

Consultant Stroke

Job Description &
Person Specification



Our vision is to be the best rural District General Hospital
for patient and staff experience

Contents

Job Description	2
Departmental Information	4
Main Duties & Responsibilities	6
Job Plan	7
Your Responsibilities to the Trust, our Patients and Staff	8
About us	12
Our Staff Engagement	14
Person Specification	16

Job Description

Job title:	Consultant with Specialist Interest In Stroke
Grade:	Consultant
Department:	Medicine
Responsible to:	Clinical Director
Professionally accountable to:	Medical Director
Hours:	10 PAs plus on calls

About Team QEH

With over 4,000 staff (known as TeamQEH), the Queen Elizabeth Hospital Kings Lynn is one of the biggest employers in West Norfolk, supporting the health and wellbeing of the local community. QEH has 518 beds, 18 wards, a budget of circa £220m and provides a comprehensive range of specialist, acute, obstetrics and community-based services to those who live in the three counties of Norfolk, Cambridgeshire and Lincolnshire.

We are passionate about our journey of improvement. Our vision is to become the best rural district general hospital for patient and staff experience in the UK. We strive to deliver services that our local communities can be proud of, and to deliver exceptionally high standards of care, consistently for our patients and their families. Team QEH are one of the most research-active organisations for our size in the UK, recruiting 2,188 patients in 20/21, and were ranked 27/507 nationally for Covid related research. We have a wide-ranging and diverse portfolio of clinical studies and are recognised as one of the fastest trusts in the country from set up to recruitment.

QEH is a key member of the Norfolk and Waveney Integrated Care System (N&W ICS) and works as part of an acute provider collaborative with the Norfolk and Norwich University Hospital (NNUH) and the James Paget University Hospital (JPUH). This appointment is to the trust; however, system working is encouraged, and the successful applicant may have opportunities to work at the NNUH on an honorary contract basis.

The Trust provides high quality education and training for medical students from the University of Cambridge School of Clinical Medicine and the University of East Anglia Medical School in Norwich, as well as other health care students across all disciplines and junior and senior trainees. All consultants are expected to support our Clinical fellows, Medical Training Initiative (MTI) Fellow, Locally Employed Doctors and Speciality Doctors for their Continuous Professional Development and to aid career progression. All consultants are expected to undertake Clinical supervision, and there are ample opportunities for more formal educational roles.

TeamQEH is proud to be an inclusive employer, with many active staff networks. We have also been recognised as an exemplar employer by BAPIO (British Association of Physicians of Indian Origin) and offer outstanding health and wellbeing initiatives to support our staff and to implement our learning from the pandemic.

Local Area

Packed trains or country lanes? Motorway views or river cruise? Cycle lanes or beach terrain? Come and join us at The Queen Elizabeth Hospital, King's Lynn.

King's Lynn is a rural market town within West Norfolk, with a population of over 60,000 in the main town and 300,000 in the surrounding district areas. It cares for patients in Norfolk & Waveney and the adjoining parts of Cambridgeshire and Lincolnshire.

King's Lynn has excellent railway links to Cambridge and London and is in easy reach to Norwich and Peterborough. It is surrounded by stunning local environments consisting of; countryside, beaches and historic towns.

The town has a thriving heritage and culture scene, including an internationally known summer arts festival and a college of Arts and Technology with a wide and varied curriculum. It has a range of good schools and hosts a University of West Anglia campus.

The majority of the hospital's residential accommodation is on site and there is a regular bus services between the hospital, town centre and the railway station.

