

CONSULTANT ONCOLOGISTS – URO/LUNG/COLO/BREAST 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. The Trust is looking to expand the Consultant numbers in the Emergency Departments to ensure that a high quality and Consultant led service is continued to be delivered with increasing attendances.



MAIN DUTIES & RESPONSIBILITIES

Clinical

- To provide a comprehensive Oncology Service together with consultant colleagues and provide Oncology expertise in the management and development of site-specialised cancer services. To collaborate with colleagues within the Department to develop Oncology Services.
- To work with and support the established multi-disciplinary site specific teams.
- To participate in the out of hours service and provide acute oncology service.
- To liaise closely with surgeons, physicians and staff in other specialties and within the Trust.
- To provide supervision and management of junior medical staff.
- To undertake teaching, examination and accreditation duties as required and to contribute to postgraduate and continuing education both locally and nationally.
- To undertake clinical audit, continuing medical education, contribute to the annual appraisal process and undertake an annual job planning review.
- To undertake research. The Trust has a thriving Clinical trials department with active encouragement in clinical trial participation.
- To undertake work on both hospital sites, The Royal Shrewsbury Hospital (RSH) and Princess Royal Hospital (PRH), Telford.
- 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

Job Title:	Consultant Oncologists (Uro/Lung/Colo/Breast) – 2 posts
Grade:	Consultant
Division:	Scheduled Care
Responsible to:	Clinical Director
Professionally Accountable to:	Medical Director
Hours:	10PAs
Duration:	Permanent
Salary:	£84,559 - £114,003 per annum [MC72]

Job Summary

Two full-time Consultant Clinical Oncologists are required for The Shrewsbury and Telford Hospital NHS Trust, based at the Royal Shrewsbury Hospital. This post is a replacement appointment which attracts 10 Programmed Activities and an on-call supplement. Applications are welcome from those who wish to work full-time, part time or job share.

There is one new post and one vacancy which requires site specialist interest in Lung and Urology & Colorectal and Breast.

THE POST

The Department

The Department of Oncology is based at the Royal Shrewsbury Hospital in the new £4.8m state of the art Lingen Davies Cancer & Haematology Centre. Clinical Oncology occupies the ground floor with Out-Patient, Chemotherapy Day Centre and Radiotherapy facilities being co-located. Also, in the Lingen Davies building is the Haematology Day Unit, Clinical Nurse Specialists, Palliative Care & Macmillan Information Centre.

Outpatients Facilities

Outpatient clinics are held at both the Royal Shrewsbury Hospital and the Princess Royal Hospital. All clinics are fully supported by qualified Nurses, Care Assistants and Clerks.

Inpatients

Ward 23 at the Royal Shrewsbury Hospital is the designated Oncology Ward and has 30 beds. The ward cares for patients undergoing radiotherapy who require admission, patients receiving extended chemotherapy and other patients needing continuing care. Qualified staff undergo formal Oncology Nurse training, together with training in cannulation and the administration of chemotherapy. The ward also provides 24/7 access for patients and has introduced a telephone triage tool to support the phone assessment of patients.

The in-patient facilities have been refurbished and a 30 bedded Haematology / Oncology Ward providing specialised care to patients in a single setting. A dedicated flat will be available for use, free of charge, to relatives of patients in the terminal stages of their illness.

Chemotherapy Day Case

A majority of the work is undertaken at The Royal Shrewsbury Hospital in a modern purpose built unit which consists of 26 stations and 2 treatment areas designed around the needs of patients'. The service is led by a team of experienced staff who have developed treatment delivery options such as Nurse inserted PICC Lines. The vision to develop a community chemotherapy service is part of the service objectives.

Radiotherapy

The Radiotherapy Department, including Radiotherapy Physics, is accredited to ISO 9001:2015, supported by a dedicated QA Radiographer.

The Department has developed strong academic links with Birmingham City University and is a recognised clinical placement for Student Therapy Radiographers. Radiotherapy Physics have accreditation for STP & HSST Clinical Scientist, PTP Graduate Diploma dosimetrist and IPEM Radiation Engineering Technologist apprenticeship training.

IMRT (mainly Rapidarc) and IGRT is in routine clinical use for a number of sites, including Breast and IMC treatments. Adaptive radiotherapy using 6DoF couch used for all Head and Neck patients. 4DCT lung and DIBH breast treatments are also in clinical use using Varian RPM system. We are commissioned to provide a lung and oligometastasis SABR service from June 2021.

