



JOB TITLE: TRUST DOCTOR - **SPECIALTY (Level)**

1. WE CARE FOR YOU

We care because:

- **We** always put the patient first.
- **Everyone** counts – we treat each other with courtesy, honesty, respect and dignity.
- **Committed** to quality and continuously improving patient experience.
- **Always** caring and compassionate.
- **Responsible** and accountable for our actions – taking pride in our work.
- **Encouraging** and valuing our diverse staff and rewarding ability and innovation

2. JOB IDENTIFICATION

Job Title:

Grade:

Department(s):

Responsible to:

Accountable to:

JD Ref No: (for A4C office use)

3. JOB PURPOSE

Information here about the post



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4. MAIN DUTIES/RESPONSIBILITIES

Information here about the role and responsibility including any on-call commitment

5. SCOPE AND RANGE

Information here about where the post is based and if there are set commitments and timetable

6. TERMS AND CONDITIONS

Your appointment will be subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales) as amended from time to time and any reference in those Terms and Conditions to an employing Authority shall be construed as if it were to include a reference to an employing Trust.

The persons appointed to the post will be expected to live within ten miles of the hospital or within 30 minutes recall time, by road, from the hospital.

Your hours and duties are as defined in the job description in accordance to the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales)

The salary scale is currently either £28,640 - £32,386 (FY2 Level) or £30,605 - £40,491 (ST1 and above) (delete as appropriate) subject to experience, per annum. The starting salary will be subject to evidence of confirmed experience.

Annual leave entitlement is as per national Terms and Conditions of Service.

HEALTH CLEARANCE & MEDICAL EXAMINATION

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.

Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regard to HIV/AIDS, Tuberculosis, Hepatitis B and Hepatitis C viruses.

The successful candidate must be immune to Hepatitis 'B' and Tuberculosis. They will be required to provide, in advance of appointment, evidence of





immunity or have a local blood test (as deemed appropriate by the Occupational Health Department).

DBS CLEARANCE

This appointment is subject to an enhanced Disclosure & Barring Service (DBS) clearance. Please note that all charges associated with this check will be passed on to the applicant.

7. VISITING AND FURTHER INFORMATION

For further information, informal visits and discussions, please contact [\(add contact details here\)](#)

8. PERSONAL ATTRIBUTES

A. Core Attributes

Provide The Safest Most Effective Care Possible

- Demonstrate an understanding of the importance of quality of care
- Be accountable for own actions and those of their team

Develop Responsibly, Delivering the Right Services with the Right Staff

- Have an ability to work efficiently, effectively and professionally in a multidisciplinary team
- Demonstrate that everyone's contribution is valued

Control and Reduce the Cost Of Healthcare

- Work to ensure the care group/directorate improves efficiency and reduces waste
- Demonstrate that you will be open to improving everything that you do

Focus on Innovation for Improvement

- Have an ability to consider and implement new solutions
- Displays networking skills

B. Values Based Behaviours for Leaders

The following characteristics are expected for senior leaders in the organisation:

Strategic Approach

(Be clear on objectives and clear on expectations)



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- Will always plan and take initiative in the best interest of the patient
- Will make decisions based on the strategic direction of the organisation
- Can make success criteria clear to others and focuses them on what matters most
- Avoid major problems by anticipation and contingency planning

Relationship Building

(Can communicate effectively, be open and willing to help, courteous)

- Able to consistently understand and meet the needs and interests of patients
- Can develop joint solutions by use of open questions and listening to others
- Can involve key stakeholder and staff in planning organisational change

Personal credibility

(Is visible, approachable, confident, good role model, resilient and honest)

- Can articulate a compelling vision
- Will consistently deliver on promises and champions DBHs values
- Displays sensitivity to the needs and feelings of others
- Will have a zero tolerance to bad behaviour and actively manage poor performance

Passion To Succeed

(Is patient centred, positive attitude, takes responsibility, aspires to excellence)

- Will motivate others with enthusiasm and a positive attitude
- Can maintain optimism and sense of humour in stressful situations
- Can infuse pride and joy in work
- Always leads by example by taking responsibility, being compassionate and aspiring to excellence

