



DIVISIONAL MEDICAL DIRECTOR Surgery, Anaesthetics, Cancer and Critical Care Division Information for Candidates

Closing date for receipt of applications:
Friday 7 February 2025

Interview date:
Wednesday 26 February 2025

For a confidential discussion, please contact:

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NHS
**Shrewsbury and
Telford Hospital**
NHS Trust

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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 more than 7,000 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.





A Message from our Chief Executive

Thank you for your interest in the post of Divisional Medical Director for our Surgery, Anaesthetics, Critical Care & Cancer Division.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

This is a key leadership role within the senior team at SaTH which will be at the heart of building and overseeing our long-term strategic plan to support the delivery of our vision. We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent CQC inspection demonstrates that we are making progress towards our aim of getting to good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Plan that will reconfigure acute hospital services across Shropshire, Telford & Wrekin. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Jo Williams

INTERIM CHIEF EXECUTIVE OFFICER

A Message from our Executive Medical Director and Chief Operating Officer

Thank you for your interest in joining us as Divisional Medical Director for the Surgery, Anaesthetics, Critical Care & Cancer Division; this post is a vital leadership role within our organisation. The Shrewsbury & Telford Hospital NHS Trust has a wide-ranging improvement programme, including key operational commitments to improve access to Urgent & Emergency Care, Elective services, Cancer services and Diagnostic services. The organisation is proud of improvements made in recent years, but also humble about how much more we have to do. We are committed to working together to provide excellent care for our patients and a rewarding professional experience for our colleagues.

You will be joining at an exciting time for the Trust and for healthcare services within the Shropshire, Telford & Wrekin Integrated Care System. The Trust has a recently appointed new Chair who is Chair in Common across both The Shrewsbury & Telford Hospital NHS Trust and Shropshire Community Health NHS Trust - creating the opportunity for greater partnership working between the two organisations, collaborating to best meet the needs of the population that we serve. The Trust also has both a Chief Executive Officer and Chief Operating Officer that have recently commenced in post, and so the successful candidate will have the chance to join a newly formed senior leadership team.

Our Trust has a turnover of over £600m and employs over 7000 staff. Our clinical services are organised into four clinical Divisions, with triumvirate leadership teams comprising Divisional Medical Directors, Directors of Operations and Divisional Directors of Nursing/Midwifery across Medicine & Emergency Care; Surgery, Anaesthetics, Critical Care & Cancer; Women & Children's Services; and Clinical Support Services.

This will be an incredibly rewarding leadership role within a newly formed and ambitious senior leadership team. With a newly opened Elective Surgical Hub at Princess Royal Hospital and with robotic surgery established at Royal Shrewsbury Hospital there are real opportunities to develop services for our patients using Surgery, Anaesthetics, Critical Care and Cancer services. And with the Trust's ambitious Hospital Transformation Programme progressing well, this represents a really exciting time for a new Divisional Medical Director to lead the Division.



Dr John Jones
MEDICAL DIRECTOR



Ned Hobbs
CHIEF OPERATING OFFICER



About the Hospitals Transformation Programme

After consulting on the future of acute hospital services across Shropshire, Telford & Wrekin and Powys, plans were confirmed to develop at Royal Shrewsbury Hospital a site specialising in emergency care and at the Princess Royal Hospital (Telford) a site specialising in planned care. In the new service model, key specialist services will be consolidated onto single sites (with the required clinical adjacencies), meaning that when patients need specialist care, they will get the best care available at the right time from the right clinicians. Both hospital sites will provide 24/7 urgent care, and routine services such as outpatients and diagnostics, so that most people will continue to receive care at their local site.

This reconfiguration of services is an essential part of ensuring that the health requirements of our communities can be met in a sustainable way over the long term. The changes will also mean that our catchment population will receive better quality healthcare and enjoy a much-improved patient experience through;

- Our Telford site specialising in planned care will mean patients wait less time for their appointments and that beds will be protected for planned operations, reducing the number of cancellations.
- Our Shrewsbury site specialising in emergency care will ensure that emergency patients have immediate access to appropriate specialist care, which will provide a better experience for service users and reduce both waiting times and the length of hospital stays.
- The improvement to the hospital environment will make sure that patients receive their care in a modern, fit for purpose environment.

