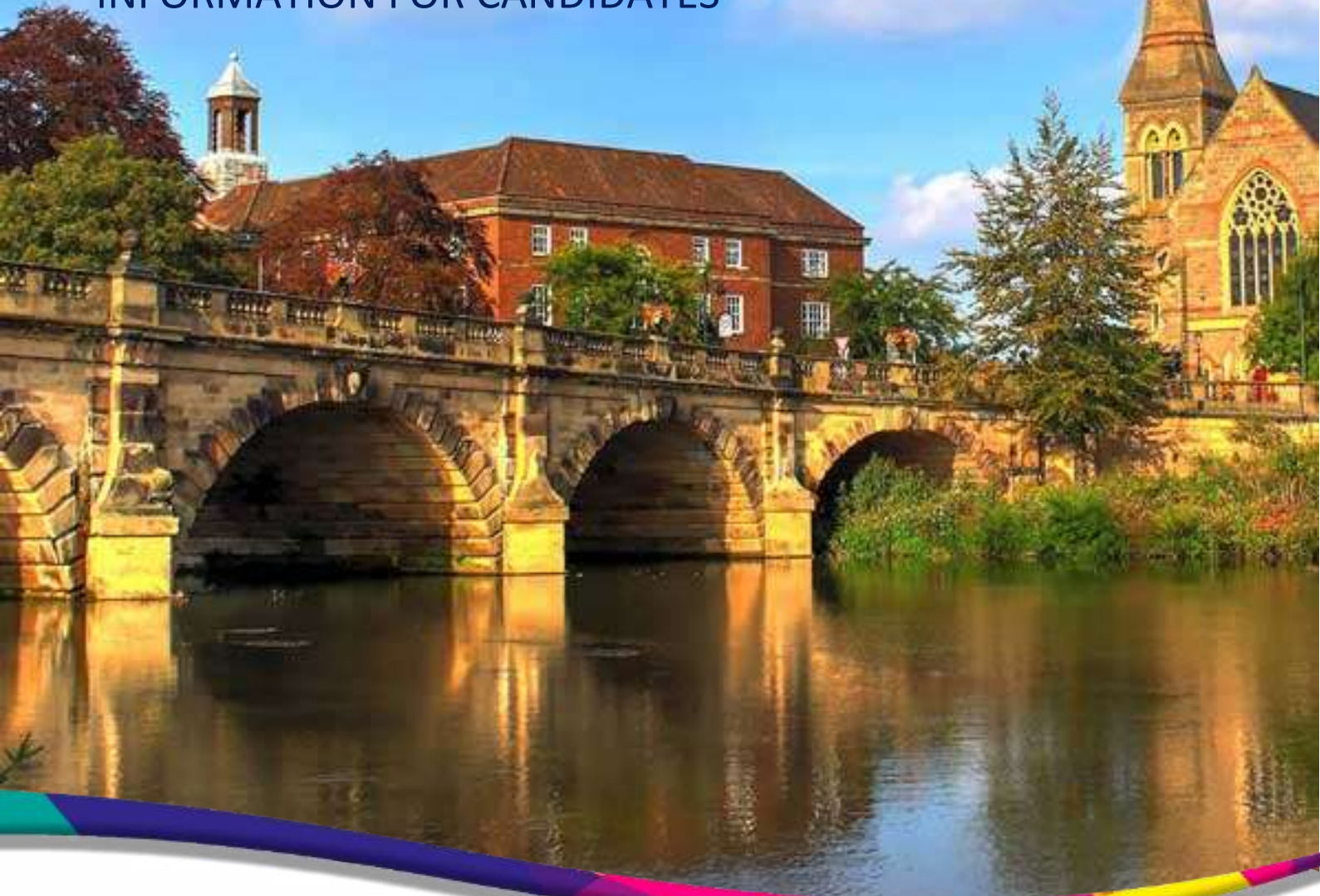




The Shrewsbury and
Telford Hospital
NHS Trust

Medical Education Teaching Fellow in Emergency Medicine (ST3-5)

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.