Job Summary

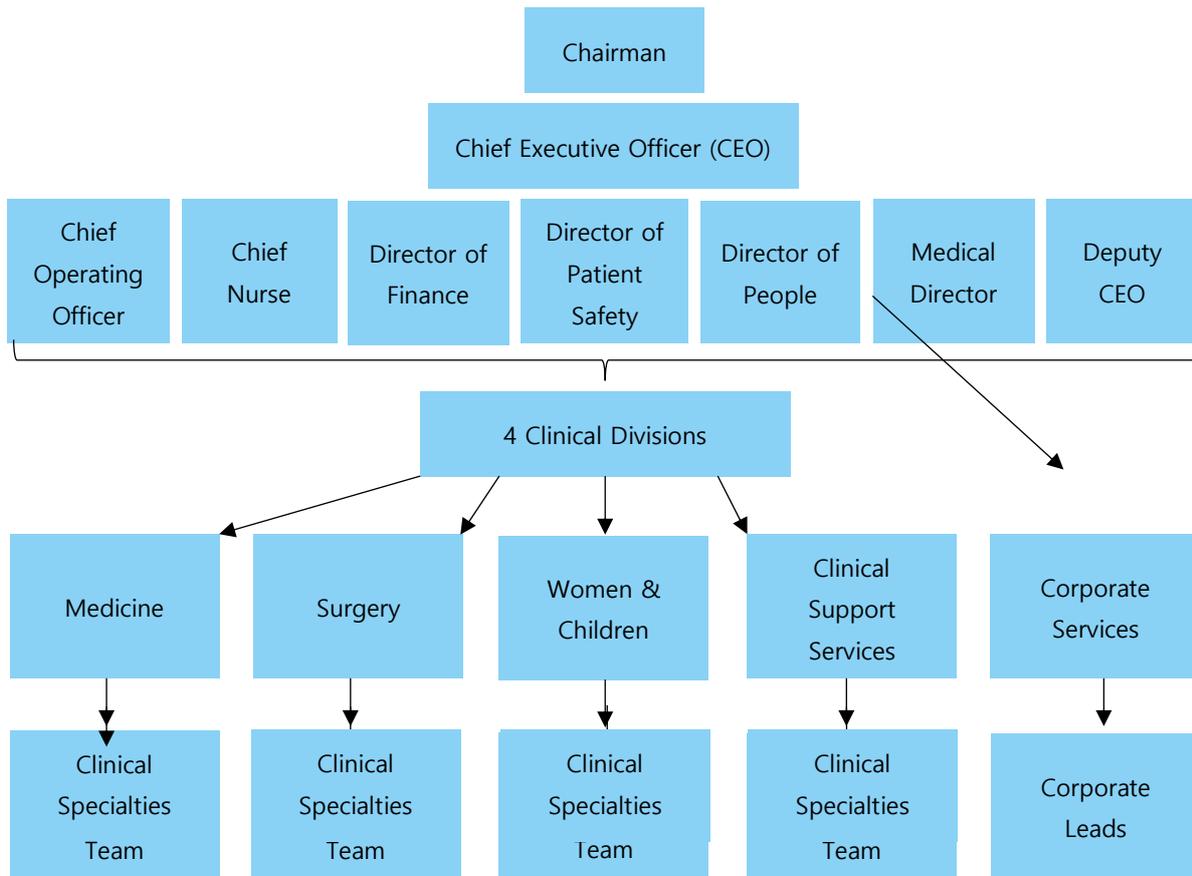
The appointee will be a key member of the Stroke and TIA, ensuring the continued delivery of high-quality care to patients within the trust and to contribute to the further development of the services. The appointee will join a multidisciplinary team to deliver Stroke and TIA outpatient services. The appointee will also have a weekly Stroke and TIA clinic. The appointee will participate in the Stroke in reach service and will liaise with the multidisciplinary team.

The appointed consultant would be expected to contribute to the on-going service improvement programme developing:

- Getting It Right First Time (GIRFT)
- Cost Improvement programme (CIP)
- Implementing evidence based new ways of working when necessary

We also encourage consultants to apply for fellowship of the Faculty of Medical Leadership and Management, to which we are an affiliated member.

