



The Shrewsbury and
Telford Hospital
NHS Trust

CONSULTANT CARDIOLOGIST WITH AN INTEREST IN CARDIAC IMAGING

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

- Diagnosing and treating a wide spectrum of cardiological problems.
- Provide continued care both in the inpatient and outpatient setting for this patient group.
- Supporting a complex patient MDT.
- Support our links into community care including supporting virtual ward environments.
- Supervision of Higher Specialty Trainees in Internal Medicine, IMT stage one trainees and Clinical fellows working towards CESR in GIM. Formal Education and Clinical Supervisor roles available with suitable training.
- 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

Job Title:	Consultant Cardiologist with an interest in Cardiac Imaging
Grade:	Consultant
Division:	Medicine and Emergency Care
Responsible to:	The Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	10 Programmed Activities
Duration:	Permanent
Salary:	£93,666 - £126,281 per annum [YC72]

Job Summary

An opportunity has arisen to appoint a Consultant Cardiologist with specialist interest in Cardiac Imaging to join our established Cardiology team based at The Princess Royal Hospital, Telford. You will be supported by a team of junior doctors (of training and non-training grades), advanced practitioners, nurses, therapists, and in reach of specialists across the hospital. Our current department offers a centralised cardiology unit whilst we work towards becoming a HTP.

The Post

The Department

The main department is currently based at Princess Royal Hospital. There are 8 enhanced cardiac care beds, 15 acute cardiac care beds on ward 6 and 14 stepdown beds with telemetry links on ward 7. A cardiac catheter laboratory on site is used for diagnostic coronary angiography, simple and complex device implantation. This is supported by a cardiac day care unit with capacity for 8 ambulatory patients. The main cardiorespiratory department is located here and performs a comprehensive range of investigations. A dedicated room is used for TOE and temporary pacing.

A pacemaker clinic is based at PRH and provides long term device follow up service. Designated cardiac CT lists runs at the Royal Shrewsbury and Princess Royal hospitals. Cardiac MRI is run from the Royal Shrewsbury Hospital. A satellite cardiorespiratory department provides selected investigations for in- and out- patients at the Royal Shrewsbury hospital site. A weekly MDT is held with a local tertiary centre, to facilitate urgent cardiothoracic/cardiology care for in patients. We have established links with three local tertiary centres for elective procedures including cardiac surgery, congenital heart disease, electrophysiology and PCI.

Approximately 11,000 new out-patient Cardiology referrals were seen by a consultant within the Trust last year using "one-stop" clinics supported by either pre-investigation or on-demand tests. The trust provides circa 10,000 follow up appointments per year for cardiology follow ups. Allied health professional (nurses, pharmacist and Echo physiologist) provide cardiac rehabilitation clinics, heart failure ambulatory clinics, post infarct medical optimisation clinics and valve clinics. There is a Rapid Access Chest Pain Clinic meeting the two-week target at both Hospitals.

A multidisciplinary post-infarction clinic focuses on pharmacy, clinical biochemistry, rehabilitation and dietetics. This is run by specialist nurses and a pharmacist prescriber. A further MDT team provides heart failure service for optimisation and ambulatory monitoring. An arrhythmia nurse specialist runs our cardioversion service, implantable loop recorder service and arrhythmia clinic. A senior physiologist runs a valve clinic independently. In addition, we have an expanding team of advanced cardiac nurse practitioners/prescribers, who support the in patient referrals and chest pain clinics. Outreach cardiology clinics are provided at Oswestry, Bridgnorth and Whitchurch Community Hospitals.

The same juniors that support the in-patient Cardiology Service also support the General Medical Take Rota and the care of all in-patients under the care of the Cardiology team. All Cardiology Consultants have equal access to the juniors. You will be expected to supervise junior Doctors and to be actively involved in their postgraduate training and audit.

Visiting Specialists to SATH

Visiting Specialists to SaTH include:

	Principal location	Subspecialty
Dr Joe DeBono	University Hospital Birmingham	Electrophysiology
Dr Mauro Lencioni	University Hospital Birmingham	Electrophysiology
Mr Qamar Abid	Royal Stoke University Hospital	Cardiac Surgery
Mr Prakash Nanjaiah	Royal Stoke University Hospital	Cardiac Surgery

Cardiac Imaging at SaTH

Currently the subspecialty is led by consultant cardiologists (2) and a consultant radiologist, who are accredited to British/European/American societies' standards. Depending on his/her skills sets, the newly appointed colleague will join us in providing cross modality imaging in complex Echo, cardiac CT and MRI. This will be determined prior to commencement of employment.

