



The Shrewsbury and
Telford Hospital
NHS Trust

Salaried General Practitioner – Urgent Treatment Centre Clinical Lead

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 almost 6,000 staff, and hundreds of staff and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at the Royal Shrewsbury Hospital, Friends of the Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at the Royal Shrewsbury Hospital.

We are committed to providing the best possible diagnostic facilities and high-quality clinical care in a clean, supportive environment where patients are treated effectively 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.



A message from our Clinical Director

Thank you for expressing an interest in this vacancy.

Your role in our Urgent Treatment Centres is pivotal in providing the safest and kindest care to our patients and staff. We are very passionate in recruiting the right candidate, with the right values, skills, and attitudes in order to develop our Emergency and UTC team and to continue to build a successful future.

We are currently working towards service reconfiguration within the Trust; therefore, this role will offer you the opportunity to be a part of the development of our UTC in both our hospitals. This includes being part of our hardworking multi-disciplinary team. We are looking for natural leaders who can see this vision through from start to finish.

If you join our team, we will support your personal and professional development throughout your career.

You will work alongside a committed and dedicated team of Emergency Consultants.

Rebecca Race

Miss Rebecca Race BM, MRCSed (A&E), FRCES
Clinical Director and Consultant in Emergency Medicine





Job Description

Job Title:	Salaried General Practitioner – Urgent Treatment Centre Clinical Lead
Grade:	General Practitioner
Division:	Medicine and Emergency Care
Responsible to:	Medical Director
Professionally Accountable to:	Divisional Medical Director
Hours:	37.5 hours (9 nominal sessions)
Duration:	Permanent
Salary:	£73,113.00 - £110,330.00 (Salaried GP, to be negotiated on appointment) + £5000.00 Responsibility Allowance

Job Summary

An exciting opportunity has arisen within the Emergency Centre at Shrewsbury and Telford NHS Trust (SaTH) for a Salaried General Practitioner to join the Urgent Treatment Centre (UTC) team.

As Urgent Care Clinical Lead, you will have the ability to develop the service de novo alongside the Emergency Centre team. You will be able to showcase your leadership and clinical skills to manage, develop and coordinate your department, to ensure we continue to excel in delivering exceptional care.

You will assist with the recruitment of UTC staff and line manage a team of clinical staff and support them to ensure we get the very best from your team. Your Clinical Director and Service Manager will work closely with you as a team to support the whole service.

You will give expert clinical advice to staff and build effective working relations with all members of the multidisciplinary team, whilst demonstrating clinical competencies and supervising junior colleagues to develop skills and ensure policies and procedures are followed.

You will be responsible for the day to day effective and efficient management of UTC staff, equipment within the department and work closely with the Clinical Director and Service Manager.

Main Duties & Responsibilities

Professional/Clinical

- To demonstrate clinical competencies and to supervise and train junior colleagues to develop skills as required.
- To always exercise professional accountability
- Ensure UTC policies and procedures are up-to-date and that all staff comply to agreed policies and maintain best practice.
- Perform assessment of patient needs, plan and implement clinical treatment
- To access diagnostics including bloods, ECGs and X-Rays.

Operational Management

- Act as a role model for staffing working in the UTC.
- Direct and manage all aspects of the UTC.
- Work closely with the Clinical Director, Service Manager and Emergency Nurse Practitioners to support the orientation and induction of all staff.
- Support systems of induction, staff appraisals to allow for appropriate developmental activities.
- Assist in the development of an integrated approach to the delivery of patient care across the UTC and ED.
- To maintain working relationships and partnership with all relevant stakeholders.
- To investigate accidents, incidents and complaints, implementing corrective actions where necessary, in accordance with SaTH Policies.

Education & Audit

- Monitor and audit various elements of the UTC
- Ensure performance levels are meeting targets set
- Maintain own level of clinical competence by reading current literature, using evidence-based practice (e.g. NICE guidelines) and attend appropriate training as necessary.
- Demonstrate a firm involvement in Clinical Governance, Risk Management and Clinical Audit. This will include the development and maintenance of appropriate systems and practices to ensure continued safe clinical practice.

Organisational

- Demonstrate use of excellent communication skills to support patients, families in highly stressful situations to ensure staff are supported to develop these skills.
- Provide emotional support to patients and carers when required

- 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.
- 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.
- To maintain all Trust-wide standards to improve the quality of care for all who come into contact with services provided by The Shrewsbury and Telford hospital NHS Trust.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To work at both sites (Princess Royal Hospital and Royal Shrewsbury Hospital) in line with the service needs.

The Department

The Trust presently runs two Emergency Departments at The Royal Shrewsbury Hospital and The Princess Royal Hospital serving a population of 560,000 people. Last year the departments had 120,000 attendances which includes, major Trauma, and approximately 20% children.

Across both Hospitals there are excellent facilities with well-resourced resuscitation areas, monitored major's cubicles and dedicated minors areas. The sites have 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
- 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 – currently out of service during HTP build

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

At both The Royal Shrewsbury Hospital and The Princess Royal Hospital there are out-patient clinics. X-Ray is digitalised, and the Emergency Department has prompt access to CT scanning. A full 24 hour Pathology service is available at both The Royal Shrewsbury Hospital and The Princess Royal Hospital. Both units have their own ultrasound machine and a number of senior doctors are trained in its use.

