

Consultant - Acute Medicine

Job Description &
Person Specification



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

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Job Description

Job title: Consultant in Acute Medicine

Grade: Consultant

Department: Medicine

Responsible to: Clinical Director

**Professionally
accountable to:** Medical Director

Hours: 10 PAs

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.

We are exceptionally proud to have recently moved out of special measures and see this as a testament to the determination of our trust wide teams to put our patients first and recognise the hard work and dedication of all our staff.

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

To ensure the continued delivery of high-quality care to patients within the trust and to contribute to the further development of the Acute Medicine service. To provide support and leadership to the Acute Medicine department nursing and medical staff.

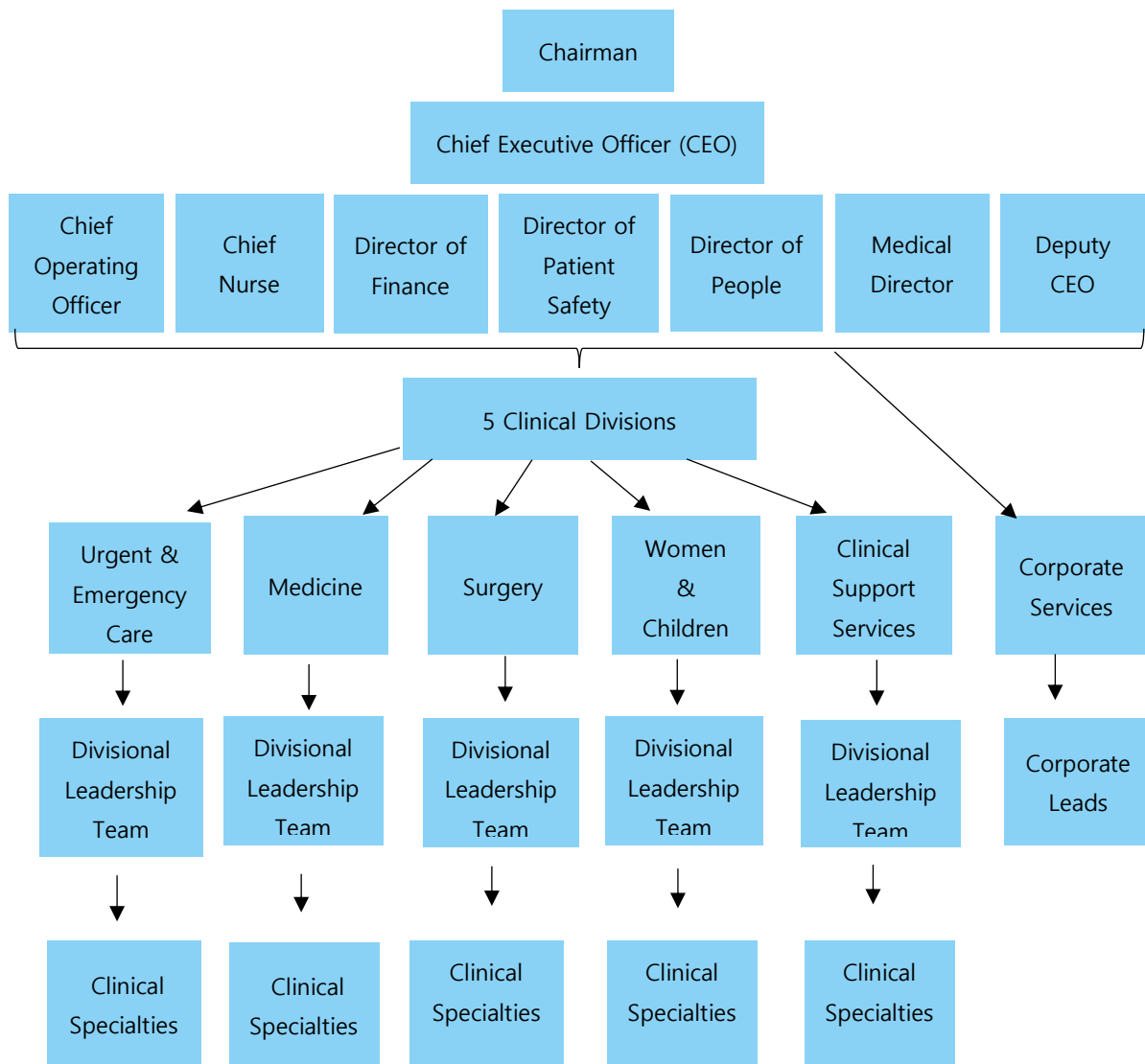
The Acute Physicians are responsible for the areas listed below, will supervise junior staff and provide post take for patient on AMU and senior review for patients in Same Day Emergency Care (SDEC) and Terrington Short Stay (TSS).