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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/Teaching Fellow

- Organisation of the weekly teaching programme.
- Chairing Junior Doctors Forum within the Emergency Department.
- Completion of work-based placements for doctors working within the Emergency Department.
- Supporting doctors working in the Emergency Department who are new to the NHS.
- Delivering clinical and simulation teaching sessions to a multi professional audience.
- Delivering small group teaching sessions for medical staff.
- Delivering ward-based teaching / in situ simulation sessions for medical staff.
- To develop enhanced clinical skills, especially in the assessment and management of acutely ill patients.
- 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 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

Job Title:	Medical Education Teaching Fellow in Emergency Medicine
Grade:	MT04
Division:	Medicine & Emergency Care
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director / Director of Medical Education
Hours:	40 hours (40% academic, 60% clinical)
Duration:	12 Months Fixed Term Contract – Starting August 2026
Salary:	£65,048 per annum

Job Summary

This one-year post offers a unique opportunity for doctors to develop the skills and confidence needed to become effective clinical educators while gaining valuable experience in Emergency Medicine. The successful candidate will play an active role in delivering and supporting education and simulation programmes for Foundation Year 1 and 2 doctors, Specialty Trainees, and Locally Employed Doctors across the Trust.

The role is well suited to those at ST3+ level who wish to broaden their experience in Medical Education and Simulation while maintaining and developing their clinical skills.

This post is not recognised for training but would be of interest to applicants applying for an Out of Programme experience with their Specialty School.

Contribution to an out of hours on call rota is core to this role.

The Post

The Department

The Trust hosts a dedicated Simulation Centre equipped with SimMan 4G technology and delivering regular multi-professional training sessions. The post holder will play a central role in supporting and delivering these sessions, working in close collaboration with the Simulation Faculty and the Medical Education Team.

In addition, the post holder will contribute to a broad range of Medical Education activities, including bedside teaching, clinical skills training, facilitation of reflective workshops, communication skills development, and group-based teaching sessions.

The role will also involve designing and coordinating in situ simulation within the Emergency Medicine Department, helping to enhance team performance and patient safety in the clinical environment.

The successful applicant will be enrolled onto a Train the Trainer course and will receive training on advanced simulation. There may also be an opportunity for the post holder to be supported to undertake a funded PgCert in Medical Education if required.

The post holder will gain the following experience in Medical Education:

- Delivering clinical and simulation teaching sessions to a multi professional audience
- Delivering small group teaching sessions for medical staff
- Delivering ward-based teaching / in situ simulation sessions for medical staff
- Organising and co-ordinating educational activities throughout the Trust
- The post holder will play an integral role in the development of the FY1 shadowing and Induction process that takes place every July.
- The post holder will develop an understanding of pastoral support and quality assurance in relation to Medical Education and training.

Key Relationships

- Director of Medical Education
- Post Graduate Clinical Tutor
- College Tutors
- Care Group Medical Directors / Clinical Directors
- Foundation Training Programme Directors
- Consultant staff and Senior Medics
- Clinical Practice Educator and instructors
- Simulation Faculty
- Educational Leads
- Medical Education Manager
- Medical Education Team
- Junior Medical Staff

- Undergraduate Team
- Medical People Services

The Department

The Trust operates two Emergency Departments—located at The Royal Shrewsbury Hospital and The Princess Royal Hospital—providing urgent and emergency care to a population of approximately 560,000 people. Together, the departments manage around 120,000 attendances each year, encompassing major trauma cases and a paediatric case mix of roughly 20%.

Both sites offer modern, well-equipped clinical environments, including fully resourced resuscitation bays, monitored majors cubicles, and dedicated areas for minor injuries and illnesses. The hospitals benefit from the following clinical accommodation:

Royal Shrewsbury Hospital, Shrewsbury

- A purpose built 4 bedded resuscitation room
- A separate, bespoke children’s and young person unit
- An initial assessment area with 3 cubicles
- 14 major adult patient bays
- 8-bedded ambulance receiving area (ARA)
- A minor injuries unit
- An on-site Urgent Treatment Centre
- Separate adult and paediatric waiting areas
- Relative’s room
- Plaster room
- A Respiratory Isolation unit (4 trolley spaces)
- Adjacent Helicopter landing pad

Princess Royal Hospital, Telford

- A purpose built 4 bedded resuscitation room
- Separate paediatric resus
- An initial assessment area with 3 cubicles
- 3 paediatric major cubicles
- 13 major adult patient bays
- A Respiratory Isolation unit (4 trolley spaces)
- 8-bedded ambulance receiving area (ARA)
- A minor injuries unit
- An on-site Urgent Treatment Centre
- Dedicated paediatric area and waiting room
- Relative’s room
- Plaster room
- Adjacent Helicopter landing pad

Both The Royal Shrewsbury Hospital and The Princess Royal Hospital host comprehensive out-patient clinics. Imaging services are fully digital, and the Emergency Departments benefit from rapid access to CT scanning. A 24-hour Pathology service operates across both sites, ensuring continuous diagnostic support. Each department is equipped with its own ultrasound machine, with several senior clinicians trained and experienced in point-of-care ultrasound.