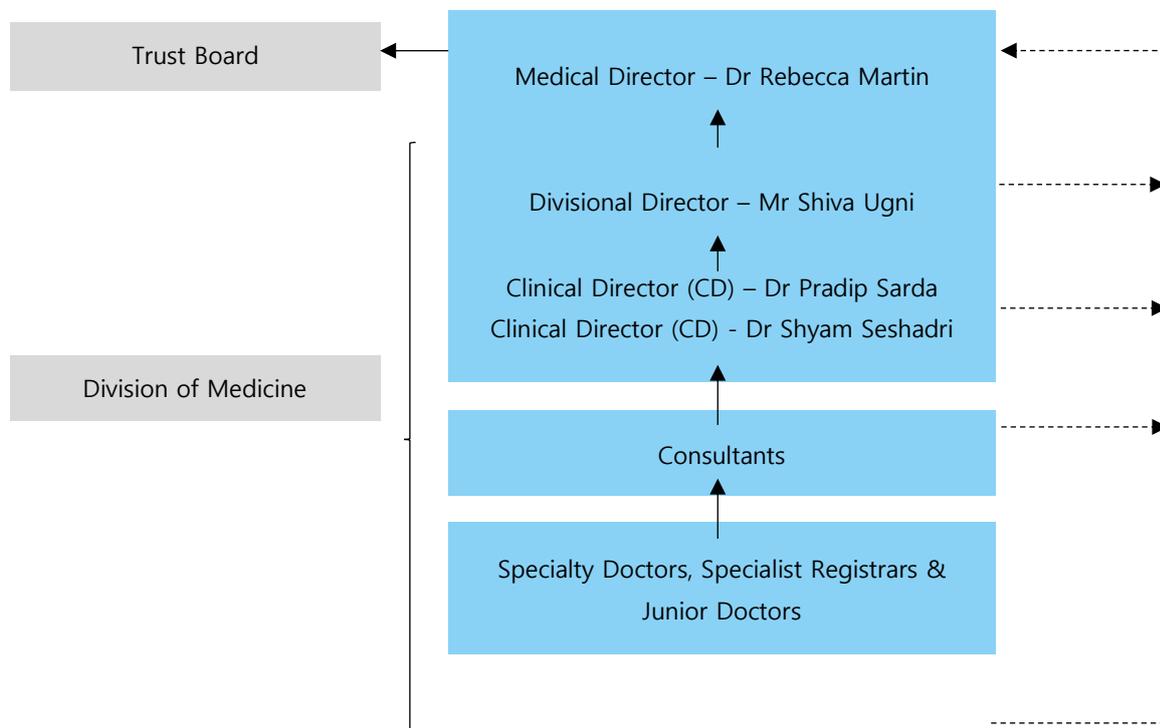
Trust Organisation Structure



Departmental Information

The Team

Divisional & Specialty Structure



Division of Medicine Specialties & Clinical Directors

Dr Shiva Ugni Divisional Director
Liz Bradley Divisional General Manager
Karon Strong Head of Nursing

Acute Medicine

Dr Mitra Sadeghi Clinical Director for Acute Medicine

Cardiology

Dr Rudy Duehmke Clinical Director for Cardiology

Clinical Haematology & Anticoagulation

Dr Lisa Cooke Clinical Director for Clinical Haematology
Dr Martin Lewis Clinical Lead for Anticoagulation

Diabetes & Endocrinology

Dr Shyam Seshadri Clinical Director for Diabetes & Endocrinology

Emergency Medicine

Dr Jill Patterson Clinical Director for Emergency Medicine

Gastroenterology

Dr Shailesh Karanth Clinical Director for Gastroenterology

General Medicine

Dr Pradip Sarda Clinical Director for General Medicine

Integrated Care of Older People

Dr Katie Honney Clinical Director for Integrated Care of Older People

Nephrology

Dr Shiva Ugni Clinical Director for Nephrology, Rheumatology & Neurology

Rheumatology

Dr Sarah Bingham Clinical Director for Rheumatology

Neurology

Dr Phillip Buttery Clinical Director for Neurology

Respiratory Medicine

Dr Thiru Naicker Clinical Director for Respiratory Medicine

Oncology

Dr Nicola Ainsworth Clinical Director for Oncology

Palliative Medicine

Dr Biddy Bassam Clinical Director for Palliative Medicine

Stroke & Transient Ischaemic Attack (TIA)

Dr Leslie Mtariswa Clinical Director for Stroke & TIA

Specialty Registrars

31.1 WTE x Specialty Doctors & Specialist Registrars

Junior Doctors

76 WTE x FY2/GPST/ACCS/IMT/Clinical Fellow

19 WTE x FY1

The Department

The appointee will join the enthusiastic and friendly departments of Stroke and TIA which are integral parts of the Division of Medicine at the QEH.

The Division of Medicine's bed-base consists of 375 beds across 13 wards divided into 9 bed holding specialties.

General Medicine

The General Medicine wards consists of inpatient beds across Stanhoe, Leverington and Feltwell wards, as well as patients bedded on our specialty wards on Oxborough (Gastroenterology), Marham (Diabetes & Endocrine) and Tilney (Cardiology).

General Medicine is currently undergoing dynamic change. The Trust aims to create an independent Acute Medicine Hub, with staff providing seven-day services in acute care; and a strong interface with medicine, surgery, and community services. The Trust has seen successful developments in progressing an interface between Medicine and General Surgery, following the model of a successful Orthogeriatric service. The Trust is keen to support the quality medical care of surgical patients in a responsive and appropriate manner, and the ambition is to develop a Consultant led response team that can manage acute and on-going medical issues within the surgical patient cohort.