There is a radiotherapy lead review team including a non-medical prescribing radiographer, who see patients regularly throughout their treatment, assessing toxicities and prescribing as and when required.

Equipment

- Varian 2100iX (6&10MV, OBI, Rapid Arc)

- Varian Truebeam (6&10MV , KV and CBCT, Rapid Arc and FFF)
- Varian Truebeam (6&10MV, KV and CBCT, Rapid Arc, FFF and 6DoF)
- Toshiba Wide Bore CT Scanner
- Xstrahl kilovoltage unit
- Varian Eclipse 3D planning system (with CT link)

Radiotherapy Physics

Radiotherapy Physics is provided by a dedicated team based at the Royal Shrewsbury Hospital site. It is led by a Consultant Clinical Scientist and supported by a team of 7.0 wte Clinical Scientists, including 4 MPEs. Mould room and treatment planning are supported by 4.7 wte dosimetrists and linac engineering by 4.0 wte Clinical Technologists. The staffing is currently at full establishment.

Current Staffing

Medical

7 Consultant Clinical Oncologists
 1 Associate Specialist Doctor – Acting up Locum consultant
 4 Specialist Doctors
 3 Oncology Specialist Registrars (West Midlands Deanery rotation)
 1 Oncology/Haematology FY2 (part of the medical rotation)
 2 Trust grade doctors

Consultant Clinical Oncologists

Name

Dr Rozenn Allerton (Head of Service)
 Dr Laura Pettitt
 Dr Narayanan Srihari
 Dr Anirban Chatterjee
 Dr Dean Dhinakaran
 Dr Ravi Prashant
 Dr Shazad Aslam (Locum)
 Vacant Post
 Vacant Post

Specialist Interest

Breast and Gynaecological Cancers
 Breast, Skin and Head & Neck Cancers
 Head & Neck and Urological Cancers
 Lung, Upper GI and Haematological Malignancies
 Lung, Upper GI and Haematological Malignancies
 Head & Neck and Urological Cancers
 Breast & Colorectal Cancers
 Lower GI and Breast Cancers
 Urology and Lung Cancer

Consultant Medical Oncologist

Dr Mohammed Nasim Colorectal, Gynaecology and CUP Cancers

Consultant Palliative Care

Dr Emma Corbett

Admin & Clerical

8.6 WTE – Medical Secretaries
 8.6 WTE – Reception Staff

The appointed Consultant will have dedicated office space and secretarial time.

Management Personnel

Dr Dewi Eden Clinical Director (Surgery, Oncology, Haematology)
 Ms Sally Hodson Operations Manager

Supporting Services

Clinical Nurse Specialists

There are 35 CNS's across the Trust most of whom who sit within their own specialty i.e. Lung CNS, Head & Neck CNS, etc.

Within Oncology the Chemotherapy CNS is the Trust Lead for chemotherapy and supports the organisation in meeting the quality standards for peer review. The role also enhances the patient experience by providing additional support and information to patients and families with complex holistic needs. In addition to the Trust CNS's we have 6 site specific CNS working alongside the oncologists in the outpatient setting.

The Trust also has Acute Oncology CNS support and rare cancer and brain metastasis CNS.

Palliative and Supportive Care

A full palliative and supportive care teamwork within the MDT to provide seamless care to patients and their families. All members of the palliative care nursing team are nurse prescribers and utilise this in everyday practice. The Palliative nursing service has a high profile within the Trust within the clinical areas and at an executive level. The team receive direct referrals from all Consultants.

The Trust has support from an Honorary Palliative Care Consultant .The Consultant is the lead for the palliative care MDT and provides a clinic and reviews in patients with complex specialist palliative care needs. The palliative care nursing service is currently provided 9-5 Monday to Friday. Access to palliative care advice for health care professionals out of core hours is provided by the Severn Hospice.

Severn Hospice

The Severn Hospice is located across two sites, one at Shrewsbury and a new build opened in 2009 at Telford. The Trust has strong links with the Hospice and the palliative care CNS's.

The Hamar Centre

This is a purpose built centre at the Royal Shrewsbury Hospital. The centre provides 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 range of complimentary therapy and there is a comprehensive range of information available.

Cancer Support and Information

The Macmillan Cancer Information and Support Centre is based in The Lingen Davies Centre and provide 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.

