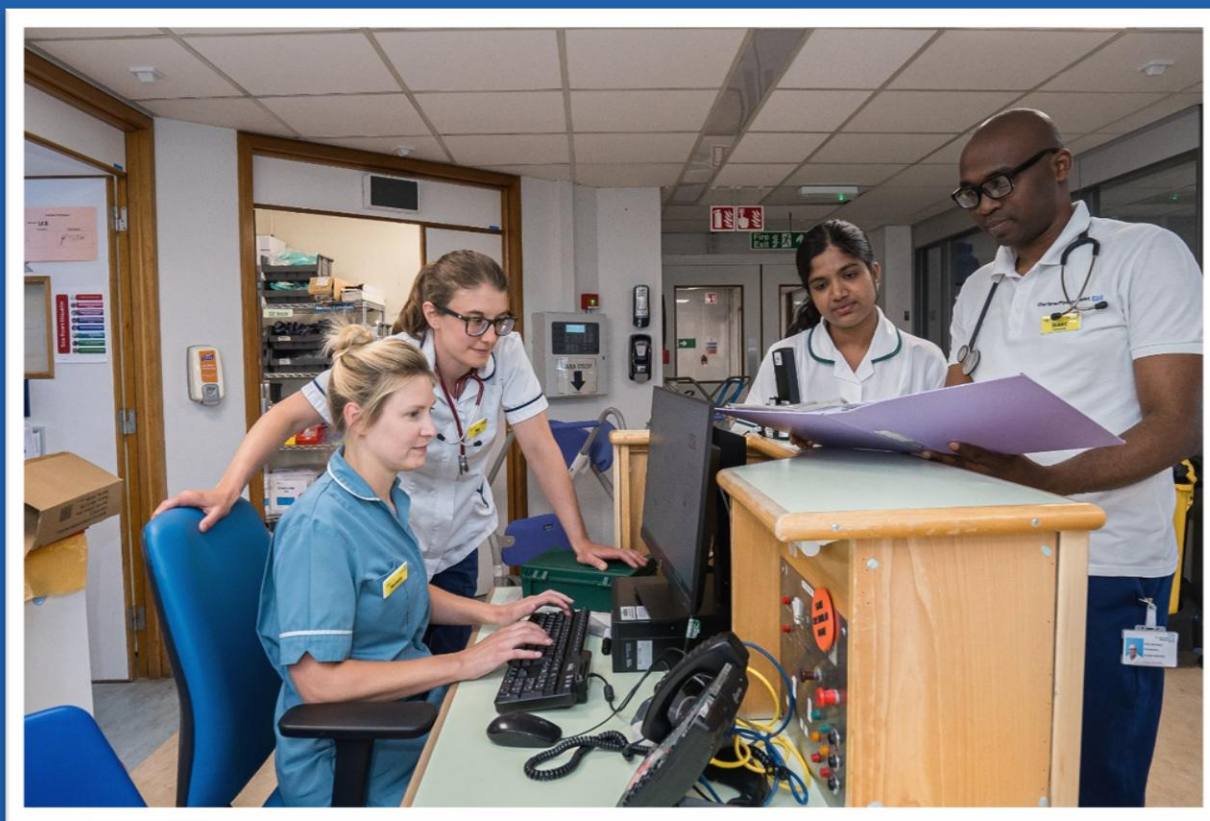


AAA SCREENING TECHNICIAN

Candidate Pack



Colleague Benefits

General

- 27 days annual leave entitlement, 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
- 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
- Salary sacrifice schemes
- Generous pension scheme
- Access to a financial support booklet
- Pre-retirement courses
- Free Will writing service
- Savings and Loan schemes

Learning and Development

- Coaching and Mentoring
- Leadership Academy – leadership and management training for all staff
- Access to E-Learning courses
- Apprenticeships – growing number of apprenticeship opportunities across all disciplines
- Secondment and acting up opportunities
- Support to complete qualifications whilst on the job

Wellbeing

- Coaching
- Mental Health First Aiders
- Chaplaincy
- Fast track physiotherapy service
- Free eye test vouchers
- Slimming World referral scheme
- Cervical screening service
- Long Covid support
- Access to wellbeing/rest rooms
- Menopause support
- Men's Health forms and MOT
- Discounts with local gyms



Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level – from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction – between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

C.A.R.E. Meaning and Practice

Compassion - Demonstrate genuine kindness, empathy and humanity in every interaction. Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

Acknowledge - Actively listen and be fully present. Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

Respect - Treat everyone with dignity, honesty and fairness at all times. Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.

Empower - Enable people to be active participants in their care and work. Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included. Poppy's Promise is more than a framework – it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening
- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

In daily practice, you can:

- Take a moment before entering a patient's space – centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions – consider how your approach made the patient or family feel

All staff within the Trust are expected to:

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.

Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.

- This role involves carrying out ultrasound scans to help detect abdominal aortic aneurysms (AAA) as part of a community screening programme for men. You will explain the screening process clearly, answer questions, and help people feel comfortable and informed during their appointment.
- You will use specialist equipment to perform abdominal scans and record accurate results in line with national guidelines. The role includes reviewing scan information, reporting any concerns, and maintaining high standards of patient care and safety.
- You will work closely with other healthcare professionals and screening staff to provide an effective service. The position requires good communication skills, attention to detail, and the ability to work independently following training and accreditation. Travel to community clinics and other locations across the programme area is required.

