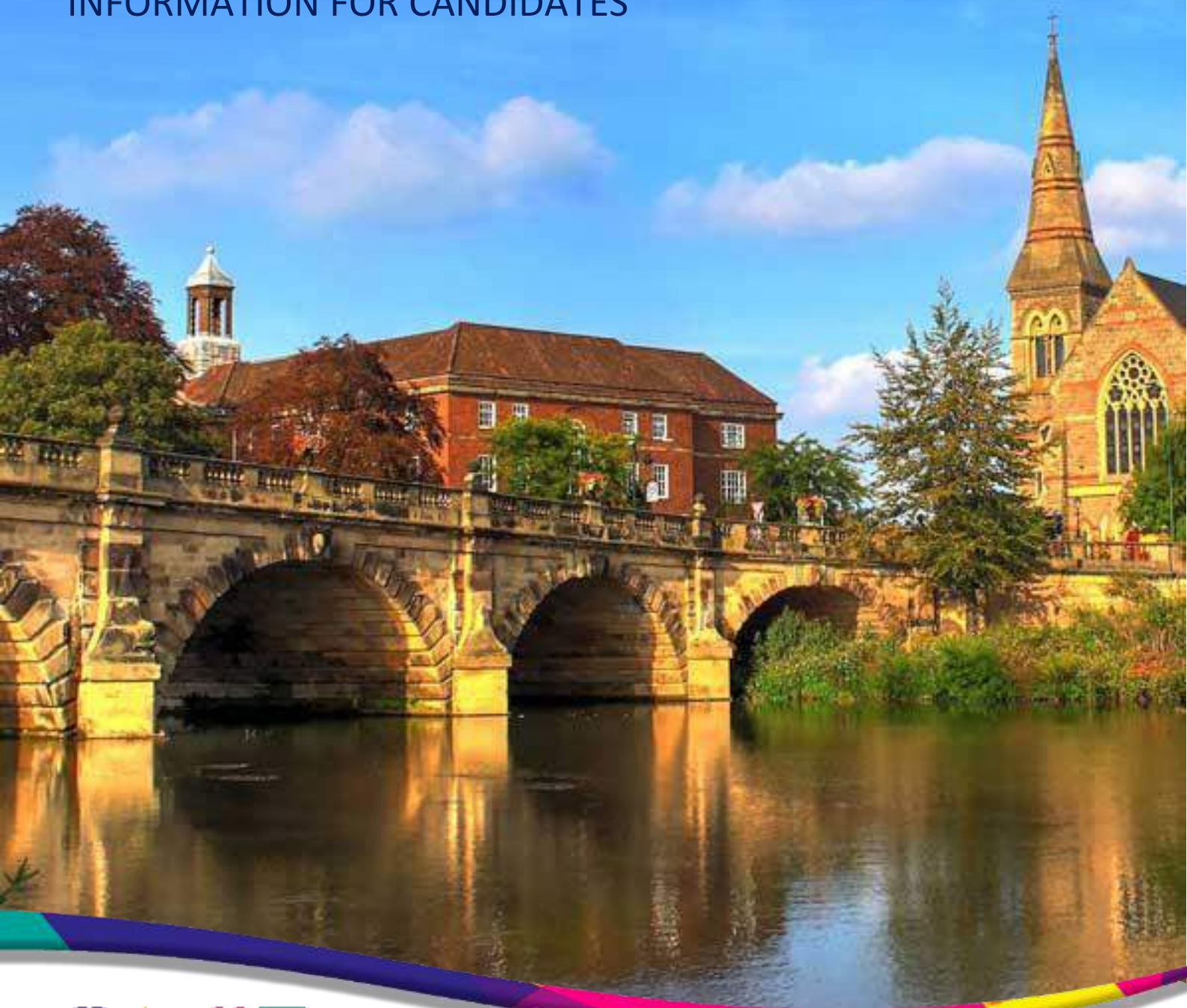




The Shrewsbury and  
Telford Hospital  
NHS Trust

# CONSULTANT IN PALLIATIVE 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 the art facilities in which staff will be proud to work and patients will choose to be treated.



