



The Shrewsbury and
Telford Hospital
NHS Trust

CONSULTANT PHYSICIAN IN RESPIRATORY MEDICINE

INFORMATION FOR CANDIDATES



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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



Main Duties & Responsibilities

Clinical

- Support the Respiratory Medicine service in clinics, wards and for in-patient and out-patient procedures.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams, operational managers and commissioners.
- To follow patients throughout their clinical pathways.

Organisational

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

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





Job Description

Job Title:	Consultant Physician in Respiratory Medicine
Grade:	Consultant
Division:	Medicine
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	10 Programmed Activities
Duration:	Permanent
Salary:	£105,504 - £139,822 per annum [YC72]

Job Summary

The successful candidate will be expected to integrate into the working of the respiratory department but also to develop their own interests. We are looking to attract an enthusiastic candidate with a wide experience of respiratory and general medicine. The job plan is illustrative of current working and the respiratory department would be happy to work with the successful candidate to finalise a job plan that meets the needs of the Trust and satisfies the interests and skillset of the candidate. We are particularly keen to employ a candidate with skills in bronchoscopy/endobronchial ultrasound or pleural procedures to enhance our existing rota. Currently, the post holder will be expected to do most of their clinical work at the Princess Royal Hospital site. Contribution to an out of hours on call rota is core to this role.

The Post

The Department

The Respiratory Medicine department currently has a stable workforce of 12 ½ permanent WTE consultants with 6 ½ at the Royal Shrewsbury Hospital and 6 at the Princess Royal Hospital. All but one (0.5 WTE) of the Respiratory Consultants are involved with some aspect of the acute take, and all see general and Respiratory outpatients including some delivering peripheral or community clinics within the catchment. We have strong links and support from our excellent Radiologists and both major Hospital sites have CT and MRI facilities. Access to PET scanning at Stoke and Wrexham is rapid and streamlined. Weekly x-ray meetings allow for good discussion of complex and interesting cases.

Outpatient new referrals approximate 3,000 to 3,500 per annum shared between colleagues at both Hospitals. Respiratory inpatients approximate between 28 and 40 patients at each site at any given time. Each Hospital has a dedicated Respiratory ward with Consultants rotating onto wards and attending outliers on allied wards or providing clinical opinions for inpatient Respiratory referrals (10 to 20 per week at each site).

Acute Non-Invasive Ventilation (NIV), High-flow nasal Oxygen/Airvo, CPAP and pleural ultrasound are available on the Respiratory wards and there is a Respiratory Specialist Unit at the Shrewsbury site. There are Specialist Nurses in general Respiratory medicine, tuberculosis (TB), lung cancer and cystic fibrosis. There is a community-based supported discharge scheme for COPD patients within in-reach at both sites. There are clinical pathways for prescribing nebulised and intravenous antibiotics for bronchiectasis and access to pulmonary rehabilitation in several venues across the County. A bridging service to chronic NIV is currently available with plans to introduce a chronic NIV service in-house.

Fibreoptic bronchoscopy, Endobronchial Ultrasound (EBUS), lung function tests and domiciliary Sleep Services are available on both sites. A pleural list is currently performed on the Telford site by Consultants from both sites with plans to extend the provision to Shrewsbury. There are also plans to provide tunnelled indwelling pleural catheters for malignant pleural effusions, and the medical thoracoscopy service (also based at the Telford site with input of Consultants from both sites) is due to start later this year.

Lung cancer is supported by dedicated oncologists based at Royal Shrewsbury Hospital and by Cardiothoracic Surgeons operating at the Royal Stoke University Hospital but who attend clinics and Multi-disciplinary team (MDT) Meetings alternating between Shropshire hospital sites on a weekly basis. We have close links with network neighbours and with the Severn Hospice who have beds close to both Hospital sites.

Interstitial Lung Disease is supported by a monthly regional virtual meeting led by theILD team at Royal Stoke University Hospital. Adult Cystic fibrosis services have developed in liaison with Royal Stoke University Hospital. There is a local TB MDT three times a year and the Trust also participates in the bi annual TB Cohort review with our regional partners from Stoke and Burton. Ambulatory models are in place for management of lower limb deep venous thrombosis and pulmonary embolic disease developed in partnership with our community colleagues and Same Day Emergency Care (SDEC).

