



DEVELOPMENTAL BAND 7 SHIFT CO-ORDINATOR

INFORMATION FOR CANDIDATES

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 Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues 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.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



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.

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. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett
CHIEF EXECUTIVE OFFICER

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Developmental Band 7 Shift Co-ordinator
Band	7
Directorate	Service Delivery Directorate
Accountable to	Neonatal Unit Ward Manager
DBS Required?	Enhanced DBS

JOB OVERVIEW

To have the necessary skills and knowledge to provide expert care to all categories of neonates and their families in accordance with policies and procedures. To take continuing responsibility for the management of the Neonatal Unit and to take charge of the Neonatal Unit as required. To ensure the effective and efficient use of all allocated resources. To take a lead role within the senior neonatal nursing team with a special area of interest, such as clinical governance, quality and safety. To encourage and participate in research programmes, developing research skills. To undertake responsibility for own professional development.

KEY RESPONSIBILITIES

Clinical

- To adhere to NMC Code of Professional Conduct.
- To take responsibility for the assessment, planning, delivery and evaluation of nursing care, recording care provided accurately and promptly.
- To supervise the programmes of care of more junior staff ensuring strict adherence to the relevant policies.
- To monitor and maintain standards of care and to participate in regular clinical nursing audit.
- To ensure that more junior staff are aware of the need to control infection.
- To encourage the development of an environment which supports the value of nursing care.
- To establish and maintain effective communication with nursing, medical and ancillary colleagues in order to provide optimum care.
- To actively support and promote the involvement of parents and carers in the planning, management and evaluation of care by working together.
- To liaise with staff in other departments to ensure that the specific needs and care of the baby and family are met.
- To participate in the assessment for discharge and ensure that the necessary arrangements are completed and that further appointments are made.
- To comply with the misuse of Drugs Act (1971) with regard to the custody and administration of controlled and other drugs and medicines in addition to complying with the Health Services Drug Policy.

Management

- To provide effective leadership and supervision for all staff within the area of responsibility.
- To take responsibility for the management of the Neonatal Unit with the aim of setting the highest possible standards.
- To ensure that all staff are aware of the procedures to follow in the event of an emergency situation.
- To be aware of the responsibilities and procedures regarding fire policy and Health and Safety at work and other current legislation.
- To initiate the procedures for and commence the investigation of any complaints, accidents and incidents which occur whilst on duty. Report the details to the Neonatal Unit Manager.
- To encourage the creation and maintenance of positive relationships between all groups involved in the welfare of the babies and their families.
- To be alert to the health and welfare of staff and offer appropriate guidance and/or counselling.
- To understand and implement the Shrewsbury and Telford Hospital NHS Trust personnel policies, procedures, guidelines and agreements as necessary.

- To plan the unit duty rotas with due regard for holidays, sick leave, study leave and make the necessary adjustments to cover all circumstances to ensure the optimum deployment of staff.
- To manage staff sickness and to initiate a return to work interview
- To perform and seek own staff appraisal when required and inform junior staff of the procedure for appraisal.
- To supervise the maintenance of ward stores, supplies and equipment. To requisition supplies of medical, surgical provisions, repairs and replacement equipment.
- To monitor unit expenditure in accordance with the principles of ward budgeting.
- To participate in the recruitment of nursing staff to the Neonatal Unit.
- To ensure that new staff are inducted and orientated and act as preceptor as required.
- At all times the Code of Professional Conduct as laid down by the NMC and ensure that staff within their sphere of responsibility also follow the code as laid down.
- Ensure that all staff maintain a satisfactory standard of personal appearance and behaviour.
- To ensure that all staff attend mandatory training during the prescribed time limits.
- To participate in the trials of new equipment and ensure unit staff are adequately instructed in the use of such equipment.
- To report to the Neonatal Unit Manager on the day to day activities and incidents on the Unit.

Education

- To participate in the teaching and development of all grades of staff on the Unit.
- To encourage the continuing education and training of all nursing staff on the Unit.
- To ensure that Unit staff gain maximum clinical experience and are aware of all specialist procedures on the Unit.
- To act as a mentor/preceptor where appropriate.
- To share expertise with nurses from other areas.
- To identify own learning developmental needs and take appropriate steps to achieve objectives.
- To demonstrate a continuing process of attaining educational, research, clinical and leadership skills.
- To demonstrate practice based on current advances in nursing practice and research, striving to ensure that all nursing practice is based on a sound rationale

Research

- To maintain standards of care and identify the need for improvement in current practice.
- To participate in research studies into new methods of patient care and treatment.
- To participate in the evaluation of current research findings.



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

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • RSCN/RN (Child/RN/RM) • ENB 405 or equivalent • Demonstrate evidence of working towards further education e.g. Degree in related topic 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Neonatal nursing experience at Band 6 or above • Experience taking charge of an NNU/NICU • Understanding of child protection processes • Up to date knowledge of issues affecting neonates and neonatal nursing • Understanding of professional development • Understanding of clinical governance responsibilities • Understanding of managerial issues 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Able to work on own initiative and under pressure • Able to work as a member of a multidisciplinary team • Excellent teaching skills; committed to teaching • Able to demonstrate change management skills • Excellent communication skills 	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Innovative • Motivated • Assertive • Confident • Change agent • Displays leadership skills • Supportive • Flexible to meet the demands of the service • Able to carry out a full range of work related activities • Teaching and assessing qualification desirable • Good attendance record 	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also

central to our approach in delivering our fundamental activities of patient care, teaching, and research.

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
- 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 (IPC)

The prevention and management of acquired infection is a key priority for the Trust. 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 colleagues; 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.

- 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 - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. 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, to protect yourself and the Trust from any possible 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 continuous personal development including, 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

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

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.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

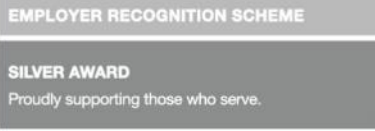
NO SMOKING POLICY

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.





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[Getting to The Royal Shrewsbury Hospital](#)

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