# Main Duties & Responsibilities

## Clinical

- To provide further consultant input to palliative and end of life care services at Shrewsbury and Telford Hospitals and Severn Hospice
- To provide an early, proactive, palliative care review service with support to both hospital sites, The Royal Shrewsbury Hospital (RSH) and Princess Royal Hospital (PRH), Telford.
- To support the existing Palliative and end of life care nursing team (specialist palliative care CNSs and End of life care nurses)
- To provide support for daily ward reviews to optimise holistic patient care and flow to the Hospice and Community
- To provide Specialist Palliative Care MDT input to facilitate early decision making and improve symptom control
- To support the 7-day Specialist Palliative Care service across the Trust, Severn Hospice and the community
- To participate in the existing out of hours specialist palliative care consultant on call rota for the Shropshire Telford and Wrekin, and North Powys area, which is shared between Hospital and Hospice Palliative care consultants. (circa 1 in 7 non-resident on call, largely telephone advice but with occasional face to face reviews to Severn Hospice IPU only. Historical on call data suggests this would be no more frequent than once per quarter)
- To participate as an active member of the Palliative and end of life care steering group which develops palliative and end of life care across the trust.
- To provide supervision of and education for junior medical staff.
- To collaborate in the provision of the palliative and end of life care education program to all front line clinicians within the trust. For example, regarding advance care planning, ReSPECT and SWAN end of life care principles
- To provide the postholder with the opportunity to further develop a subspeciality interest in collaboration with other clinical teams across the trust. Areas for development might include, but are not limited to, collaborative working with other departments such as Hepatology, Acute Oncology, Cardiology, Acute medicine and admission portals.
- To undertake teaching, examination and accreditation duties as required and to contribute to postgraduate and continuing education both locally and nationally.
- To participate in clinical governance including to undertake quality improvement and clinical audit.
- To oversee the care of patients admitted to the hospice for symptom control, emergency respite and terminal care.
- To develop enhanced clinical skills, especially in the assessment and management of acutely ill patients.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To follow patients throughout their clinical pathways.

## Organisational

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

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





## Job Description

<b>Job Title:</b>	Consultant in Palliative Medicine
<b>Grade:</b>	Consultant
<b>Division:</b>	Surgery, Anaesthetics, Cancer Division
<b>Responsible to:</b>	Divisional Medical Director
<b>Professionally Accountable to:</b>	Medical Director
<b>Hours:</b>	10 PA's
<b>Duration:</b>	Permanent
<b>Salary:</b>	£93666 to £126281 per annum

## Job Summary

An exciting opportunity has arisen for two Consultants in Palliative Medicine to join a friendly and dynamic team based at The Shrewsbury and Telford Hospital NHS Trust working in collaboration with Severn Hospice. The Department of Palliative Medicine at SaTH consists of a team of 3 senior specialist palliative care doctors. Together with the team at Severn Hospice, providing palliative care to the population of Shropshire, Telford and Wrekin and Mid-Wales.

Two posts are offered (one of which replaces a fixed term locum post) which attract 8-10 programmed activities each and an on-call supplement. Applications are welcome from those who wish to work full-time, part time or job share.

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

# THE POST

## The Department

SaTH has an established Palliative Medicine department which is based in the Lingen Davis Cancer Centre at The Royal Shrewsbury Hospital. The team provide a Specialist Palliative Care liaison service to all adult clinical in-patient wards and departments within both the hospitals, together the hospitals have just over 800 beds (492 at RSH and 327 at PRH) and assessment & treatment trolleys. This palliative care liaison includes face to face support to in excess of 1400 patients per year. Of these approx. 70% are at RSH and 30% are at PRH. 30% of patients have a non-malignant diagnosis, 70% a cancer diagnosis. (2022-23 figures)

The team have good existing relationships with other clinical departments and are seeking to provide a broader service to those who have both malignant and non-malignant conditions who require palliative and supportive care.

These posts have been introduced as part of a wider development of the hospital palliative care service. Also advertised is a Band 8B Palliative and End of Life Care nursing team leader to further steer our ongoing improvement work.

As part of our strategy to develop and deliver PEOLC, SaTH follows an enablement model. This aims to support all clinical staff to be confident and competent in delivering core palliative and end of life care with enabling support from enhanced and specialist teams. Where the needs of the patient and the people important to them become more complex, the hospital specialist PEOLC team becomes more directly involved.