Current Medical Staffing at The Princess Royal Hospital

Dr Harmesh Moudgil	Consultant Respiratory Physician/Hon Senior Lecturer Co-Lead IMP2 module for University of Keele School of Medicine Interests- COPD/bronchiectasis, Sleep, Telehealth, ILD, clinical research
Prof Koottalai Srinivasan	Consultant Respiratory Physician/Hon Senior Lecturer Hospital Dean, University of Keele School of Medicine British Thoracic Society Council Member British Thoracic Society Education & Training committee member Interests- TB, Non-invasive Ventilation, Sleep, Lung cancer
Dr Emma Crawford	Consultant Respiratory Physician/Hon Clinical Lecturer Undergraduate Clinical Tutor, University of Keele School of Medicine

	Interests- Lung Cancer, Bronchoscopy/EBUS
Dr Annabel Makan	Consultant Respiratory Physician Interests- Community respiratory medicine/ out-reach clinics
Dr Jenny Nixon	Consultant Respiratory Physician Interests- Pleural disease, Lung Cancer
Dr Olivia Boshier	Consultant Respiratory Physician Clinical Lead for Lung Cancer Interests- Pleural disease, EBUS, Lung Cancer
2 Specialist Registrars (West Midlands Deanery)	
1 IMT3 doctor	
1 IMT1 doctor	
2 GPVTS doctors	
2 Junior Clinical Fellows	
3 Foundation Year 1 Trainees	
2 respiratory nurse specialists (2 WTE)	
4 lung cancer nurse specialists (4 WTE shared with PRH)	
2 TB nurse specialists (1.6 WTE shared with PRH)	

Current Medical Staffing at The Royal Shrewsbury Hospital

Dr Jim Moorcroft	Consultant Respiratory Physician/Hon Clinical Lecturer Interests- Cystic Fibrosis, Bronchiectasis, Research
Dr Saskia Jones-Perrott	Consultant Respiratory Physician Support Tutor, University of Keele School of Medicine Divisional Medical Director for Medicine and Emergency Care Interests- Tuberculosis, HIV, Sepsis
Dr Richard Heinink	Consultant Respiratory Physician Interests- Interstitial lung disease, Pneumonia, Bronchoscopy/EBUS
Dr Gordon Wood	Consultant Respiratory Physician Deputy Divisional Medical Director Deputy Head of School of Medicine (HEWM) Programme Director for IMT (1&2)- West Midlands Interests- Sleep and Non-invasive Ventilation, Medical Education
Dr Kat Ibson	Consultant Respiratory Physician Clinical Lead for Physician Associates Interests- Lung Cancer, Pleural disease
Dr Amruta Lacy-Colson	Consultant Respiratory Physician Clinical Director of Respiratory Medicine Trust Clinical Lead for Advanced Clinical Practitioners Interests- Lung Cancer, EBUS, Medical Education
Dr Graham Heyes	Consultant Respiratory Physician Clinical Lead for Deteriorating Patients Clinical Lead for Hospital at Night team Interests- Difficult Asthma, Patient Safety

Dr Nicola Rowe Consultant Respiratory Physician
Clinical Lead for Community Respiratory Team
Clinical Lead for PIFU
Clinical lead for Mortality & Morbidity (Division of Medicine & Emergency care)
Interests- Community respiratory medicine, Sleep

2 Specialist Registrars (West Midlands Deanery)

2 IMT3 doctors

1 IMT1 doctor

2 Junior Clinical Fellows

1 Foundation Year 2 trainee

2 Foundation Year 1 Trainees

2 Advanced Clinical Practitioners

1 Physician's Associate

3 respiratory nurse specialists (1.9 WTE)

4 lung cancer nurse specialists (4 WTE shared with PRH)

2 TB nurse specialists (1.6 WTE shared with PRH)

General Medicine

The general medical take is run through the Medical Admissions Units (AMU) at both hospitals and delivered with a split-weekday take by Acute Physicians and Speciality Physicians on the one-call rota. The present on-call is 1/14 with prospective cover. The trust admits approximately 25,000 acute medical presentations distributed between both hospitals. The Acute Physician teams are responsible for admissions, the AMA and Same Day Emergency Care (SDEC)/ambulatory care between 9am and 5pm (Monday to Friday). On-call Physicians (Acute and/or Speciality) maintain an on-site presence until at least 8pm with on-call thereafter and extended on-site working at weekends (with a subsequent lieu day (TOIL) allotted). Gastroenterologists and Cardiologists operate separate speciality out of hour rotas. Nephrology provide a 24-hour telephone advice service.

The trust operates a speciality ward system and patients requiring continuing care are allocated to wards from the AMU depending on their presentation.

Job Plan

A formal job plan will be agreed between the successful candidate and their Clinical Director and consultant colleagues on behalf of the Medical Director within 3 months of starting in post. A full-time job plan is based on a 10 PA working week. The job plan will be reviewed annually and is a prospective agreement that sets out the Consultant's duties, responsibilities, and objectives for the coming year. It covers all aspects of a Consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external and will include personal objectives, detailing links to wider service improvements and trust strategic priorities.