In December 2023, the Department of Health and Social Care, NHS England and HM Treasury confirmed the approval of our Outline Business Case (OBC) and enabling works begun. At the end of May 2024, the Full Business Case (FBC) was approved, which is the last stage of the national approval process. The Trust has received national approval of its Full Business Case (FBC) for the Hospitals Transformation Programme (HTP), which is the final stage of approval. This releases the full £312million investment in local services and means implementation of a new model of healthcare in the county. This investment will help support the Trust's, and wider health and care systems, ambitions of delivering high quality, sustainable services for patients in modern facilities.

Job Description

Job Title:

Divisional Medical Director for Surgery,
Anaesthetics, Cancer and Critical Care

Band:

Consultant

Hours:

5PAs core leadership time + additional
Division-specific PAs where agreed

Salary:

£105,504.00 - £139,882.00 + £15'000.00
Responsibility Allowance

Duration:

3 years

Accountable to:

Chief Operating Officer

Professionally accountable to:

Executive Medical Director



Job Purpose

The post holder is operationally accountable to the Chief Operating Officer and professionally accountable to the Medical Director. The post holder will be a member of the Medical Leadership Team.

The Surgery, Anaesthetics, Critical Care and Cancer Divisional Medical Director is responsible for the strategic clinical leadership of the Division, for driving continuous service improvement and ensuring the effective delivery and productivity of clinical services. The post holder will be professionally and managerially responsible for all other medical staff within the Division and overall lead for appraisal, job planning and professional development for the Division. The post holder will ensure that clinical regulatory targets and compliance for clinical quality, risk and governance standards are met.

The Post

To assist the Director Divisional Director of Operations in supporting the Trust's role as a key player in providing high quality health services in Shropshire, Telford & Wrekin and Mid-Wales and to help guide the Trust in maximising its commercial opportunities and strengthening its collaborative partnership working.

The Divisional Medical Director (Divisional MD) will work with the Divisional Director of Operations (DDO) and Divisional Director of Nursing/Midwifery, AHPs and Quality (DDNM) in a triumvirate management structure. The Divisional MD is expected to take accountability for the Division, working jointly with the triumvirate including the delivery of agreed local and national quality and performance standards within budgetary and resource availability.

The Divisional MD will also have responsibility for the strategic development of clinical services within the division and with colleagues, the delivery of that strategy. The Divisional MD will ensure that services adopt a continuous improvement approach. Together with the other members of the triumvirate, the Divisional MD will provide clinical leadership to the Division, ensuring that all clinical staff are aligned with the Division's and Trust's objectives and are working in effective multi-disciplinary/multi-professional teams.

The Divisional MD will work with the DDNM to ensure that robust systems for clinical governance are implemented and maintained for all services.

Key Working Relations

- Executive Team
- Trust Medical Director
- Divisional Directors of Operations
- Divisional Directors of Nursing & Midwifery/AHP's
- Departmental Clinical Directors
- Centre Management teams
- Divisional/Corporate People (HR) teams
- Medical Education team
- Revalidation Officer
- Occupational Health Team
- Senior Nursing Team
- Finance and IT Departments
- Medical Leadership Team

Main Duties and Responsibilities

Leadership

- Provide overall leadership and management to all of the Division's medical staff including doctors in training within the Division.
- Ensure that the Trust's strategic vision, objectives, policies, values and behaviours are embedded and upheld by all medical staff within the Division.
- Provide strategic advice and input to the Divisional Director and Divisional Board to support the development of robust Divisional Plans.
- Drive service and quality improvement & innovation, and the application of best practice pathways.
- Ensure effective medical input is designed into and consistently delivered to end-to-end pathways.
- To encourage and support innovative practice change in all aspects of the Trust's operations.
- To actively support the development of an empowered culture which supports operational implementation of the Trust's strategy and vision.
- Promote collaboration, openness, devolution and accountability, involvement and equality of opportunity at all levels.
- To promote, through personal conduct, the Trust's values and leadership behaviours, thereby helping to develop and enhance the necessary cultural change.