Successful candidates would be expected to contribute to seven day working and on call arrangements.

Stroke and TIA

The Stroke and TIA service delivers inpatient and outpatient care in at Queen Elizabeth Hospital 24 hrs a day 7 days a week. The unit on average receives 800 stroke admissions per year from a catchment area that transcends 3 counties; Cambridgeshire, Norfolk and Lincolnshire. You will be joining a highly motivated multi-disciplinary team determined to provide the highest standards of care to ensure improved quality of life for patients and their carers', either in hospital or in the community.

This unit provides onsite thrombolysis stroke care in hours and has a back- up regional stroke telemedicine out of hours. The team refers suitable patients on to Cambridge University Hospital or University College London for Mechanical Thrombectomy. We aim to meet the national standards for Stroke /TIA care, by practising within the framework outlined in national and local guidelines and constantly perform local audits in addition to monitoring performance using SSNAP data.

The Stroke Unit and TIA service have embarked on an ambitious journey to become the regions leading Stroke Unit. The team have led Innovative projects, including the implementation of the Trust's first AI system and are exploring many more initiatives to improve the patient's journey and the wellbeing of staff. All of the team are encouraged to engage with change initiatives as part of their portfolio and help the service grow into its ambition of "leading regional stroke unit".

The Stroke/TIA services unit is currently supported by 4 substantive Stroke Consultant Physicians, a Band 8a Lead Nurse, Band 6 Stroke trained nurses, Occupational, Physiotherapy Speech and language, therapists, Dieticians and clinical psychologists.

The service aims to improve patient clinical outcomes by delivering hyperacute, acute and rehabilitation care underpinned by multi-disciplinary team working.

Main Duties & Responsibilities

Clinical

- To provide, to a high standard, the full range of specialist diagnosis, treatment, and care to patients.
- Out-of-hours responsibilities, including participation in Consultant stroke on-call rota.
- To provide seamless Acute and Community Stroke Care, with allied professionals including fast-track services.
- To provide care in new and follow up Stroke and TIA out-patient clinics.
- Cover for colleagues' annual leave and other authorised absences on a reciprocal basis.
- To take part in the weekend General Medical on-call rota with colleagues, currently 1 in 18, as first on-call 8:30 till 20:30 and a second on call covers the wards from 9:00 till 14:30 at weekends.

Organisational

- Teaching and training of junior staff, medical students and other healthcare professionals.
- To act as clinical/educational supervisor to locally employed doctors and doctors in training programmes of a variety of grades and experience as appropriate.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.
- To provide leadership and support for the effective development of the service.
- To have responsibility for ensuring active participation in Continuing Professional Development (CPD).
- To further develop clinical protocols, guidelines, and concise care bundles.
- To carry out responsibilities with due regard to the Trust's Equal Opportunities Policy.
- 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.
- To ensure that all duties are carried out to the highest possible standard.
- To carry out annual performance reviews with each member of their staff.
- To agree annual personal development plans with their staff and support them with any training or development requirements to fulfil their role.
- To attend all relevant management training in health and safety, risk assessment etc.
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

Additional Duties

This job description is not intended to be exhaustive but provide an indication of the range and complexity of the work to be undertaken.

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 40-hour 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:

- 8.5 Programmed Activities (PAs) of Direct Clinical Care - includes clinical activity, clinically related activity and predictable and unpredictable emergency work.
- 1.5 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.

Timetable

The following provides provisional scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Director with the scheduling of all other activities, including the SPAs. Mentoring can be provided through consultant colleagues at the trust.

	AM	PM
Monday	Ward Round Stroke Unit	Ward Round Stroke Unit
Tuesday	Stroke on call	Stroke on Call
Wednesday	Ward	CPD
Thursday	Stroke / TIA Clinic	Admin
Friday	Ward Round Stroke Unit	Ward Round Stroke Unit

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.

Your Responsibilities to the Trust, our Patients and Staff

Governance and Statutory Requirements

The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

Equal Opportunities and Diversity

The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the

Trust's Equal Opportunities Policy.

Health and Safety & Risk Management

Employees must be aware of the responsibilities placed upon them under the Health and Safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.

Employees must wear personal protective equipment where provided.

All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are also expected to maintain safe infection control practices at all times.

All employees are responsible for reporting any accidents, untoward occurrences and potential hazards to their Head of Department even when no injury or property damage has resulted.

