

## Specialty doctor, specialist and consultant – role comparison

Specialty Doctor	Specialist	Consultant
<ul style="list-style-type: none"> <li>The Specialty Doctor group is diverse with different levels of knowledge, clinical skills, training, performance and needs - both educational and career wise. Specialty Doctors range from 4 years post-graduate experience to 20+ years.</li> <li>Whilst a great portion of Specialty Doctors' time is directed towards patient care (clinical duties) and less to other clinical and non-clinical responsibilities required of a consultant or trainee, they too may fulfil additional responsibilities within their organisations as well as nationally.</li> <li>Speciality doctors may also fulfil a wider role engaging in teaching and training of others, research and academic work, service development modernisation, audit, and committee/representative work.</li> <li>Specialty doctors are required to actively engage in continued professional development activities (CPD) both internally and externally to their organisations.</li> </ul>	<ul style="list-style-type: none"> <li>A senior and experienced clinician who will work autonomously to a level of defined competencies, as agreed within local clinical governance frameworks. Specialists will be responsible for patients in their areas of practice as an 'expert decision maker'.</li> <li>Provides expertise in a specialised area, whether delivering care in a specific specialty or in a generalist service and will manage the full range of presentations in their area of practice.</li> <li>The role will primarily focus on providing direct clinical care, meeting service delivery and improvement requirements. However, the role will be supported by suitable development opportunities including management roles and leadership responsibilities in, teaching, academia research and service development. The details of the balance between clinical care and other elements of the role would be discussed during the job planning process.</li> <li>Specialists are also expected to be involved in deliver teaching and training of others. They will be able to work as a member of a multi-disciplinary team, leading MDTs where appropriate.</li> <li>Specialists are required to actively engage in CPD activities both internally and externally to their organisations.</li> </ul>	<ul style="list-style-type: none"> <li>A senior doctor who practises in one of the medical or surgical specialties with expertise in the breadth of their specialty. They are expected to provide consultation and manage complex cases and they are considered an expert in the care they deliver.</li> <li>Consultants are the responsible clinician and accept ultimate responsibility for the care of patients referred to them, even when care is carried out by others, so it is a position of considerable responsibility.</li> <li>The work of the consultant goes beyond caring for patients. A key aspect of the role is leading multidisciplinary teams delivering care. This involves being able to take an overview of the care pathway and managing other team members accordingly.</li> <li>Consultants are also expected to be involved in the teaching and training of students and junior doctors, and to contribute to their specialty field through research and leadership.</li> <li>Consultants are required to actively engage in CPD activities both internally and externally to their organisations.</li> </ul>