Our A&E Consultant & Specialist Team

Ms Rebecca Race	Clinical Director / Consultant in Emergency Medicine
Mr Subramanian Kumaran	Consultant in Emergency Medicine
Dr Ed Rysdale	Consultant in Emergency Medicine
Dr Adrian Marsh	Consultant in Emergency Medicine
Dr Dodi Herman	Consultant in Emergency Medicine
Dr Alexia Jones	Consultant in Emergency Medicine
Dr Mahesh Mendis	Consultant in Emergency Medicine/ CG Lead
Dr Junaid Siddique	Consultant in Emergency Medicine
Dr Mostafa Sowailam	Consultant in Emergency Medicine
Dr Rag Srinivasan	Consultant in Emergency Medicine
Dr Andrew Horn	Locum Consultant in Emergency Medicine
Dr Nandan Sadavarte	Specialist in Emergency Medicine
Dr Diab Ibrahim	Specialist in Emergency Medicine/Trauma Lead
Dr Rama Pummi Ramakrishnan	Specialist in Emergency Medicine
Dr Raheel Siddiqui	Specialist in Emergency Medicine

Our A&E Medical Establishment

Associate Specialists
 Specialty Doctors
 Higher Specialty Trainees (ST4-7)
 ACCS (CT1-2)
 Locally Employed Doctors (ST1-2 Equivalent)
 FY2
 FY1
 ENP/ECP
 ACP/ANP

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 of 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 is expected to increase.

General Conditions

Annual Leave

Full-time practitioners shall be entitled to 32 working days annual leave in each year. The 32 working days annual leave entitlement for full-time practitioners shall be taken on a pro rata basis by part-time practitioners.

Study and Professional Leave

Professional and Study leave includes but is not restricted to participation in:

- Study, usually but not exclusively or necessarily on a course or programme;
- Research
- Teaching
- Examining or taking examinations
- Visiting clinics and attending professional conferences
- Training

The appointee will be entitled to 30 days of Study/Professional Leave across a 3-year fixed 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.

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 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.

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; and
- 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; and
- 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; and
- 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; and
- 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; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- 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.

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.





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 and Training

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • MBBS, MBChB or equivalent medical qualification 	✓	
<ul style="list-style-type: none"> • A fully qualified GP with current and full registration with the GMC with no restrictions on practice. Registered on a Local NHS England performers List. 	✓	
<ul style="list-style-type: none"> • Relevant post graduate qualifications relevant to the role eg: MRCGP, MBBS or equivalent. 	✓	
<ul style="list-style-type: none"> • Additional higher education demonstrating skills in an urgent treatment environment 		✓

Experience and Knowledge

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • At least five years post qualification experience in relevant speciality. 	✓	
<ul style="list-style-type: none"> • Proven ability to perform assessments of patient needs, and to plan and implement clinical treatment 	✓	
<ul style="list-style-type: none"> • Experience in the management of primary care patients in a UTC setting 	✓	
<ul style="list-style-type: none"> • Demonstrates a high level of professional practice and experience in both acute and chronic disease management 	✓	
<ul style="list-style-type: none"> • Ability to effectively communicate evidence in writing, verbally and through listening skills. Personal understanding and use of the English language 	✓	
<ul style="list-style-type: none"> • Up to date with current clinical practice and mandatory training (such as BLS, safeguarding and IG etc) 	✓	
<ul style="list-style-type: none"> • Evidence of coaching and training junior members of staff 		✓
<ul style="list-style-type: none"> • Experience in managing staff 		✓
<ul style="list-style-type: none"> • Experience of working in an ED setting 		✓

Skills and Aptitudes

ESSENTIAL CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to work closely with the ED Clinical Director and Service Manager 	✓	

<ul style="list-style-type: none"> • Ability to participate in individual performance review and clinical audits. 	✓	
<ul style="list-style-type: none"> • Support investigations into accidents, incidents and complaints, implementing corrective actions where necessary 	✓	
<ul style="list-style-type: none"> • Ability to deal with difficult situations and to manage a rapidly changing workload 	✓	
<ul style="list-style-type: none"> • Provide mentoring and clinical supervision to other clinicians 	✓	
<ul style="list-style-type: none"> • Ability to develop and maintain effective working relationships with multi-disciplinary teams 	✓	
<ul style="list-style-type: none"> • Willingness to learn new skills and problem solve on a regular basis 	✓	
<ul style="list-style-type: none"> • Self-motivated and able to work both independently and as part of a larger team 	✓	
<ul style="list-style-type: none"> • Personal resilience and ability to work calmly in a potentially pressurised environment 	✓	✓
<ul style="list-style-type: none"> • Experience and skills in assessing patients with injuries and type 1 presentations 		✓
<ul style="list-style-type: none"> • Understanding of the HTP and the impact on future UTC services across both sites. 		✓
<ul style="list-style-type: none"> • Desire to develop specialist skills 		✓
<ul style="list-style-type: none"> • Ability to challenge traditional models of working and to suggest improvements for change in a positive and inclusive manner 		✓
<ul style="list-style-type: none"> • Able to identify health inequalities and work to address these to improve patient care 		✓