Infection Control

All staff have a responsibility to contribute to the reduction of healthcare acquired infection by the adherence to best practice.

Staff are expected to comply with hand hygiene and dress code guidelines and ensure all equipment used for patient care is clean and fit for purpose.

Staff are requested to report any environmental concerns regarding breach of infection prevention guidelines to their line manager.

Information Governance

Confidentiality is both a moral and contractual obligation and applies both inside and outside of work. Any matters of a confidential nature, and in particular any information relating to patients, individual staff records and details of contract prices and terms must, under no circumstances, be divulged or passed to any unauthorised persons at any time during your employment or afterwards.

All notes, emails, records and other documents, regardless of medium, are and shall remain the property of the Trust and shall be handed over by you to the Trust from time to time on demand and, in any event, upon termination of your employment. All assets issued to you (such as identity card, car parking pass, equipment, office keys etc) must be surrendered to the Trust upon termination of your employment and, where applicable, on change of employment within the Trust.

As a user of information you must be aware of your responsibilities, both legal and other, and comply with all policies and procedures issued by the Trust and associated NHS Codes of Conduct and work within the principles outlined in the information governance framework. This includes information security (including encryption and, where applicable, home working and remote access), records management and information quality responsibilities.

Under the common law duty of confidentiality, you may be personally liable in a court of law for unauthorised disclosure of personal data. In addition, the wilful or negligent disclosure of confidential information or disregard for the Trust's information governance framework would be a breach of the disciplinary rules and could result in summary dismissal. Should you breach this clause after your employment has ended, the Trust may take legal action against you.

Education

Medical education is led by the Director of Medical Education, Dr Raj Shekhar (Consultant Stroke Physician), supported by a dynamic team in the medical education centre, who are determined to ensure that all staff have opportunities for continuous learning.

Undergraduate: QEH offers placements to University of Cambridge School of Clinical Medicine and the University of East Anglia in Norwich students and uses innovative teaching methods. All consultant staff will be expected to take part in general bed side and other teaching and have the opportunity to apply for specific teaching roles in the delivery of the undergraduate curriculum.

Postgraduate: The medical education centre is based within the Trust and there is an excellent medical reference library which has been recently refurbished. There are wide and varied programmes to support continuing education, as well as a GP vocational training scheme. All consultants are expected to play an active role in teaching for junior staff and to act as clinical supervisors. Consultants are also encouraged and supported to become educational supervisors, and to apply for additional educational roles within the trust and region.

Research and Innovation

The Director of Research, Mr Prithwiraj Saha (Consultant Obstetrician and Gynaecologist), is supported by a team of highly experienced research nurses and AHPs, clinical trial pharmacists and a research manager. The team are determined to ensure that every clinical encounter is seen as an opportunity for research, and are highly visible, joining board and ward rounds across the trust and supporting staff from all specialties to get Involved In research. The team were nominated for clinical team of the year and QEH Is the proud winner of the 2021 HSJ Patient Safety Innovation of the Year Award for the pioneering SAFIRA® device (SAFer Injection for Regional Anaesthesia) developed by clinicians at the Trust in partnership with Medovate Ltd.

Safeguarding Children/ Vulnerable Adults

All Staff within the Trust share a commitment to safeguard and promote a Child's or Vulnerable Adult's wellbeing. As an organisation we need to ensure that all staff who come into contact with Children/Vulnerable Adults in their daily activities or provide services to adults with Children or Vulnerable Adults receives mandatory safeguarding training which is appropriate to their role. In addition to this you will be expected to work in accordance with the policies and procedures relating to Safeguarding Children/Vulnerable Adults that have been agreed by the Trust.

Values & Behaviours

Our Values are Kindness, Wellness and Fairness

KINDNESS

Together as colleagues, we...

- treat people with kindness
- are friendly, approachable and welcoming
- work together to achieve goals and provide high quality services
- take responsibility for our actions and decisions
- communicate openly, share information regularly and take time to build trusting relationships
- are attentive to each other's needs and offer help willingly
- do what we say we will

As an organisation, we...

- work as one team - where all colleagues have a voice and are respected and supported to provide high quality services
- will listen to and respond to your opinions and ideas
- will make sure we have visible, approachable and supportive leaders at all levels
- have an 'open door' policy among the senior leadership team - with opportunities to ask questions, raise any concerns or seek clarity
- recognise the vital importance of kindness in our work, and will address any incidents of incivility, rudeness or bullying



WELLNESS

Together as colleagues, we...