Current Medical Staffing

Consultants

Dr S Asad	Consultant in Emergency Medicine
Dr I D’Souza	Consultant in Emergency Medicine
Dr Z Ghani	Consultant in Emergency Medicine

Dr D Herman	Consultant in Emergency Medicine
Dr A Jones	Consultant in Emergency Medicine
Mr S Kumaran	Consultant in Emergency Medicine
Dr A Marsh	Consultant in Emergency Medicine
Dr M Mendis	Consultant in Emergency Medicine, CG Lead
Dr N Pai	Consultant in Emergency Medicine
Ms R Race	Consultant in Emergency Medicine, Clinical Director
Dr E Rysdale	Consultant in Emergency Medicine
Dr M Sowailam	Consultant in Emergency Medicine
Dr R Srinivasan	Consultant in Emergency Medicine

Specialists

Dr D Ibrahim	Specialist in Emergency Medicine/Trauma Lead
Dr S Lakshmana	Specialist in Emergency Medicine
Dr R Pummi Ramakrishnan	Specialist in Emergency Medicine
Dr N Sadavarte	Specialist in Emergency Medicine
Dr R Siddiqui	Specialist in Emergency Medicine

Additional Staffing

2 WTE	Associate Specialists
39 WTE	Specialty Doctors
2 WTE	Higher Specialty Trainees
4 WTE	ACCS Trainees
8 WTE	GP Specialty Trainees
14 WTE	Locally Employed Doctors (ST1-2)
8 WTE	FY2
2 WTE	FY1

We also have an established team of Emergency Nurse Practitioners, Emergency Care Practitioners and Advanced Clinical Practitioners, in training and fully qualified.

The West Midland Trauma Network

The Royal Shrewsbury Hospital is a Trauma Unit in the West Midlands Trauma Network. We have close links to the regional Trauma network which includes the Birmingham Children's Hospital and the University Hospitals North Midlands.

Keele Medical School

The Emergency Department at the Royal Shrewsbury Hospital plays a key role in delivery of education to final year medical students from Keele. Over the next 3 years the number of medical students at Keele will increase.

Rota Structure (2016 Contract or Full Shift Templates)

The post-holder will be expected to contribute to the Emergency Medicine full-shift rota. The rota is compliant with the terms and conditions of the 2016 Junior Doctor Contract and Working Time Regulations 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. The rota template will be individually designed

to incorporate 60% clinical work with appropriate rest and time allocated for the educational activity associated with the post.

The work pattern may be subject to change depending on the needs of the service.

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1		9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	8:00 - 16:30		
2	8:00 - 16:30	8:00 - 16:30	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
3	9:00 - 17:00	14:00 - 22:30			14:00 - 22:30	16:00 - 24:00	16:00 - 24:00
4		9:00 - 17:00	8:00 - 16:30	9:00 - 17:00	8:00 - 16:30		
5	16:00 - 24:00		8:00 - 16:30	9:00 - 17:00	9:00 - 17:00		
6	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	8:00 - 16:30		
7	8:00 - 16:30	9:00 - 17:00	9:00 - 17:00	8:00 - 16:30	8:00 - 16:30		
8	12:00 - 20:00	12:00 - 20:00	9:00 - 17:00	12:00 - 20:00	12:00 - 20:00		
9	9:00 - 17:00	9:00 - 17:00	14:00 - 22:30			8:00 - 16:30	8:00 - 16:30
10	9:00 - 17:00	9:00 - 17:00		14:00 - 22:30	14:00 - 22:30		
11	9:00 - 17:00	9:00 - 17:00	8:00 - 16:30	8:00 - 16:30	9:00 - 17:00		
12	9:00 - 17:00	8:00 - 16:30	9:00 - 17:00	9:00 - 17:00	8:00 - 16:30		
13	16:00 - 24:00	14:00 - 22:30			9:00 - 17:00	16:00 - 24:00	16:00 - 24:00
14	16:00 - 24:00		9:00 - 17:00	8:00 - 16:30	8:00 - 16:30		
15	8:00 - 16:30	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	8:00 - 16:30		
16		9:00 - 17:00	14:00 - 22:30		16:00 - 24:00	16:00 - 24:00	16:00 - 24:00
17		9:00 - 17:00	8:00 - 16:30	8:00 - 16:30			
18	8:00 - 16:30	9:00 - 17:00	8:00 - 16:30	8:00 - 16:30	8:00 - 16:30		
19	16:00 - 24:00		9:00 - 17:00	8:00 - 16:30	8:00 - 16:30		
20	8:00 - 16:30	9:00 - 17:00	9:00 - 17:00	8:00 - 16:30		8:00 - 16:30	8:00 - 16:30