Clinical Trials

The Clinical Trials Team support recruitment and management of patients into a wide variety of cancer trials across the major disease sites. The Centre has consistently achieved the Government's target of 10% of patients diagnosed with cancer entering appropriate trials a year. The Cancer Trials Unit is currently recruiting into 17 national and international trials across a broad portfolio of radiotherapy, chemotherapy, hormone therapy, monoclonal antibody therapy and other cancer drug trials plus epidemiology, genetic and surveillance studies and studies of supportive care. 325 patients have been recruited this financial year

2013/14 and there are more than 1,400 patients attending trial follow-up clinics per annum.

Recent Developments

We have recently implemented an Electronic Prescribing system for all chemotherapy regimens delivered in the Day centre and on the ward. This has resulted in increased patient safety and time saved in the. The EP system has also eradicated the need for paper patient records and the nursing team use computers on wheels to record all documentation regarding the patient chemotherapy treatment. This new system has also improved the communication between the centre and pharmacy. The SaTH trust is the only trust that has accomplished this without EEurope using this EP system. This data collection can also be used for audit purposes and can be sent automatically to National Systemic Anti-Cancer Therapy (SACT) group, whereas previously a data clerk was required to enter the data manually.

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.
- Out of hours activity – on-call is non-resident 1:9 attracting a 3% supplement.

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.

Timetable

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

Consultant Clinical Oncology Urology & Lung

	AM	PM
Monday	09.00 -13.00 OP Lung/Urology 1PA DCC	13.00-17.00 Admin 1 PA DCC
Tuesday	09.00-13.00 Radiotherapy Planning 1 PA DCC	13.00-17.00 OP Lung/Urology 1 PA DCC
Wednesday	09.00-13.30 Op Lung/Urology 1.125 PA DCC	13.30-17.00 0.875 PA SPA

Thursday	09.00-12.00 0.75 SPA	12.00-14.00 MDT 0.50 PA 14.00-15.00 SPA 0.25 15.00-17.00 Radiotherapy Planning 0.5PA
Friday	09.00-12.30 OP Lung/Urology 0.875PA DCC	12.30-14.30 MDT Urology 0.5 PA DCC 14.30-17.00 SPA (Departmental meetings 15:30 – 17:00 week 1 M&M, week 2 education, week 4/5 governance 0.625 SPA

Consultant Clinical Oncology Colorectal / Breast

	AM	PM
Monday	09:00 – 13:00 OP Clinic (CRC, Breast) 1 PA DCC	13:00 – 17:00 Admin 0.5 PA DCC 0.5 SPA
Tuesday	09:00 – 10:00 Admin 0.25 DCC 10:00-13:00 Breast MDT 0.75PA DCC	13:00–17:00 Radiotherapy planning 1 PA DCC
Wednesday	09:00 - 13:00 OP CRC/breast 1 PA DCC	13:00 – 17:00 OP breast 1 PA DCC
Thursday	09:00 – 10.00 admin 0.25 PA DCC Radiotherapy planning 10.00-13.00 0.75PA DCC	13:00-17:00 1 SPA
Friday	09.00 - 13.00 1 PA (DCC) OP Clinic (CRC.breast)	13.00 - 17.00 1 PA SPA (Departmental meetings 15:30 – 17:00 week 1 M&M, week 2 education, week 4/5 governance)

These timetables are 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.

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 of £1500.00 per year.

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.
- 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

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.



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 • FRCR (Clinical Oncology) or equivalent qualification for Medical Oncology 	<div>✓</div> <div>✓</div>	

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 onto the General Medical Council (GMC) Specialist Register in Clinical Oncology 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) - European Community Rights • Expertise in site specialty field where specified • Ability to take full responsibility for clinical care of patients • Evidence of achievement of competencies in line with GMC standards in Good Medical Practice. • Meets the criteria set out in the generic capabilities framework – detailed below. 	<div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div>	

GENERIC CAPABILITIES FRAMEWORK

PROFESSIONAL VALUES & BEHAVIOURS

CRITERIA
<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 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.

LEADERSHIP & TEAM WORKING

CRITERIA

- 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.
- 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.
- Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.
- Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.
- Demonstrates ability to challenge others, escalating concerns when necessary.
- Develops practice in response to changing population health need, engaging in horizon scanning for future developments.

PATIENT SAFETY & QUALITY IMPROVEMENT

CRITERIA

- 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

CRITERIA

- 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.

EDUCATION & TRAINING

CRITERIA

- 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.

RESEARCH & SCHOLARSHIP

CRITERIA

- 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.

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:



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.

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. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.



Partnering
Ambitious
Caring
Trusted

Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to Royal Shrewsbury Hospital

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