Job Description

Job title:	Screening Technician for Shropshire, Telford and Wrekin Abdominal Aortic Aneurysm (AAA) Screening Programme
Grade:	4
Site:	The Royal Shrewsbury Hospital
Accountable to:	AAA Screening Consultant Lead/ Programme Director
DBS required:	Yes -Enhanced

Main Duties

1. Communication

- Observe and care for men attending the screening clinic, liaising with administrative staff, nurses, medical and screening programme staff as appropriate and in the best interest of the patient and any escorts.
- Deal with anxious patients and their relatives with tact, patience and discretion. Recognise where communication difficulties arise and overcome barriers to understanding.
- Carry out other duties in accordance with the current guidelines and the programme protocol including: obtaining informed consent; putting patients at

their ease, explaining the reasons for their invitation and answering any queries.

- Communicate the outcome of the screening test to the man (this may be via his relative/carer or interpreter); provide additional information and offer support appropriate to the outcome/patient pathway.
- Work alongside other screening staff involved with the clinic and support the work of the screening programme.
- Keep the Screening Programme Manager and CST informed of caseload and any difficulties arising, seeking advice where necessary.

2. Knowledge, Training & Experience

- Use knowledge of the anatomy and physiology of the abdominal aorta to identify the area to be scanned and any measurements taken which are outside the normal range.
- Apply specialist training and experience to manipulate ultrasound machine controls to gain maximum image optimisation.
- Apply experience and training to deliver outcome of the screening test clearly and correctly, ensuring the patient (and relative/carer) understand the outcome and any further action required.

3. Analysis & Judgement

- Analyse scan data to ensure the quality and other factors meet with agreed protocols.
- Download data electronically, inspect for abnormalities and flag / record as appropriate, decide on course of action from available options and send data to the screening office.
- Ensure that the screening office is notified as soon as possible about any results that are at variance with specified criteria or that are of concern.
- Record clinical measurements and other information as required.
- Issue accurate scan reports for use in the AAA screening programme and for inspection by the Lead Ultrasound Clinician/Consultant Radiologist as required.

4. Planning & Organisation

- Organise and carry out ultrasound scans of the abdominal aorta in accordance with current guidelines for sonographic scanning and the programme protocol.
- Ensure that scan results are recorded accurately, images are uploaded to the system and worklists downloaded regularly to maintain work flow.

- Deal with medical and patient enquiries as appropriate, taking the initiative to prioritise work and to bring to the attention of medical or administrative staff any patient whose condition warrants it.
- Handle incidents and medical emergencies in a professional manner and in accordance with local policy, supporting other screening staff if appropriate.

5. Physical Skills

- Manipulates ultrasound equipment with high degree of accuracy and precision for maximum image optimisation.
- Safely and accurately manoeuvre equipment and patients for ultrasound scans.

6. Patient Care

- Undertake ultrasound scanning on patients in accordance with protocols and standard operating procedures.
- Ensure the safety, privacy and dignity of the patient, taking into consideration any cultural/religious or other needs.

7. Policy & Service Development

- Participate in service reviews and actively put forward suggestions for improvement for own work area.
- Work within agreed protocols and operating procedures for scanning and care of patients.
- Observe the requirements of the Infection Control Policy in ensuring the cleanliness and tidiness of screening rooms. Ensure that all clinic waste is disposed of according to local protocol.
- Ensure that all clinic equipment is packed up correctly at the end of a clinic and stored in a safe and secure location.

8. Financial Responsibilities

- Ensure the safe use of expensive ultrasound equipment including transporting portable equipment to various screening locations.
- Monitor equipment used in the course of the role, ensure it is kept clean and record / report any faults. Monitor stock levels of supplies and consumables. Ensure that the screening office is notified well in advance when supplies need to be replenished.

9. Human Resources

- Demonstrates duties and techniques to less experienced and new staff. May provide some basic clinical supervision.

10. Information Resources

- There will be a requirement to use computer software to upload, store and report on images taken.

11. Research & Audit

- It will be expected that the post holder will participate in the extraction of local clinical data for research purposes in line with the AAA national screening programme.

12. Freedom to Act

The post holder will be work within the programme's organisational policies and the national standard operating procedures.

13. Physical Effort

There is a requirement for frequent travel within the catchment area of the programme. There is a requirement for frequent use and transportation of a portable ultrasound machine.

14. Mental Effort

There will be a frequent requirement for mental concentration for short durations but which requires a high level of accuracy.

15. Emotional Effort

In order to maintain the quality and integrity of the training provision and subsequently the quality at point of care, the post holder may require temporary suspension from performing scans, whilst an internal review is conducted.

In the event of a significant incident which is found to be due to poor performance/inadequate training of the screening technician, the post holder will be expected contribute to the investigation.

16. Working Conditions

The post holder may occasionally be exposed to challenging behaviour when running the screening clinics.

There may be occasional indicating the need to change practice or long-standing established procedures.

Other Duties

Transport portable equipment and supplies to the screening locations as required, some of which are off-site and cannot be reached by public transport.

Help set up and pack up equipment at the beginning and end of a clinic.

Undertake work independently at sites away from a hospital base.

Work alongside other screening staff involved with the clinic and support the work of the AAA screening programme. This will involve performing some administration tasks as appropriate.

Attend meetings, training sessions and tutorials as required. Maintain clinical skills and knowledge.

Person Specification

	Essential	Desirable
Qualifications	Educated to GCSE standard with Maths and English Grades 4-9	- Information Governance training - NAAASP Screening Technician Accreditation
Experience	- Experience with computer database input and related equipment - Experience of working with patients in a healthcare setting. - Experience working in a small team	- Experience working as a NAAASP Screening Technician - Experience working in a Radiology Department
Knowledge and skills	- Good communication skills - Good interpersonal skills - Good active listening skills - Understand confidentiality - Ability to work in a team	

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;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. 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;
- 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 staff;
- 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;
- 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. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive 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** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. 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. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face 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 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;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must

be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

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 aims 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.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and

thrive throughout your time at SaTH whilst making improvements in your area of work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