Duty	Name	Type	Start	Finish	Days	Duration
C	Cover	Shift	12:00	20:00	1	8:00
E	Early	Shift	8:00	16:30	1	8:30
L	Late	Shift	16:00	24:00	1	8:00
N	Night	Shift	22:00	8:30	2	10:30
P	Early SPA	Shift	8:00	16:30	1	8:30
S	SIM/Teaching	Shift	9:00	17:00	1	8:00
T	Twilight	Shift	14:00	22:30	1	8:30

General Conditions

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

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

Study Leave will be agreed with the College Tutor and Director of Medical Education on appointment to the role taking into account the post holders educational needs.

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.
- The Trust supports the Royal College of Physicians Guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.
- 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.
- A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust, as agreed with the LNC (for example, the approval and funding of study leave). An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti 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 organise 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"> • MBBS, MBChB or equivalent medical qualification 	✓	
<ul style="list-style-type: none"> • Advanced Life Support (ALS Certified) or equivalent 	✓	

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Full Registration and a licence to practise with the General Medical Council (GMC) 	✓	
<ul style="list-style-type: none"> • Demonstrable equivalent experience and/or completion of NHS Foundation Year 1 and 2 competences 	✓	
<ul style="list-style-type: none"> • A minimum of 12 months experience in at least an FY2 post or equivalent 	✓	
<ul style="list-style-type: none"> • A minimum of 18 months experience in Emergency Medicine 	✓	
<ul style="list-style-type: none"> • A minimum of 6 months experience working within the NHS 	✓	

GENERIC CAPABILITIES FRAMEWORK

Professional Values & Behaviours

ESSENTIAL CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • 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). 	✓	
<ul style="list-style-type: none"> • Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope. 	✓	
<ul style="list-style-type: none"> • Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment. 	✓	
<ul style="list-style-type: none"> • Critically reflects on own competence, understands own limits, and seeks help when required. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • 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 	✓	

<ul style="list-style-type: none"> • Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely. 	✓	
<ul style="list-style-type: none"> • Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression. 	✓	
<ul style="list-style-type: none"> • Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	

Leadership & Team Working

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working. 	✓	
<ul style="list-style-type: none"> • Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way. 	✓	
<ul style="list-style-type: none"> • Demonstrates ability to challenge others, escalating concerns when necessary. 	✓	
<ul style="list-style-type: none"> • Develops practice in response to changing population health need, engaging in horizon scanning for future developments. 	✓	

Patient Safety & Quality Improvement

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives 	✓	
<ul style="list-style-type: none"> • Applies basic human factors principles and practice at individual, team, organisation, and system levels. 	✓	
<ul style="list-style-type: none"> • 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.		
<ul style="list-style-type: none"> Advocates for, and contributes to, organisational learning. 	✓	
<ul style="list-style-type: none"> Reflects on personal behaviour and practice, responding to learning opportunities. 	✓	

Safeguarding Vulnerable Groups

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> 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. 	✓	
<ul style="list-style-type: none"> Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care. 	✓	

Education & Training

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

Research & Scholarship

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> 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. 	✓	
<ul style="list-style-type: none"> Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects. 	✓	
<ul style="list-style-type: none"> Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making. 	✓	
<ul style="list-style-type: none"> 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 	✓	

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| <ul style="list-style-type: none">• Locates and uses clinical guidelines appropriately. | ✓ | |
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