- look after our own wellbeing, and know this plays a vital role in the wellbeing of others
- bring an optimistic, 'can do' attitude to work: welcome change, value others, say 'hello, my name is...', thank others, smile
- keep our mandatory training up-to-date, and make sure we always carry out appraisals
- take time to listen and understand any concerns - from patients or each other - including those around privacy, dignity and confidentiality, and make sure we are always striving to improve our services
- take responsibility for our attitudes and remain calm, polite, patient and reassuring

As an organisation, we...

- will create a positive working environment
- support colleagues to speak up, and act on feedback quickly
- care about your safety, your health and your wellbeing
- are fair in how we recruit, develop and provide opportunities
- will communicate openly and honestly
- celebrate diversity and each other's success



FAIRNESS

Together as colleagues, we...

- treat people equally, embrace diversity and value our differences
- are respectful towards each other, accept people for who they are and value each other's views
- are honest and speak up if we think something is not right
- ask what our patients think of our services, and act on what they tell us
- work across different teams to make sure patients get the best possible care, regardless of which services they need
- seek opportunities to improve our services every day and be open to receiving feedback as a chance to learn

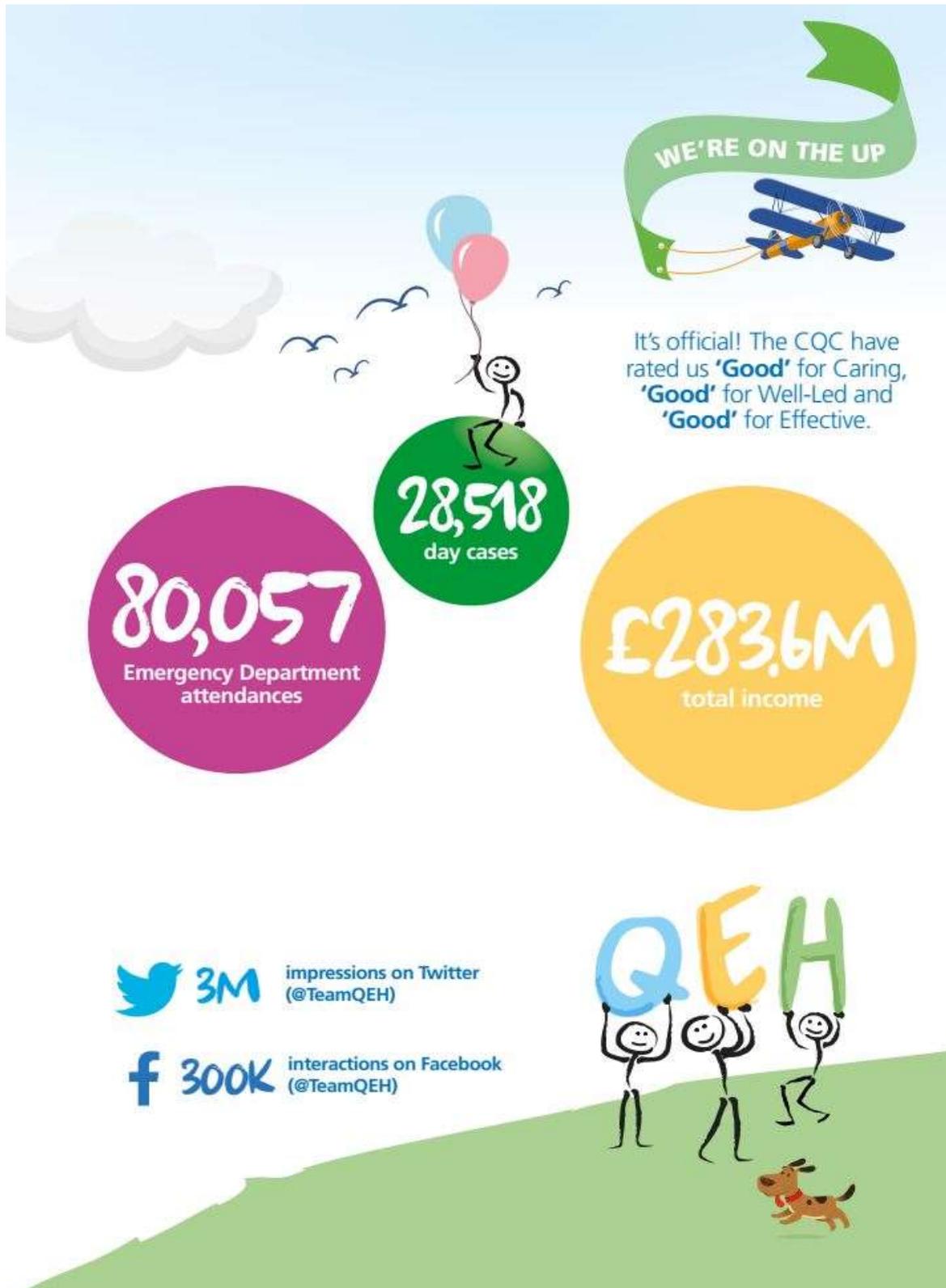
As an organisation, we...