## CURRENT SaTH STAFFING

### Medical

1 Consultant in Palliative Medicine (Dr Emma Corbett, 8PAs)

1 Palliative Medicine Specialist Doctor (Dr Katie Shellis, 11PAs)

1 Locum Consultant in Palliative Medicine (Dr Louisa Nelms, 3 PAs- fixed term post shared with Severn Hospice)

### Nursing

6.0 WTE Specialist Palliative care CNS team. (band 7)

0.8 WTE End of life care facilitator. (band 8)

1.6 WTE End of life care nurses. (Band 6)

### Admin and Clerical

2.4 WTE Secretary and Admin staff

### Management Personnel

Dr Emma Corbett Clinical Lead for Palliative and End of Life Care

Dr Dewi Eden Clinical Director (Oncology, Haematology and Palliative Medicine)

Ms Sally Hodson Centre Manager (Surgery, Oncology, Haematology)

## Severn Hospice

Severn Hospice provides specialist palliative and end of life care services to a population of approximately 600,000 in Shropshire, Telford and Wrekin, North Powys and Ceredigion. It operates two full hospices in Shrewsbury and Telford which each contain inpatient, outpatient, day and community services. Specialist community palliative care services operate from premises in Newtown (Powys) and Aberystwyth (Ceredigion).

The hospice has 19 in-patient beds across both sites in Shropshire and has an active Virtual ward service.

The Hospice is fully engaged in training for Palliative Medicine specialist trainees and GP trainees. It also has Foundation 2 doctors on rotational posts. It provides teaching and placements for Keele, Staffordshire and Glendowyr Universities and is the only professorial unit in the West Midlands

The hospice is nationally recognised as providing innovative and excellent palliative care for patients with Motor Neurone Disease and Neuromuscular disorders. Excellent joint working exists between the specialist palliative care clinical teams in both the acute trust and Severn Hospice with all Palliative Medicine Consultants for the county attending a fortnightly meeting to enhance collaboration and peer support.

#### Hospice Medical Team

Prof Derek Willis, Consultant and Hospice Medical Director (10PAs)

Dr Alice O'Connor, Consultant (7PAs)

Dr Claire Stockdale, Consultant (9PAs)

Dr Caroline Hart, Consultant (6PAs)

Dr Louisa Nelms, Consultant (5 PAs, locum post shared with SaTH)

2WTE permanent Specialty doctors

FY2, GP trainee and SPC trainees

## Supporting Services

### Lingen Davis Cancer Centre

SaTH offers a Cancer Centre providing cancer care to the population of Shropshire and Mid-Wales. The Department of Oncology is based at the Royal Shrewsbury Hospital in the state-of-the-art Lingen Davies Cancer & Haematology Centre. This building includes Oncology and Haematology Out-Patients, Chemotherapy Day Centres and Radiotherapy facilities. Also located in the Lingen Davies building are the Cancer Clinical Nurse Specialists & Macmillan Information Centre. The Palliative Care Department has its RSH base in this building.

The Department of Oncology consists of a team of seven Consultant Oncologists (seven clinical, one medical).

The palliative care team work closely with the oncology department including acute oncology CNSs and other cancer site specific CNSs

### The Hamar Centre

This is a purpose built centre at the Royal Shrewsbury Hospital. The centre provides cancer patients with access to level 3 and 4 psychological support and provides access to a Counsellor, Clinical Psychologist and Consultant Psychiatrist. The centre also provides access to a comprehensive range of information.

### Cancer Support and Information

The Macmillan Cancer Information and Support Centre is based in The Lingen Davies Centre and provides free information to anyone affected by cancer in a relaxed, quiet area. It provides accurate comprehensive and up-to-date information on cancer awareness, specific cancers, treatments, support groups, information about benefits and the cost of cancer support and carer's support.



## Job Plan

A formal job plan will be agreed between the successful candidate/s 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 less than full 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.
- Out of Hours Activity - On call is non-resident, 1:7, 3% supplement. This is largely telephone advice but with occasional face to face reviews to Severn Hospice IPU only. Historical on call data suggests this would be no more frequent than once per quarter.

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. The job plan conforms to the current recommendations of the Royal College of Physicians.