For a full-time contract, the job plan will be divided on average per week (pro-rata for a part time post) as:

- 7.5 Programmed Activities (PAs) of Direct Clinical Care – includes clinical activity, clinically related activity and predictable and unpredictable emergency work.
- 2.5 Supporting Professional Activities (SPAs) - includes CPD, audit, teaching and research.

The allocation of PAs is reviewed and may be subject to adjustment when a further diary exercise is undertaken or if the service demands a review of the team job plan.

Any applicant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with other consultant colleagues.

If additional hours are worked, consideration will be given to time of in lieu (TOIL) in place of additional

payments if requested.

Timetable

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

When on ward/referrals cover (approx. 4 in 7 weeks). Lunch 1300-1330

Out of hours (GIM on call)- 1.5PA (as described on page 8)

	AM (0900-1300)	PM (1330-1730)
Monday	Ward Round/Referrals	Clinic
Tuesday	Board Round/Referrals	Clinical admin
Wednesday	Ward Round/Referrals	SPA (1330-1630) Ward work (1630-1730)
Thursday	Ward Round/Referrals	Cancer MDT (1330-1530) SPA (1530-1730)
Friday	Ward Round/Referrals	Clinic

When not on ward/referrals cover (approx.. 3 in 7 weeks). Lunch 1300-1330

Out of hours (GIM on call)- 1.5PA (as described on page 8)

	AM (0900-1300)	PM (1300-1730)
Monday	OFF (0900-1000) SPA (1000-1300)	Clinic
Tuesday	SPA	Clinical admin
Wednesday	Procedure list	OFF
Thursday	SPA	Cancer MDT (1330-1530) SPA (1530-1730)
Friday	SPA	Clinic

Breakdown

On wards/referrals: (4 in 7 weeks)		Off wards/referrals: (3 in 7 weeks)		AVERAGE
Ward/referrals	4.75 PA	-----		2.7 PA
-----		Procedure list	1 PA	0.4 PA
Clinic	0.75 PA	Clinic	2 PA	1.3 PA
Lung MDT	0.5 PA	Lung MDT	0.5 PA	0.5 PA
Clinical admin	1 PA	Clinical admin	1 PA	1 PA
SPA	2 PA	SPA	3.25 PA	2.5 PA
On call (out of hours)	1.5PA	On call (out of hours)	1.5PA	1.5PA
Total	10.5 PA	Total	9.25 PA	10 PA

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.

Clinics typically consist of 3 new patient appointments (30 minutes each), 8 follow up appointments (15 minutes each) with 30 minutes allowed for clinic-related administration.

GIM on-call and cover arrangements

The on-call commitment will comprise a full slot with a frequency of 1 in 14. The on-call will be undertaken at the Princess Royal Hospital and includes weekday evenings and weekend work. The general medicine out-of-hours work currently attracts an on-call availability supplement of 3% and 1.5 PAs Direct Clinical Care (DCC). The number of patients admitted in 24 hours varies, but on average a post take ward round will be between 8 and 15 patients and will consist of those still in the Emergency Department. Patients on speciality wards and AMU are reviewed by the ward team that day. Hence morning commitments such as clinic are cancelled to allow for the post take ward round.

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.

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.

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 or equivalent medical qualification • MRCP accreditation or equivalent experience • Masters Degree in a relevant area to Respiratory Medicine • PhD or evidence of higher education qualification 	<p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Full Registration and a licence to practise with the General Medical Council (GMC) • Entry on the General Medical Council (GMC) Specialist Register via one of the following: <ul style="list-style-type: none"> - Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) - Certificate of Eligibility for Specialist Registration (CESR) 	<p>✓</p> <p>✓</p>	

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. • 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 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

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 speciality. 	✓	

Leadership & Team Working

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

Patient Safety & Quality Improvement

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary. 	✓	
<ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives 	✓	
<ul style="list-style-type: none"> • Applies basic human factors principles and practice at individual, team, 	✓	

organisation, and system levels.		
<ul style="list-style-type: none"> • Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals. 	✓	
<ul style="list-style-type: none"> • Advocates for, and contributes to, organisational learning. 	✓	
<ul style="list-style-type: none"> • Reflects on personal behaviour and practice, responding to learning opportunities. 	✓	

Safeguarding Vulnerable Groups

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

Education & Training

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

Research & Scholarship

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Keeps up to date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection. 	✓	
<ul style="list-style-type: none"> • Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice 	✓	

including from quality improvement projects.		
<ul style="list-style-type: none"> Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making. 	✓	
<ul style="list-style-type: none"> Works towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation 	✓	
<ul style="list-style-type: none"> Locates and uses clinical guidelines appropriately. 	✓	

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

About our Values