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.

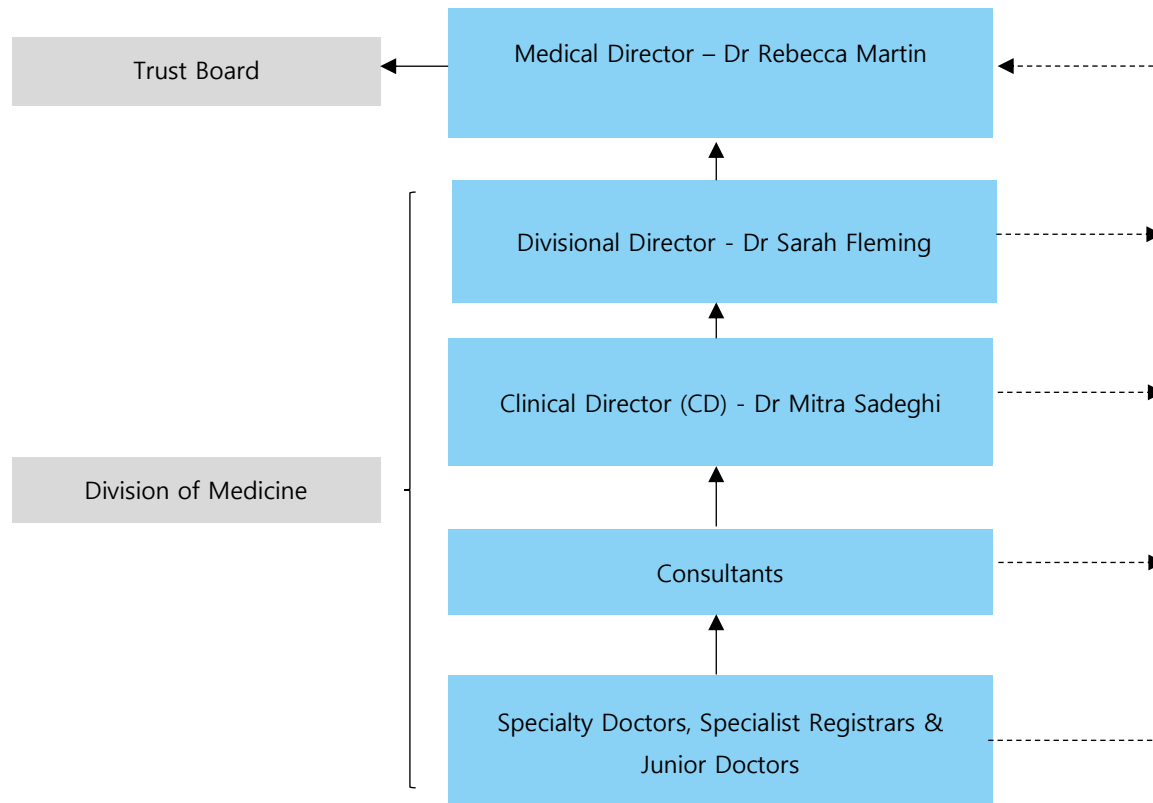
Trust Organisation Structure



Departmental Information

The Team

Divisional & Specialty Structure



Consultants

Dr Mitra Sadeghi	Acute Medicine, CD for Acute Medicine
Dr Rad Hariraj	Acute Medicine and Gastroenterology
Dr Rajaratnam Mathialagan	Acute Medicine with Special Interest in Gastroenterology

The department also has 3 locum consultants to support the substantive consultant workforce.