- will support all our teams to make sure we are offering equitable care across all sections of our community
- embrace innovation and ideas that support continuous improvement
- will support you to make changes that will benefit our patients and colleagues
- will give you the resources and training you need to do your job
- provide as many benefits to colleagues as we can
- provide equal and fair opportunities for career development
- make sure all colleagues have clear roles, responsibilities and can see how their objectives support QEH to deliver the best possible care



All staff must be able to evidence that they possess and exhibit the behaviours which underpin the core values of the Trust.

About us 2021/22 in numbers





Our Staff Engagement

Staff Surveys

We are proud of our staff engagement scores from our 2020 national staff survey, showing improvements in every area and from our recent medical engagement survey, in which the results are among the best in the East of England.

The Trust is on a continuous improvement journey and our staff engagement and culture programmes, which focus on kindness, wellness and fairness, are helping us to bring our values to life across our hospital so that we more consistently deliver compassionate care to our patients and their families.

In addition to the annual National Staff Survey and Medical Engagement Survey, we undertake quarterly pulse surveys and open forums to listen, and act, on the views of our staff. We constantly review the results from these to inform and direct our work plan, to ensure continuous improvement in the working environment for our colleagues.

We have staff support networks open to all staff and volunteers, including an LGBTQ+, BAME and Armed Forces Networks. These Networks raise awareness to the organisation and provide ways to help us all understand and respond to differing needs, to build a truly inclusive culture. We also support UK-wide campaigns such as PRIDE, and Black History Month.

We host instant recognition and annual awards for our staff to celebrate success, to show that we appreciate their hard work and commitment to delivering excellent patient care, demonstrate our Trust values and drive a positive culture. We believe this helps us to boost staff morale, general well-being as well as promoting pride in Team QEH.

Staff Briefings

Our Chief Executive hosts monthly all staff briefings via Microsoft Teams and additional briefings are undertaken as required e.g., CQC briefings and COVID-19 development updates.

The Medical Director (MD) also holds a monthly open forum for medical staff to attend (as well as a separate monthly meeting for all clinical directors) and an MD blog is sent to all medical staff following these briefings every month, covering professional, educational and operational issues.

A weekly round-up of Trust Information is circulated by our communications department, we have an active Team QEH staff Facebook page and the Trust has recently launched an app to ensure staff can keep up to date with TeamQEH news.

Staff Governor

All staff can also put themselves forward for election as a Staff Governor of our Foundation Trust.

Staff Awards

Staff nominate colleagues in our monthly staff programme 'Living our Values'. We also host annual staff awards ceremony, with nominations from staff and our patients.

Find Out More About Us

Find out more on our website <http://www.qehkl.nhs.uk/>

Twitter: @TeamQEH

Facebook: The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

LinkedIn: The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE
POST HOLDER.

