



# CONSULTANT ORTHODONTIST

## INFORMATION FOR CANDIDATES

# CONTENTS

ABOUT THE TRUST..... 3

MAIN DUTIES & RESPONSIBILITIES ..... 4

JOB DESCRIPTION ..... 5

THE POST..... 5

PERSON SPECIFICATION..... 11

OUR VISION AND VALUES ..... 17

## 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 accept referrals of complex cases from Orthodontic specialists, Community Dentists, General Dental Practitioners, Hospital Consultants and other Health Care workers within the Shropshire area and North Wales.
- To assess new patients and develop treatment plans for direct and indirect care.
- To share responsibility for the delivery of high-quality care to patients presenting to the department.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To actively engage in the multi-disciplinary team approach for the care of patients that require combined or cross specialty care.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To supervise trainee and therapist treatments that are ongoing within the department.

## 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 Orthodontist
<b>Grade:</b>	Consultant
<b>Division:</b>	The Head and Neck Centre
<b>Responsible to:</b>	Division Medical Director
<b>Professionally Accountable to:</b>	Medical Director
<b>Hours:</b>	10 PAs
<b>Duration:</b>	Permanent
<b>Salary:</b>	£88,364 - £119,133 per annum [YC72]

### Job Summary

We are seeking to appoint a new full-time (10 sessions) Consultant Orthodontist to The Shrewsbury and Telford Hospitals NHS Trust.

An exciting opportunity has arisen within the Trust for an Orthodontic Consultant to join the two existing Consultants to provide a comprehensive secondary care Orthodontic service to the people of Shropshire and Mid-Wales. The post will be based at the Royal Shrewsbury Hospital and will involve multidisciplinary care for patients with complex Orthodontic problems as well as advice and treatment planning for appropriately referred patients as part of the Shropshire Managed Clinical Network.

## THE POST

## The Department

As a Consultant Orthodontist you will have clinical commitments at the Royal Shrewsbury Hospital. Sessions will provide a full range of orthodontic Consultation and care, as well as multidisciplinary clinics with both Maxillo-Facial and Restorative services.

The successful candidate will work co-operatively with the existing Orthodontic Consultants who work over two sites, the Princess Royal Hospital, Telford and The Royal Shrewsbury Hospital, Shrewsbury. We have a full time Orthodontic therapist and two part-time clinical assistants to support the work of the department. The Consultant group leads the Shropshire Managed Clinical Network aiming to offer a high-quality referral service for local general Dentists, Community Dentists, General Medical Practitioners, and other Consultant colleagues.

There is currently one part time Orthodontic trainee within the Trust, a specialty registrar and the successful candidate may be expected to be involved both with their training and supervision as well as in the West Midlands Deanery Orthodontic training programme based out of Birmingham Dental Hospital. They will also be expected to be actively involved in both the Trusts Governance programme and the West Midlands Consultant Orthodontists Group for training, audit, and governance purposes to keep up to date with appraisal and revalidation. Furthermore, there is an expectation to take a role in local dental politics and interact with the local dental committees, the managed clinical network, the local professional network, and local area team.

Oral and Maxillofacial Surgery support is provided by 5 Consultants based in the regional Head & Neck centre, Princess Royal Hospital, Telford. All Maxillofacial Consultants also attend the Royal Shrewsbury Hospital for out-patient clinics. Across the Trust there are two dedicated orthodontic/maxillofacial joint Consultant clinics per month.

We have a visiting restorative dentistry Consultant from Birmingham Dental Hospital who attends alongside a specialty registrar. Currently they run clinics from the Royal Shrewsbury Hospital one day per week which includes an orthodontic/restorative joint clinic once a month for planning of multidisciplinary cases. We are in the process of developing and extending this valuable service.

Fully staffed Dental Technology Laboratories with qualified clinical maxillofacial technicians are present at both Hospitals. Laboratory staff also provides the Orthodontic photography in the out-patient department. Both Hospitals also have part time hygienist support and Nurses with an extended role that assist in impression taking, clinical photography, oral hygiene instruction and the taking of radiographs.

Both departments have dedicated OPG, lateral cephalometry and intra-oral radiology equipment manned by trained dental nurses. There is appropriate IT support across both sites for the analysis of digital radiographs.

## THE WORK OF THE DEPARTMENTS

### The Princess Royal Hospital, Telford

The Orthodontic department at the Princess Royal Hospital is spacious and purpose built and is found in a central location at this modern Hospital.

The department consists of a reception, four surgeries, a hygienist surgery, a consultant's office and one secretarial office. There is full information technology backup with OPAL digitizing equipment. Additionally, there is a model box storage room, new radiographic facilities, and a waiting room. The fully equipped Orthodontic Laboratory is also situated within the Outpatient Department.