Specialty Registrars

8 x Specialty Doctors/Specialty Registrars

Junior Doctors

24 x FY2/GPST/ACCS/Clinical Fellow

2 x FY1

Physicians Associates

2 x Physician Associates

The Department

The appointee will join an enthusiastic and friendly department of Acute Medicine consultants which is an integral part of the Division of Medicine at the QEH.

Acute Medical Unit (AMU)

The Acute Medical Unit (AMU) is a 25 bedded admission ward consisting of four bays and one sideroom.

The Consultants in Acute Medicine commence ward rounds at 08:00. The Consultants return to do a further second patient review at 14:00. Consultants also work with junior staff to offer real time review of patients admitted to AMU between ward rounds. The unit is supported by the Rapid Assessment and Frailty Team (RAFT) team to expedite early facilitated discharge to home or community supports where appropriate.

Approximately 10,000 patients are assessed annually (i.e. about 35-50 per day) with a wide spectrum of acute unselected medical problems.

All Acute Medical referrals are made via the Medical Streaming bleep which is held by a designated senior nurse who acts as the single point of contact. On receipt of referral, the streaming nurse will use the clinical information provided to determine the appropriate pathway of care for the patient.

Same Day Emergency Care (SDEC)

Same Day Emergency Care (SDEC) is a model of care that allows services to see and treat urgent and emergency care patients within the same day who would otherwise be admitted to hospital. Patients are managed in a timely and clinically appropriate way with rapid access to diagnostics and robust clinical assessment. SDEC gives the opportunity to better manage patient flow, improve patient experience and reduce acute hospital admissions.

The SDEC Unit is split into two areas, one area for non-ambulant patients and the other for ambulant patients.

The non-ambulant area consists of:

- trolleys for patient assessment

The ambulant area of SDEC consists of:

- A waiting area with space for approximately 15 patients
- 3 trolleys for patient assessment
- 1 consultation room

Windsor Short Stay

Windsor Short Stay is a 33 bedded ward consisting on five bays of six beds and three side rooms. The purpose of TSS is to provide a dedicated ward for emergency medical patients with a predicted length of stay of up to 72 hours which is supported by Consultants in Acute Medicine. There are resident physiotherapy and occupational therapy staff who work closely with nursing and medical staff to ensure patients are discharged home safely.

The Emergency Department (ED)

Acute Medicine provides in-reach to the Emergency Department (ED) at times of limited capacity to support early decision making and improve patient experience.

ED in-reach is further routinely supported by the newly established Acute Frailty Service (AFS) comprising of a Consultant Geriatrician and Rapid Assessment and Frailty Team (RAFT) (specialist nurses, physiotherapists, occupational therapists), who undertake Comprehensive Geriatric Assessments. Facilitated discharge are then enhanced through early access to virtual ward capacity and intermediate care beds within the community.

N.B. all above areas are viewed regularly and bed base may change.

Main Duties & Responsibilities

Clinical

- To provide rapid assessment of acute medical patients.
- To stabilise and manage patients admitted with medical emergencies
- To carry out post-take ward rounds during the week.
- To maintain effective communication and handover to the on-call team.
- To develop emergency services, liaising with other departments including Accident & Emergency, Psychiatry, Rehabilitation and Community Care, and developing speciality teams and fast-track services.
- To work in the Ambulatory Emergency Care unit to avoid admissions

- 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:

- 9.5 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 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	Evening
Monday	AEC	AEC	
Tuesday	Specialty Interest	Specialty Interest	
Wednesday	SPA	Admin	
Thursday	AMU	AMU	AMU

Friday	AMU	SPA/Educational or Clinical Supervisor	
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*An additional 1PA will be included for participation on the 1:18 General Medicine on-call rota.