Clinical Leadership

- Take responsibility for medical leadership within the Division, at all levels and within all services.
- Embedding effective systems of job planning, objective setting and appraisals.
- Support the development of other clinical leads in the division, including clinical directors and speciality leads.
- Be an active member of the Medical Director's Medical Leadership Team.
- Support the development of robust Divisional annual plans and Operational Performance and Management.
- Ensure systems are in place and effectively applied for all medical staff within the Division to have a robust annual appraisal and development plan, the performance management of objectives, maintenance of high clinical standards, meet the requirements of revalidation, and undertake a regular job planning review.
- Ensure medical staff productivity is maximised and maximum value for money is being achieved.
- Contribute to the Division workforce strategy and ensure the medical staff resources identified in the strategy are available to meet the capacity required to deliver services.
- Effectively manage any budgets allocated to the role and actively contribute to the delivery of the Division's financial viability including cost reduction targets.
- Ensure productive clinical partnerships are maintained and developed with external stakeholders to maximise patient care and support commissioning and contracting decisions.
- Divisional Directors may be asked to represent or deputise for the Medical Director as required.
- Provide active participation at the Board and Senior Leadership Team Meeting.
- To ensure that patient flow pathways and processes are designed to meet operational best practice and eliminate waste, inefficiency and delay.
- Undertake the regular assessment of demand to optimise capacity to meet this demand.
- Responsible for ensuring that the medical components of regulatory targets and standards and Trust quality and safety requirements are met.
- Build and develop existing partnerships and joint working with key stakeholders and other agencies locally and nationally to support the Trust's delivery and innovation.
- To liaise with other Executive Directors, Trust Representatives and System Partners to share knowledge and assure consistency that the strategic perspective is widened and actively contributes to the Trust's agenda.
- Foster effective collaborative working between other Divisions, Streams and departments, ensuring full support to the centres in realising their potential.

Strategic and Service Planning

In partnership with the triumvirate;

- Ensure there is a strategic plan for the Division and each service/specialty therein.
- Ensure that there is robust annual business planning as part of the Trust annual business planning cycle.
- Ensure that there is robust annual business planning as part of the Trust annual business planning cycle.
- Ensure the embedding of an improvement culture within the division, with improvement plans underpinning service change.
- Represent the Trust at relevant external strategic meetings, as agreed with the COO and Executive Medical Director.

Operational Management

In partnership with the triumvirate;

- Ensure that appropriate systems are in place for the effective delivery of patient care within the Division.
- Ensure that appropriate systems are in place to support research, innovation and education.
- Ensure the effective implementation of Trust policies, procedures and standards.



Governance and Risk

- To ensure that systems are in place to monitor and manage risk in relation to operational service and delivery.
- To ensure that remedial action is taken promptly where unacceptable risks are identified.
- Responsible for the delivery of relevant Divisional clinical governance and risk targets, taking remedial action as necessary to ensure that compliance and action plans are implemented.
- Ensure support for the investigation of any serious incidents (SIs), doctors' capability, attendance and conduct matters involving medical staff within the Care Group, including doctors in difficulty.
- Ensure the Division develops and implements an annual clinical audit plan aligned to the operational and quality plan, and its effectiveness is monitored.
- Ensure the Division develops and implements an annual clinical audit plan aligned to the operational and quality plan, and its effectiveness is monitored.

Corporate and Clinical Governance

- Support the Divisional Director of Nursing/Midwifery, AHPs and Quality to ensure that the Division has robust structures that enable good corporate and clinical governance.
- Chair the Divisional Management Board and be a key participant in the Divisional Governance meeting.
- Identify and escalate as appropriate immediate serious patient safety, operational or reputational risk to Medical Director and/or Chief Operating Officer.
- Work within the provisions of the Trust's standing financial instructions and ensure that the highest standards of probity are maintained.
- Support with the Divisional Director of Nursing/Midwifery, AHPs and Quality to ensure that complaints and incidents are appropriately managed and responded to.
- Ensure that the Division has an ethos of learning with robust processes in place to learn from incidents, complaints, mortality and claims.
- Ensure that the voice of the patient is heard in all forums and work.
- Ensure that the Division has a robust mechanism for the identification and management of risk, in line with Trust policy.



General Conditions

As they undertake their duties, all staff are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching and research.

Annual Leave

Doctors upon first appointment to the Consultant grade shall be entitled to annual leave at the rate of 32 days a year. Doctors who have completed a minimum of 7 years' service as a Consultant shall be entitled to annual leave at the rate of 34 days per year. The rate of annual leave will be based on a full-time contract of 10 PAs. Additional PAs above 10 PAs will not accrue additional entitlements to annual leave over and above the full-time allocation. For consultants working part-time, the full-time entitlement will be pro-rated in accordance with the contracted PAs.

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

Study 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.

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.

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.