Our Cardiorespiratory department is accredited by the British Society of Echocardiography (BSE). It is staffed by a team of committed and experienced Physiologists, the majority of whom have BSE accreditation. It operates as a single team with commitments shared across both Hospitals. It is comprehensively equipped with twelve echo machines (GE Vivid S70 and GE Vivid E95) supporting 3D echo, trans-oesophageal imaging, Dobutamine stress echocardiography and contrast echocardiography. Image archiving and reporting is performed via the Philips IntelliSpace Cardiovascular system which is also used by our Paediatric and Intensive Care colleagues. Our senior physiologists run a physiologist led valve clinic, supported by our imaging cardiologists. The newly appointed colleague will have opportunities in further service development (for example physiologist-led stress echocardiography) and providing mentorship to physiologists. The department is actively involved in teaching, and received STP students from HEE. There is a strong track record of innovation and research/quality improvement activities within the department. Our department runs a mandatory monthly MDT meeting to maintain standard and provide further education. Most of our STP students presented their final year dissertation at National and International conferences. Many chose to work with us upon completion of their training.

Working closely with our Radiology colleagues, we have an established Cardiac CT service. The Royal Shrewsbury Hospital has a 128-slice *Siemens Definition AS+* CT scanner. The Princess Royal Hospital has a 320-slice *Canon Aquilion One* CT scanner. Currently there are two cardiac CT lists per week with plan to increase capacity when new colleagues in cardiac imaging and radiology join. We provide a service in CT calcium scoring and coronary angiography, gated thoracic aorta and TAVI pre procedure planning. There is a plan to adopt a novel technology, CT FFR, in line with cotemporary national guideline.

Our Cardiac MRI (*Siemens Magneto Aera scanner*) service is based at The Royal Shrewsbury hospital. We provide comprehensive imaging in cardiac MRI including viability assessment, stress perfusion and tissue characterisation. The new appointee will contribute to this and help maintain the thrice weekly sessions.

The Department's Senior Medical Staff

Currently the Cardiology department at SaTH includes the following Consultant staff:

	Principal location	Subspecialty
Dr Jayesh Makan	PRH	Device Therapy and Clinical Director
Dr Najeeb Azam	PRH	Percutaneous Coronary Intervention
Dr Suman Kundu	PRH	Device Therapy, Heart Failure
Dr Eveline Lee	PRH	Cardiac Imaging
Dr Dinesh Mistry	RSH	Device Therapy, Heart Failure
Dr Arif Khan	RSH	Percutaneous Coronary Intervention
Dr Chee Khoo	PRH	Percutaneous Coronary Intervention

Dr Firoz Gani	RSH	Locum cardiologist
Vacant post	RSH	Locum cardiologist
Vacant post	RSH	Cardiac Imaging

Our Training-Grade Medical Staff

Training-grade medical staff include:

3 WTE Trust Grade middle grade doctors,

2 WTE ST4 cardiology

3 WTE IM3 trainees

2 WTE CMT trainees

4 WTE Foundation program doctors

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

The post holder will take part in a 1:7 cardiology only on call rota with prospective cover for annual and study leaves. This will require 1:7 on site in reach on Saturday and Sunday mornings with support from a dedicated junior doctor. At other times, the post holder is on call from home for emergencies. The consultant cardiologist is supported by a team of medical juniors on the medical rota.

Timetable

The time table below is an outline of the anticipated arrangement of sessional commitments over a period of 9 weeks on a rolling basis. A personalised job plan will be developed with you on appointment, depending on individual's skill sets but will contain the same proportionate number of DCCs and SPAs averaged over a 42 week period.

Each out-patient clinic will be organised to a standard template of 7 patients (25 minute appointments face to face consultation) for a new-patient clinic and 12 patients (15-20 minute appointments, mixture of telephone and face to face consultations) for a follow-up clinic.

Week 1	AM	PM
Monday	Out-Patient Clinic	CMR/CT
Tuesday	CMR/CT	Clinical Admin
Wednesday	SPA	SPA
Thursday	Complex echo/MDT	SPA
Friday		

Weekly PAs = DCC 5.5 + SPA 3 + On call 1 = 9.5

Week 2	AM	PM
Monday	Ward PRH	Referrals PRH
Tuesday	Ward PRH	Referrals PRH
Wednesday	Ward PRH	Referrals PRH
Thursday	Ward PRH/MDT	Referrals PRH
Friday	Ward PRH	Referrals PRH

Weekly PAs = DCC 10.25 + On call 1 = 11.25

Week 3	AM	PM
Monday	Out-Patient Clinic	CMR/CT
Tuesday	CMR/CT	Clinical Admin
Wednesday	SPA	SPA
Thursday	Complex echo/MDT	SPA
Friday		