### Royal Shrewsbury Hospital, Shrewsbury

The orthodontic department at the Royal Shrewsbury Hospital consists of a large reception area, four surgeries (two of which are dedicated to orthodontics), a hygienist surgery, one Consultant's office and two

secretarial offices. There is full information technology with separate digital backup with OPAL software. Additionally, there is a model box storage room, radiographic facilities for state of the art OPG, lateral cephalometry and intra-oral radiography. The orthodontic and maxillofacial laboratory are immediately adjacent to the out-patient department.

## Maxillofacial Surgery

The five maxillofacial Consultants carry out day case surgery at both Hospitals and in-patient care at PRH Telford. A full Oral and Maxillofacial surgical service is provided, and joint Orthognathic clinics are run at both Hospitals.

## Restorative Dentistry

We are fortunate to have a visiting restorative dentistry Consultant from Birmingham Dental Hospital. Currently they run clinics from the Royal Shrewsbury Hospital one day per week which includes a joint orthodontic/restorative joint clinic once a month for planning of multidisciplinary cases. We are in the process of developing and extending this valuable service.

## Dental Hygiene

Both departments have part time hygienists to assist with oral hygiene education and support. They also provide a service for special needs and cancer patients.

## Orthodontic Therapist

We have a fully qualified full time orthodontic therapist who works across both sites to support the Consultant body. There will be a trainee orthodontic therapist

## 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.

## Rota Duties

There are no on-call commitments for this job role at present.

## Timetable

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

	AM	PM
<b>Monday</b>	OPD clinic	OPD clinic
<b>Tuesday</b>	OPD clinic	OPD clinic
<b>Wednesday</b>	SPA	OPD clinic
<b>Thursday</b>	OPD clinic	Admin
<b>Friday</b>	SPA	Teaching/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.

Monthly single session joint clinics are run for Restorative and Orthognathic patients. Joint restorative clinics are run with a restorative consultant once a month on a Monday AM session and Joint Orthognathic clinics are run with a consultant Oral and Maxillofacial surgeon again once a month on a Tuesday AM session.

## 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 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.
- 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.
- It would be expected that you maintain up to date continued professional development (CPD) records in line with the recommendations from your registered professional body the GDC.
- 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"> <li>BDS or equivalent</li> <li>FDS, MFDS or equivalent</li> <li>MSc or higher degree</li> <li>Membership in orthodontics of one the Royal colleges</li> <li>Be in possession of the ISFE in orthodontics or within 6 months of this at the time of interview</li> <li>Leadership/Management qualifications</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>

# ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Full Registration and a licence to practise with the General Dental Council (GDC)</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
CLINICAL EXPERIENCE & TRAINING		
<ul style="list-style-type: none"> <li>Clinical training and experience equivalent to that required for gaining a CCT and post see CCT training to consultant level</li> <li>Ability to work effectively with colleagues and within a team.</li> <li>Attendance at MDT meetings</li> <li>Experience in managing complex orthodontic treatments</li> <li>Ability to offer expert clinical opinion on a range of problems within orthodontics</li> <li>Ability to take on an independent responsibility for clinical care of patients</li> <li>Experience of clinical supervision and mentorship</li> <li>Experience of managing transfer cases.</li> <li>Experience in the use of digital technology in orthodontics</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> </ul>
ACADEMIC ACHEIVEMENTS, RESEARCH & PUBLICATIONS		
<ul style="list-style-type: none"> <li>Experience in research</li> <li>Willing to participate in audit programmes</li> <li>Peer reviewed publications</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>

<ul style="list-style-type: none"> <li>Evidence of continuing research</li> </ul>		✓
<p>MANAGEMENT AND ADMINISTRATIVE EXPERIENCE</p> <ul style="list-style-type: none"> <li>Good leadership skills, communication, and interpersonal skills</li> <li>Evidence of leadership</li> <li>Evidence of implementing change within a department/service. Business case processing experience</li> </ul>	✓	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>
<p>PERSONAL ATTRIBUTES</p> <ul style="list-style-type: none"> <li>Ability to work under pressure and as part of a multidisciplinary team.</li> <li>A willingness to progress the department in line with the Trust's values and vision</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>	

## GENERIC CAPABILITIES FRAMEWORK

### PROFESSIONAL VALUES & BEHAVIOURS

CRITERIA	ESSENTIAL	DESIRABLE
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.,	✓	

<p>knowledge, skills and behaviours relevant to the role setting and scope.</p> <p>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.</p> <p>Critically reflects on own competence, understands own limits, and seeks help when required.</p> <p>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.</p> <p>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.</p> <p>Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.</p> <p>Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression.</p> <p>Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.</p> <p>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.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
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## LEADERSHIP & TEAM WORKING

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

## PATIENT SAFETY & QUALITY IMPROVEMENT

CRITERIA	ESSENTIAL	DESIRABLE
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	ESSENTIAL	DESIRABLE
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	ESSENTIAL	DESIRABLE
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.	✓	
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## RESEARCH & SCHOLARSHIP

CRITERIA	ESSENTIAL	DESIRABLE
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.	✓	
Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making.	✓	
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.





## 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](http://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