THIS JOB DESCRIPTION WILL BE REVIEWED ANNUALLY

PERSON SPECIFICATION			
Criteria	Key To Role	Required but not key	To be evidenced on application and/or at interview
Qualifications			
MBBS or equivalent medical qualification.	<input type="checkbox"/>		<ul style="list-style-type: none"> • Application • Interview
MRCP Part 1 and Part 2 or equivalent experience.	<input type="checkbox"/>		<ul style="list-style-type: none"> • Application • Interview
Entry Criteria			
Full Registration and a licence to practise with the General Medical Council.	<input type="checkbox"/>		<ul style="list-style-type: none"> • Application • GMC Check
Entry on GMC Specialist Register; eligible for entry on Register or within six months of receipt of Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) at time of interview	<input type="checkbox"/>		<ul style="list-style-type: none"> • Application • GMC Check
Clinical training and experience equivalent to that required for gaining UK CCT in General Internal and/or stroke.	<input type="checkbox"/>		<ul style="list-style-type: none"> • Application • Interview
Evidence in specific and broad training in General Medicine and/or Stroke and TIA	<input type="checkbox"/>		<ul style="list-style-type: none"> • Application • Interview
Meets the criteria set out in the Specialist generic capabilities framework –detailed below.	<input type="checkbox"/>		<ul style="list-style-type: none"> • Application • Interview
Generic Capabilities Framework Criteria			
Professional Values & Behaviours, Skills and Knowledge			
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).	<input type="checkbox"/>		
Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope.	<input type="checkbox"/>		
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.	<input type="checkbox"/>		
Manages the difficulties of dealing with complexity and uncertainty in the care of patients; employing expertise and clinical decision-making skills of a senior and independent/autonomous practitioner. <i>(All senior doctors/dentists (including consultants and GPs) work independently/autonomously to a level of defined competencies, as agreed within local clinical governance frameworks.)</i>	<input type="checkbox"/>		
Critically reflects on own competence, understands own limits, and seeks help when required.	<input type="checkbox"/>		

Communicates effectively and is 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.	<input type="checkbox"/>		
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.	<input type="checkbox"/>		
Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.	<input type="checkbox"/>		
Adheres to professional requirements, participating in annual appraisal, job planning and reviews of performance and progression.	<input type="checkbox"/>		
Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.	<input type="checkbox"/>		
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.		<input type="checkbox"/>	
Leadership & Team working			
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.	<input type="checkbox"/>		
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.		<input type="checkbox"/>	
Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.	<input type="checkbox"/>		
Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.	<input type="checkbox"/>		
Critically appraises performance of self, colleagues or peers and systems to enhance performance and support development.		<input type="checkbox"/>	
Demonstrates ability to challenge others, escalating concerns when necessary.	<input type="checkbox"/>		
Develops practice in response to changing population health need, engaging in horizon scanning for future developments.		<input type="checkbox"/>	

Patient Safety & Quality Improvement			
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.	<input type="checkbox"/>		
Applies basic human factors principles and practice at individual, team, organisation and system levels.	<input type="checkbox"/>		
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.	<input type="checkbox"/>		
Advocates for, and contributes to, organisational learning.	<input type="checkbox"/>		
Seeks feedback and involvement from individuals, families, carers, communities and colleagues in safety and quality service improvements reviews.	<input type="checkbox"/>		
Leads new practice and service redesign in response to feedback, evaluation and need, promoting best practice	<input type="checkbox"/>		
Evaluates and audits own and others' clinical practice and acts on the findings.	<input type="checkbox"/>		
Reflects on personal behaviour and practice, responding to learning opportunities.	<input type="checkbox"/>		
Implements quality improvement methods and repeats quality improvement cycles to refine practice; designing projects and evaluating their impact.	<input type="checkbox"/>		
Critically appraises and synthesises the outcomes of audit, inquiries, critical incidents, or complaints and implements appropriate changes	<input type="checkbox"/>		
Engages with relevant stakeholders to develop and implement robust governance systems and systematic documentation processes.	<input type="checkbox"/>		
Safeguarding Vulnerable Groups			
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.	<input type="checkbox"/>		
Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.	<input type="checkbox"/>		
Education & Training			
Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and the relevant generic capabilities to lead and develop services.	<input type="checkbox"/>		
Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams	<input type="checkbox"/>		

for uni-professional, multidisciplinary and interprofessional learning.			
Identifies and creates safe and supportive working and learning environments.	<input type="checkbox"/>		
Can act as a role model, educator, supervisor, coach, or mentor for medical and non-medical practitioners.	<input type="checkbox"/>		
Creates effective learning opportunities and provides developmental feedback, both verbally and in writing, to learners and doctors/dentists in training as required by the role.	<input type="checkbox"/>		
Plans and provides effective teaching and training activities as required by the role	<input type="checkbox"/>		
Understands how to raise concerns about the behaviour or performance of any learner who is under their clinical supervision (leadership).	<input type="checkbox"/>		
Takes part in patient education.	<input type="checkbox"/>		
Research & Scholarship			
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.	<input type="checkbox"/>		
Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.		<input type="checkbox"/>	
Locates and uses clinical guidelines appropriately.	<input type="checkbox"/>		
Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making.	<input type="checkbox"/>		
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		<input type="checkbox"/>	