Weekly PAs = DCC 5.25 + On call 1 + SPA 3 = 9.25

Week 4	AM	PM
Monday	Out-Patient Clinic	CMR/CT
Tuesday	CMR/CT	Clinical Admin

Wednesday	SPA	SPA
Thursday	Complex echo/MDT	SPA
Friday		

Weekly PAs = DCC 5.25 + On call 1 + SPA 3 = 9.25

Week 5	AM	PM
Monday	Ward PRH	In Reach RSH
Tuesday	Ward PRH	In Reach RSH
Wednesday	Ward PRH	In Reach RSH
Thursday	Ward PRH/MDT	In Reach RSH
Friday	Ward PRH	In Reach RSH

Weekly PAs = DCC 10.25 + 1 (on call) = 11.25

Week 6	AM	PM
Monday	Out-Patient Clinic	CMR/CT
Tuesday	CMR/CT	SPA
Wednesday	SPA	Clinical Admin
Thursday	Complex echo/MDT	SPA
Friday		

Weekly PAs = DCC 5.25 + on call 1 + SPA 3 = 9.25

Week 7	AM	PM
Monday	Out-Patient Clinic	CMR/CT
Tuesday	CMR/CT	SPA
Wednesday	SPA	Clinical Admin
Thursday	Complex echo/MDT	SPA

Friday	SPA	
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Weekly PAs = 5.25 + on call 1 + SPA 3.5 = 9.75

Week 8	AM	PM
Monday	Out-Patient Clinic	CMR/CT
Tuesday	CMR/CT	SPA
Wednesday	SPA	Clinical Admin
Thursday	Complex echo/MDT	SPA
Friday	SPA	

Weekly PAs = DCC 5.25 + on call 1 + SPA 4 = 10.25

Week 9	AM	PM
Monday	Out-Patient Clinic	CMR/CT
Tuesday	CMR/CT	SPA
Wednesday	SPA	Clinical Admin
Thursday	Complex echo/MDT	SPA
Friday	SPA	

Weekly PAs = DCC 5.25 + On call 1 + SPA 4 = 10.25

Direct Clinical Care & On call = 7.5 PAS on average per week (66.5 PAs per 9 weeks)

Supporting Professional Activities = 2.5 PA on average per week (23.5 SPAs per 9 weeks)

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.

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

Study and Professional Leave

Professional and Study leave includes but is not restricted to participation in:

- Study, usually but not exclusively or necessarily on a course or programme;
- Research
- Teaching
- Examining or taking examinations
- Visiting clinics and attending professional conferences
- Training

The appointee will be entitled to 30 days of Study/Professional Leave across a 3 year fixed period with a set budget.

Research

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

Audit

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

Appraisal, Revalidation and Mentorship

- The Trust has the required arrangements in place, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.
- The Trust supports the Royal College of Physicians guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Premier IT Revalidation e-Portfolio (PREP) revalidation system; we will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.
- A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust 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.

Office and Secretarial Support

The post holder will have full-time secretarial support with an adequately equipped office that will include a computer with access to Trust IT facilities.

Staff Benefits

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and ensuring a COVID secure workplace for the team.
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; 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"> • MBBS, MBChB or equivalent medical qualification 	✓	
<ul style="list-style-type: none"> • MRCP or equivalent qualification 	✓	

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • BSE or equivalent accreditation in trans-thoracic echocardiography and Trans-oesophageal echocardiography 	✓	
<ul style="list-style-type: none"> • Level 2 or above Accreditation in Cardiac CT 		✓
<ul style="list-style-type: none"> • Level 2 or above Accreditation in Cardiac MRI 		✓
<ul style="list-style-type: none"> • Entry on the General Medical Council (GMC) Specialist Register via one of the following: <ul style="list-style-type: none"> - Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) - Certificate of Eligibility for Specialist Registration (CESR) 	✓	

GENERIC CAPABILITIES FRAMEWORK

Professional Values & Behaviours

ESSENTIAL CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists). 	✓	
<ul style="list-style-type: none"> • Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Critically reflects on own competence, understands own limits, and seeks help when required. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g., 	✓	

<p>using interpreters and making adjustments for patients with communication difficulties</p> <ul style="list-style-type: none"> • Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely. • 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. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
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Leadership & Team Working

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex, or unpredictable and seeking to build collaboration with, and confidence in, others. • 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. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

Patient Safety & Quality Improvement

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

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

Safeguarding Vulnerable Groups

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

Education & Training

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

Research & Scholarship

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

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

“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.