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

1,867
people recruited
into trials

19,839
day cases

61,276
Emergency Department
attendances

£269M
total income

3,420
members of staff
(whole-time equivalents)

1,955
babies born

12,780
hours given by
volunteers

£3.3M
net charity assets

£4.4M
in savings delivered against
our cost improvement
programme



6.9M

impressions on Twitter
(@TeamQEH)



745

new page likes on Facebook
(@TeamQEH)

964

nurses, midwives and
health visiting staff
(whole-time equivalents)



We **improved** in **every area** with the
biggest improvements in **safety**
culture, safe environment and
health and wellbeing.



THANK YOU NHS
NHS
KEEP SAFE

Our Staff Engagement

Staff Surveys

We are proud of our staff engagement scores from our 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 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.gehkl.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.	✓		<ul style="list-style-type: none"> • Application • Interview
MRCP Part 1 and Part 2 or equivalent experience.	✓		<ul style="list-style-type: none"> • Application • Interview
Entry Criteria			
Full Registration and a licence to practise with the General Medical Council.	✓		<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	✓		<ul style="list-style-type: none"> • Application • GMC Check
Evidence of specific and broad training in Acute medicine and/or General medicine.	✓		<ul style="list-style-type: none"> • Application • Interview
Competence and expertise in Acute and General medicine	✓		<ul style="list-style-type: none"> • Application • Interview
Meets the criteria set out in the Specialist generic capabilities framework –detailed below.	✓		<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).	✓		
Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope.	✓		
Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment.	✓		
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</i>	✓		

<i>competencies, as agreed within local clinical governance frameworks.)</i>			
Critically reflects on own competence, understands own limits, and seeks help when required.	✓		
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.	✓		
Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g., using interpreters and making adjustments for patients with communication difficulties.	✓		
Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.	✓		
Adheres to professional requirements, participating in annual appraisal, job planning and reviews of performance and progression.	✓		
Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.	✓		
Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty.		✓	
Leadership & Team working			
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.	✓		

Critically appraises performance of self, colleagues or peers and systems to enhance performance and support development.		✓	
Demonstrates ability to challenge others, escalating concerns when necessary.	✓		
Develops practice in response to changing population health need, engaging in horizon scanning for future developments.		✓	
Patient Safety & Quality Improvement			
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.	✓		
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.	✓		
Seeks feedback and involvement from individuals, families, carers, communities and colleagues in safety and quality service improvements reviews.	✓		
Leads new practice and service redesign in response to feedback, evaluation and need, promoting best practice	✓		
Evaluates and audits own and others' clinical practice and acts on the findings.	✓		
Reflects on personal behaviour and practice, responding to learning opportunities.	✓		
Implements quality improvement methods and repeats quality improvement cycles to refine practice; designing projects and evaluating their impact.	✓		
Critically appraises and synthesises the outcomes of audit, inquiries, critical incidents, or complaints and implements appropriate changes	✓		
Engages with relevant stakeholders to develop and implement robust governance systems and systematic documentation processes.	✓		
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.			
Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.	✓		
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.	✓		
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.	✓		
Can act as a role model, educator, supervisor, coach, or mentor for medical and non-medical practitioners.	✓		
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.	✓		
Plans and provides effective teaching and training activities as required by the role	✓		
Understands how to raise concerns about the behaviour or performance of any learner who is under their clinical supervision (leadership).	✓		
Takes part in patient education.	✓		
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.	✓		
Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.		✓	
Locates and uses clinical guidelines appropriately.	✓		
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			
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