Harness Performance Through Teams

(Able to develop staff, actively listen and value contribution, give feedback, empower staff and respect diversity, champion positive change, creating a culture without fear of retribution)

- Able to take proactive steps to develop team members using a variety of approaches
- Will involve team members in planning and delivering change



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- Matches the needs of activity to available resources
- Seeks out and listens to team members and stakeholders, welcoming

Trust Doctor in **Specialty (Level)** REQUIREMENTS

ESSENTIAL OR DESIRABLE	Application	Interview	Reference
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warnings or problems

7. ORGANISATIONAL POSITION

(add organisation structure here)

8. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

APPENDIX 1 – PERSON SPECIFICATION



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Qualifications				
MBChB/MBBS or equivalent	E	√		
Completion of Foundation training or equivalent experience. (depends on level)	E	√		
MRCP Part I / MRCP Part II (written) or PACES (Medicine) Delete as appropriate MRCS (Surgery) MRCPPH (Paediatrics)	D	√		
Applicants must have full GMC registration and continue to hold a Licence to Practise	E	√		
Experience and Achievements				
Must be able to demonstrate clinical experience and competence in a range of common medical conditions	E	√	√	√
Competence in procedural skills relevant to the level of the post	D	√	√	√
Ability and willingness to learn from colleagues, senior and other sources.	D	√	√	√
Teaching and training				
Experience of and enthusiasm for clinical teaching of medical students, junior colleagues and non-medical staff.	D	√	√	√
Audit and Research				
Knowledge of Audit principles and evidence of participation in and completion of audit projects	D	√	√	√
Disposition-Adjustment/Attitude/Commitment				
Good communication and empathy skills with patients	E		√	√
Evidence of willingness to participate in a multi-disciplinary team environment to provide an integrated service	E		√	√
Ability to work as a member of a team, both through communication and sharing workload	E		√	√
Ability to function well in high pressure situations e.g. clinical crisis	E		√	√
Ability to prioritise and organise workload and co-ordinate staff where necessary	E		√	√
Ability to integrate the care of a patient by many and various other clinical staff	E		√	√
Practical/Intellectual Skills/Personal Qualities				
Evidence of continual learning and development	D	√	√	√
Understands self (strengths and weaknesses) and impact of behaviour on others	D	√	√	√
Evidence of innovation	D	√	√	√
Ability to use a word processor, spreadsheet, presentation software and internet browser	D	√	√	√

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APPENDIX 2 - SPECIFIC TERMS

- All staff and volunteers working within the trust have a duty to be aware of their own and the organisation's roles and responsibilities for safeguarding and protecting children and young people, and vulnerable adults. You must be competent to recognise abuse, respond appropriately and contribute to the processes for safeguarding, accessing training and supervision as appropriate to your role. The prevention and control of infection is an integral part of the role of all health care personnel. Staff members, in conjunction with all relevant professionals will contribute to the prevention and control of infection through standard infection control practices and compliance with the Trust's infection control policies in order to ensure the highest quality of care to patients. If your normal duties are directly or indirectly concerned with patient care you must ensure you receive sufficient training, information and supervision on the measures required to prevent and control risks of infection.
- You must be aware of and adhere to Health and Safety legislation, policies and procedures, to ensure your own safety and that of colleagues, patients, visitors and any other person who may be affected by your actions at work. You are reminded of your duty under the Health & Safety at Work Act 1974 to take reasonable care to avoid injury to yourself and others; to officially report all incidents, accidents and hazards using the Critical Incident Reporting Procedure; to use safety equipment provided for your protection at all times and to co-operate with management in meeting statutory requirements.
- Maintaining confidentiality of information related to individual patients or members of staff is a very important aspect of your work within the Trust. Failure to maintain confidentiality of such information may constitute a serious disciplinary offence. Staff should also bear in mind the importance of sharing essential information with carers and others, with the consent of each patient. There will also be circumstances where critical risk information will need to be shared with partner agencies, subject to guidance and advice available from your manager. You should remember that your duty, to respect the confidentiality of the information to which you have access in the course of your employment with the Trust, continues even when you are no longer an employee.
- This job description is not intended to be a complete list of duties and responsibilities, but indicates the main ones attached to the post. It may be amended at a future time after discussion to take account of changing patterns of service and management.