## Timetable

The patient related activity sessions are in the provisional timetable below:

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

**(SaTH only (DCC and SPA SaTH only, on call shared with Severn Hospice)**

	AM	PM
<b>Monday</b>	<b>09.00 -13.00 (DCC SaTH-PRH)</b> PRH ward liaison/ referrals Case reviews, CNS support	<b>13:00 – 17.00 (DCC SaTH-PRH)</b> Clinical project time PRH (eg admission portals liaison)
<b>Tuesday</b>	<b>09:00- 13.00 SPA</b> Inc. fortnightly senior palliative medicine doctors meeting (1.5 hours)	<b>13:00 – 17.00 (DCC SaTH- RSH)</b> Hospital pall care MDT (1.5 hours) Ward reviews/ CNS support (2.5 hours)
<b>Wednesday</b>	<b>09:00 – 13:00 (DCC SaTH- RSH)</b> RSH ward liaison/ referrals Case reviews, CNS support	<b>13:00 – 17:00 (DCC SaTH- RSH)</b> CUP MDT (1 hour) Ward support/ enablement program (supporting EOLC nurses-3 hours)
<b>Thursday</b>	<b>09:00 – 13.00 (DCC SaTH- RSH)</b> Clinical project time (eg admission portals liaison, acute oncology liaison)	<b>13.00-17.00 SPA</b> Inc. monthly PEoLC steering group meeting
<b>Friday</b>	<b>09.00-13.00 (DCC SaTH- RSH)</b> RSH Ward liaison/ referrals Case reviews, CNS support	<b>13.00-15.00 (DCC SaTH RSH)</b> Clinical admin time (2 hours)

		<b>15.00-17.00 SPA (2 hours)</b>
		Inc. monthly clinical governance

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.

Office space, IT facilities and secretarial support are provided with each post.

**Ward support programme:** In this session the post holder will collaborate with the EOLC nurses to deliver clinical/enablement support on the ward setting to a ward multidisciplinary team with the aim to achieve a clinical workforce confident and competent to deliver quality PEoLC. The ward team receiving support will rotate monthly.

**Clinical project time:** The post holder will have dedicated time to develop a subspecialty or liaison work such as supporting admission portals to deliver early palliative care, collaboration with acute oncology or subspecialty work such as with cardiology or hepatology teams.

**Ward liaison/ case review sessions:** During these sessions the post holder would review a maximum of 3 new ward referrals face to face, potentially more face to face reviews if follow up consultation/ already known to the clinician.

## General Conditions

### 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 less than full time, the full time entitlement will be pro-rated in accordance with the contracted PAs.

### 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.

### 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.

## Education & Teaching

There are thriving postgraduate centres at both Hospitals. The Shropshire Education Conference Centre at Royal Shrewsbury Hospital and enhances the already excellent reputation of the Hospital for training Junior Staff, supporting seniors and continued professional development.

The Hospital provides teaching for Students from Keele University Medical School. The Oncology Department is involved in teaching and training of Specialist Registrar's from West Midland's Deanery rotation, FY2 trainees from General Medical rotation and Medical Students.

## 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.
- A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, 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.

- 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. The Specialist Palliative Care consultant group in STW has experience of mentoring new consultants.

## 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.





## 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"> <li>• MBBS, Mb ChB or equivalent medical qualification.</li> <li>• A higher medical qualification (e.g. MRCP, MRCGP, FRCA, FRCR) or equivalent.</li> <li>• Evidence of postgraduate study in the specialty/ with an appropriate postgraduate qualification (e.g., MSc)</li> </ul>	<p>✓</p> <p>✓</p>	<p>✓</p>

## ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Full Registration and a licence to practise with the General Medical Council (GMC)</li> <li>• Entry onto the General Medical Council (GMC) Specialist Register in Specialist Palliative Medicine via one of the following:               <ul style="list-style-type: none"> <li>- Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)</li> <li>- Certificate of Eligibility for Specialist Registration (CESR)</li> <li>- European Community Rights</li> </ul> </li> <li>• Ability to take full responsibility for clinical care of patients</li> <li>• Evidence of achievement of competencies in line with GMC standards in Good Medical Practice.</li> <li>• Meets the criteria set out in the generic capabilities framework – detailed below.</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

## GENERIC CAPABILITIES FRAMEWORK

### Professional Values & Behaviours

ESSENTIAL CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• 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).</li> <li>• Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope.</li> <li>• 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.</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p>	

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

## Leadership & Team Working

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



## Patient Safety & Quality Improvement

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

## Safeguarding Vulnerable Groups

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

## Education & Training

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

## Research & Scholarship

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

## 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.