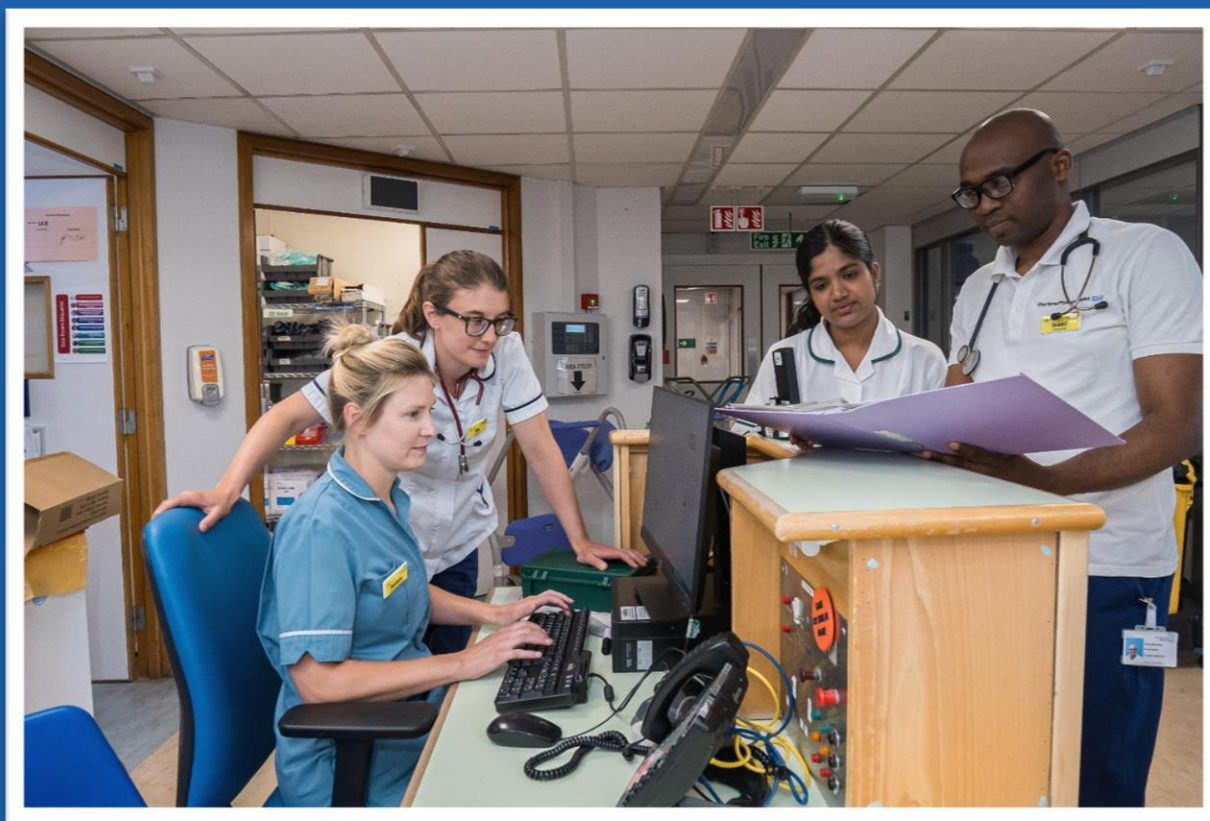


EMERGENCY CARE TECHNICIAN

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.

- Supports patients of all ages who attend the Emergency Department with illness or injury, working as part of a 24-hour service.
- Works closely with nurses and other healthcare professionals to help assess, care for and support patients during their treatment.
- Provides kind, safe and high-quality care, including helping patients who may be upset, distressed or anxious.
- Uses a range of clinical skills and equipment, following training, to support patient care and treatment.
- Communicates clearly with patients, families and colleagues, treating everyone with dignity, respect and understanding.
- Works in a busy and fast-paced environment, helping to keep patients safe while following infection control, safety and hospital policies.

Job Description

Job title:	Emergency Care Technician
Grade:	Band 3
Site:	The Royal Shrewsbury Hospital
Accountable to:	Emergency Department Manager
DBS required:	Enhanced

Job Overview

The Emergency Department is a 24-hour service provided to the surrounding community, including minor and major illness / injury for adults and children. The post holder will be an integral part of the multi professional team. You will provide support to the registered nurses as part of a team. The post holder will be accountable to registered nurses for their nursing practice.

Main Duties and Responsibilities

- To provide support in the effective assessment, planning, implementation and evaluation of patients and the management of their care.
- To provide clinical support as part of the nursing team in the Emergency Department.
- To provide evidence- based holistic patient care for this group of patients using acute nursing knowledge and skills acquired as part of an in house training package.

