



The Shrewsbury and
Telford Hospital
NHS Trust

Teaching Fellow in Medicine ST1-2

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

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.

The Shrewsbury and Telford Hospital NHS Trust continues to work with our partners in health and social care in Shropshire, Telford and Wrekin and mid Wales to develop patient-focused services that meet the needs of our communities.

Plans have been given the go ahead to transform local hospital services for the half a million residents of Shropshire, Telford & Wrekin and mid Wales to make sure two vibrant hospitals and the wide range of services they provide for people locally are kept in the county. This landmark decision will result in better care for patients, secure the £312m on offer from HM Treasury and develop both hospital sites to deliver state of the art facilities in which staff will be proud to work and patients will choose to be treated.



Main Duties & Responsibilities

Clinical

- Clinically the successful candidate will work with their specialist team and there will also be an acute medical on call commitment. The teams include a range of STRs, CMT and Foundation level doctors and are supported by physician associates, and advanced clinical practitioners. This post is in addition to normal staffing levels.
- Clinical sessions will be arranged to avoid interference with Medical Education responsibilities.
- Delivering clinical and simulation teaching sessions to a multi professional audience
- Delivering small group teaching sessions for junior medical staff
- Delivering ward-based teaching sessions and insitu simulation to 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 also develop an understanding of pastoral support and quality assurance in relation to Medical Education and training.

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:	Teaching Fellow in Medicine
Grade:	ST1-2
Division:	Medicine & Emergency Care
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director / Head of Medical Education
Hours:	40 hours (50% academic, 50% clinical)
Duration:	12 Months Fixed Term
Salary:	£52,656 per annum

Job Summary

The post is for a period of one year and aims to provide doctors with the necessary skills required to become a confident and competent teacher as well as gaining experience within General Medicine. The post holder will be actively involved in supporting the education and simulation programmes for Foundation Year 1 and 2 Doctors, Speciality Trainees and Locally Employed Doctors throughout the Trust.

The post would suit doctors who have completed Foundation Year 2 training or equivalent.

The Clinical work for the role will be undertaken in the Medicine Department. There will be opportunities for speciality experience as well as Acute/General Medicine.

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.

The Post

The Department

The Trust has a dedicated Simulation Centre with access to SimMan 4G mannequins. The Simulation Centre runs regular multi-professional training sessions. The post holder will be involved in the delivery of these sessions, working closely with the Simulation Faculty and Medical Education Team. The post holder will also be involved in a range of additional Medical Education activities including bedside teaching, clinical skills teaching, facilitation of reflective workshops, communication skills training and group-based teaching sessions. The postholder will also be involved in developing and arranging in situ simulation sessions within the Medicine Department.

The successful applicant will be enrolled onto a Train the Trainer course and will receive training on advanced simulation.

On both sites we have a dedicated Acute Medical Unit (20 beds at RSH and 17 on PRH) and SDEC (chairs & trolley spaces). RSH also has a 26 bed Medical Short Stay Ward (26 beds) with imminent plans to develop a short stay ward on the PRH site (28 beds).

There are General Medical and Speciality wards on both sites with Cardiology and Stroke Medicine based at PRH and Gastroenterology based at RSH with speciality in reach on the other site. Respiratory medicine, Diabetes and Endocrinology and Care of the Elderly and Frailty are equally represented on both sites. The General Internal Medicine ward base is based on the RSH site.

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

- Delivering clinical 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
- 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

Directorate

Dr Saskia Jones-Perrott - Divisional Medical Director

Dr Gordon Wood - Respiratory Physician, Director of Medical Education, Lead Physician RSH site, Lead for General Internal Medicine

Dr Jaydip Mukhopadhyay - Consultant in General Internal Medicine

Rota Structure

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 50% 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.

Timetable

The following provides scheduling details of the clinical activity and clinically related activity components of the appointee's standard working week.

Working arrangement

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	8:00 - 16:30	8:00 - 16:30		14:00 - 22:30	14:00 - 22:30		
2	22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30		
3	14:00 - 22:30	14:00 - 22:30	14:00 - 22:30			16:00 - 24:00	16:00 - 24:00
4	16:00 - 24:00		8:00 - 16:30	8:00 - 16:30	8:00 - 16:30		
5		16:00 - 24:00	16:00 - 24:00		22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00
6	00:00 - 8:30			16:00 - 24:00	16:00 - 24:00		
7	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00		
8	22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30		
9	8:00 - 16:30	8:00 - 16:30		14:00 - 22:30	14:00 - 22:30	14:00 - 22:30	14:00 - 22:30
10			16:00 - 24:00	16:00 - 24:00	16:00 - 24:00		
11	8:00 - 16:30	8:00 - 16:30	8:00 - 16:30	8:00 - 16:30	8:00 - 16:30		
12	16:00 - 24:00	16:00 - 24:00			22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00
13	00:00 - 8:30			8:00 - 16:30	8:00 - 16:30		
14	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00		
15	22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30		
16	16:00 - 24:00	16:00 - 24:00	16:00 - 24:00			16:00 - 24:00	16:00 - 24:00
17			8:00 - 16:30	8:00 - 16:30	8:00 - 16:30		
18	8:00 - 16:30	8:00 - 16:30	8:00 - 16:30		22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00	00:00 - 8:30, 22:00 - 24:00
19	00:00 - 8:30			16:00 - 24:00	16:00 - 24:00		
20	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00	10:00 - 19:00		
21	14:00 - 22:30	14:00 - 22:30	14:00 - 22:30			8:00 - 16:30	8:00 - 16:30

Duty details

Duty	Name	Type	Start	Finish	Days	Duration
A	Early	Shift	8:00	16:30	1	8:30
B	Early - Day	Shift	10:00	19:00	1	9:00
C	Late - 2pm Start	Shift	14:00	22:30	1	8:30
F	Nights	Shift	22:00	8:30	2	10:30
L	Late	Shift	16:00	24:00	1	8:00

This timetable is indicative only and the formal job plan will be agreed between the successful applicant and their clinical director within 3 months of starting in post.

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 General Public Holidays. In the case of part time staff this entitlement is pro rata.

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 • A national training number • An educational qualification • MRCP 	✓ ✓	 ✓ ✓

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Full Registration and a licence to practise with the General Medical Council (GMC) • Post CMT or equivalent with experience in General Medicine • Able to perform on call duties at middle grade/STR level • Working knowledge of medical problems common to the UK including acute emergencies • Evidence of an appreciation of the principles of adult learning and approaches used in medical education • Experience of teaching • A minimum of 6 months NHS experience 	✓ ✓ ✓ ✓ ✓ ✓ ✓	

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). • Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope. • 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. • 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. Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects. Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making. 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 Locates and uses clinical guidelines appropriately. 	✓ 	