Professional Standards

All Trust staff employed in recognised professions are required to ensure they work to the appropriate professional standards and/or Codes of Practice and all managers are expected to follow the Code of Conduct for NHS Managers.

Health and 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
- 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.

Risk Management

All Trust staff have a responsibility to themselves and others in relation to managing risk and will be provided with the necessary training and support to enable them to meet this responsibility. Staff should be familiar with and understand their role within relevant Trust policies and procedures including the Major Incident, Fire and Information Governance Policies as well as any local response plans. Managers are responsible for implementing and monitoring identified risk management control measures within their designated scope of responsibility and escalating these as appropriate in line with Trust procedures.

Infection, Prevention and Control (IPC)

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 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 KSF 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 Trusts 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

Continuous improvement is a key aspect of daily work to be evidenced by personal commitment to contributing to the implementation of the Transforming Care Production System (TPCS) including the development and use of standard work. The Trust commitment to one continuous improvement method TPCS should be reflected in individual's continuing professional development plans (CPD) and all SaTH leaders are required to complete the lean for leaders training. As an employee you should be able to demonstrate how you continuously use the TCPS to improve patient care and staff experience supporting the Trust to deliver its organisation strategy.

Equal Opportunities and Diversity

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or member of staff will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference. Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

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 needs of 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

Essential

- Consultant with current licence to practice in good standing with the GMC or Senior Clinical Professional in good standing with their Professional Body.
- Management qualification or equivalent postgraduate experience or development.

Skills & Abilities

Essential

- Excellent leadership skills.
- Patient focussed at all times.
- Be articulate and skilled in communicating ideas to others.
- Well-developed negotiating and influencing skills.
- Ability to manage conflict and make difficult objective decisions.
- Problem solving skills: ability to analyse problems in a logical and structured way, developing innovative solutions to achieve sustainable outcomes.
- Be open, tactful, diplomatic and at ease with all kinds of people.
- Demonstrate an ability to hold others to account, including clinical colleagues.

Experience & Knowledge

Essential

- Experience of working within the NHS, preferably in an acute Trust.
- Experience of managing clinical services.
- Knowledge and understanding of clinical governance and risk.
- Experience of managing and leading change.
- Experience of developing and implementing strategies.
- Sound understanding of current NHS strategy and policy.
- Financial and budgetary management.
- Have a good knowledge of quality assurance.



Personal Qualities

Essential

- View management as an open, involving and participative process.
- Demonstrate personal insight and the ability to handle constructive criticism.
- Exercise tenacity in dealing with issues.
- High levels of personal resilience.
- View management as an open, involving and participative process.
- Demonstrate the trust values.

Professional Values & Behaviours

Essential

- 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.
- 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.
- 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.
- Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.
- Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression.
- Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.
- 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.
- The promotion of equality opportunity and good relations (providing practical leadership).
- Can demonstrate the Trust Values (PACT).
- Develops practice in response to changing population health need, engaging in horizon scanning for future developments.

Patient Safety & Quality Improvement

Essential

- 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.
- Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives.
- Applies basic human factors principles and practice at individual, team, organisation, and system levels.
- 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.
- Advocates for, and contributes to, organisational learning.
- Reflects on personal behaviour and practice, responding to learning opportunities.

Safeguarding Vulnerable Groups

Essential

- 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.
- Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.

Research & Scholarship

Essential

- 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.
- 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.

Education & Training

Essential

- Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and relevant generic capabilities.
- Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning.
- Identifies and creates safe and supportive working and learning environments.
- Takes part in patient education.

Our Vision and Values

Our Vision

Our vision is to provide excellent care for the communities we service and 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.

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 families to receive consistently high quality, safe and personalised care. This matters to us, and by living our values we believe our patients and families will receive the best possible care.



Partnering

Working effectively together with patients, families, colleagues, the local health and care system, universities and other stakeholders and through our improvement alliance.

Ambitious

Setting and achieving high standards for ourselves personally and for the care we deliver, both today and in the future. Embracing innovation to continuously improve the quality and sustainability of our services.

Caring

Showing compassion, respect and empathy for our patients, families and each other, caring about the difference we make for our community.

Trusted

Open, transparent and reliable, continuously learning, doing our best to consistently deliver excellent care for our communities.

Our Vision

To provide excellent care for the communities we serve

Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to Royal Shrewsbury Hospital

<https://www.sath.nhs.uk>

Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4955

Address:

Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to Princess Royal Hospital