- To be an effective and efficient member of the nursing team in ED. To be a role model and resource to other health care assistants, students and visitors to the department.

Responsibility for staff

- Support the effective, assessment, planning, implementation and evaluation of holistic patient care.
- To be fully conversant with all monitoring equipment in the department
- To effectively communicate with individuals of all ages including children, people with challenging behaviour, learning disabilities and all ethnic groups in a sensitive and appropriate manner.
- To care for the emotionally distressed patient suffering from sudden injury or illness.
- To frequently deal with the aggressive, antagonistic, hostile and violent patient, who may be influenced by alcohol and drugs. To act in an empathetic manner with those who have self harmed, offering support when required.
- To participate as a support role in the multidisciplinary team during cardiac arrests and multiple trauma for all ages, along side a registered nurse.
- The post holder will frequently be exposed to highly unpleasant working conditions involving exposure to uncontained body fluids, foul linen etc. and should implement all infection control and safety measures.
- To discharge patients with appropriate advice on follow up care, health education and use of suitable simple analgesia, following training and successful assessment.
- To use appropriate manual handling techniques to safely move patients using mechanical and non mechanical handling aids
- Participate in formal teaching sessions held within the hospital and university setting, with an aim of sharing knowledge and developing your skills as an individual.
- Formulate a personal development plan as a result of a trust appraisal system.
- To undertake NVQ Level 3 Acute Care within an agreed timescale.
- To provide effective communication during collaboration with the ED team and other professionals.
- To participate in departmental meetings to enable effective communications and development of the area.
- In conjunction with your departmental manager to participate in audit of current practice.
- To show awareness of resources available and managing these within your area of responsibility.
- For support and guidance, inform the Department Manager of any information or occurrences, which are outside of your scope of responsibility or experience to enable the appropriate action to take place for the best interests of those involved.

Departmental Responsibilities

- Ensure ED competencies for HCAs are achieved and signed off as competent in all areas.
- To use clinical skills relevant to ED nursing following recognised training programmes i.e. wound care management, ECG's, application of all types of specialist splints.
- To have skills in cannulation and venepuncture
- Following completion of NVQ level 3 and further training, to undertake the gluing of wounds and plastering.
- To undertake common minor treatments prescribed by the attending doctor or Emergency Nurse Practitioner.
- To ensure that patient's valuables and possessions are cared for in a safe and secure manner, according to hospital guidelines.
- Have the ability to work in a dynamic environment, with rapid changes in workload and manage stressful situations.
- Ensure a high standard of evidence – based quality nursing care is maintained by working towards key quality issues of the trust, such as benchmarking.
- Provide effective communication and share relevant information with patients, relatives, carers and other significant personnel as well as all members of the multi professional team and outside agencies. Recognise the individuality of each patient and their relatives, with regard to their level of information, sensitivity and counselling needs within the area of their practice.
- Manage information effectively for your patient group using basic keyboard skills, including using computer systems and data to ensure holistic care is provided.
- Establish and maintain effective working relationships with all members of the multi professional team, other wards and trust members. To assist in maintaining high morale amongst A&E staff
- Participate in the reporting and recording of health monitoring systems in accordance with trust policy.
- To adhere to specific policies and protocols unique to the Accident and Emergency department e.g. child protection policy.
- To be conversant with the major incident and chemical incident policy

Person Specification

	Essential	Desirable
Qualifications	• GCSE's in Maths and English at Grades 9 – 4 (or equivalent) • Evidence of continuing professional development sufficient to demonstrate the ability and willingness to study at a level equivalent to NVQ Level 3	
Experience	• Sufficient experience in an Emergency / Acute healthcare setting to demonstrate a good understanding of clinical care in such an environment • Previous experience of undertaking clinical skills as highlighted in job description (minor treatments / plastering / phlebotomy, ECGs etc)	• Knowledge of major incident and chemical incident policy • Previous hospital experience
Knowledge and skills	• Ability to work and communicate effectively within a multidisciplinary team setting within. • Evidence of excellent communication skills including verbal, non verbal and written. • Excellent interpersonal skills • Time management skills with an ability to	• Evidence of understanding the importance of patient documentation and record keeping skills. • Sound IT skills • Venepuncture and Cannulation skills • Plaster training • Blood culture training • ED HCA competencies

	work in a calm and paced manner • Positive attitude to change	
Other	• Awareness of personal limitations. • Keen and motivated worker • Strong Team player • Flexible and adaptable in approach • Ability to work flexibly to meet service needs	• Able to relate well to peers and seniors, accepting and responding to constructive criticism

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 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.

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.

