

LUNG CANCER NAVIGATOR

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.

- The role supports patients with lung cancer by helping to organise their appointments, tests and follow-up care.
- It involves answering calls, giving basic advice and making sure patients get the right information at the right time.
- The post holder will arrange and carry out initial holistic needs assessments, focusing on non-clinical support.
- They will keep records up to date, track test results and help solve problems that may delay care.
- The role also includes setting up clinics, managing patient lists and helping patients access support services when needed.

Job Description

Job title:	Lung Cancer Patient Pathway Navigator
Grade:	4
Site:	The Royal Shrewsbury Hospital
Accountable to:	Lead Lung Nurse Specialist
DBS required:	Yes - Enhanced

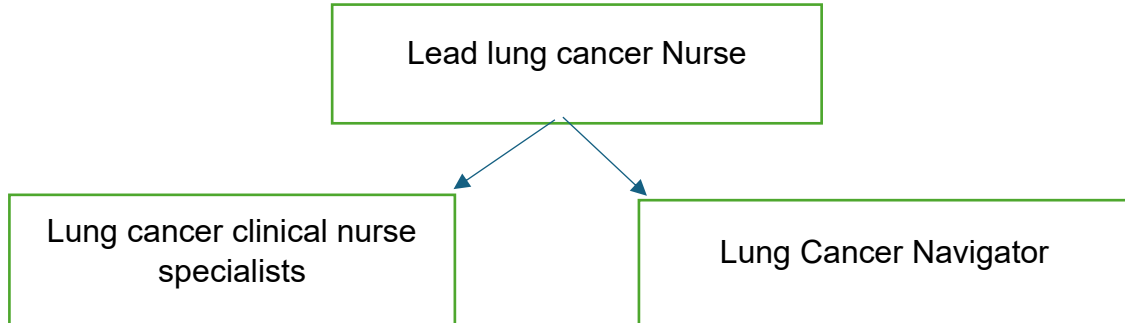
Main Duties

The Lung Cancer Patient Pathway Navigator is a supportive role to the existing Lung Cancer Service within SATH and will provide an administrative and tracking role to the current CNS team and patients currently within the Lung Service. The role will focus primarily on working collaboratively with the CNS team to ensure patients are supported through their pathway in a safe and seamless manner. The aim is to maximise the health and quality of life of the patient and carers within the SATH Lung Service improving the quality and efficiency of health care delivery. The post holder would be required to provide an administrative support role with regular contact with patients, external health partners and the SATH Cancer Team. The post holder will support the Lead CNS and CNS team with coordinating care for Lung Cancer Patients within SATH.

Key Working Relationships

- Service Users
- Lead Lung Cancer Clinical Nurse Specialist
- Lung Clinical nurse specialist team
- Cancer MDT and Tracking Team within SaTH
- Lead Lung Cancer Clinician – Respiratory, Oncology and Thoracic Surgery
- Operational Manager, Medicine, Unscheduled Care
- Lead Cancer Nurse
- Cancer Survivorship improvement team
- Professions allied to Medicine
- Rehabilitation Services
- Macmillan Support and Information Services
- Other appropriate agencies.

Organisation position



Key Responsibilities

1. Triage incoming calls and initiate appropriate response according to assessment tools, protocols and individual pathways, liaising with the CNS as appropriate.
 2. Provide basic telephone advice and refer on or signpost to other sources of support.
 3. Coordinate the necessary assessments, appointments or investigations as identified
- in patients care plan, including the use of the electronic Somerset Cancer Register system.

4. Support the delivery of patient information to ensure all patients/carers receive appropriate verbal/written communications on a timely manner – this may include printing out information, referring to the Cancer Information and Support Service.
5. Document and monitor all aspects of the care coordination and service delivery.
6. Act as the patient's facilitator to resolve issues that may be perceived as barriers to care.
7. Assist people to access appropriate information and support by sign posting to a range of support services and encourage self-management where appropriate.
8. Arrange Holistic needs assessment (HNA) appointments for all patients receiving a new diagnosis of lung cancer.
9. Undertaking the initial HNA assessment with the patient, focusing on non-clinical needs.
10. Refer patients to appropriate services e.g. welfare and benefits, iCan, Macmillan information centre.
11. Receive referrals for surgical follow up clinic from MDT. Ensure Lead LCNS has appropriate information to enable creation of end of treatment summary.
12. Set up weekly clinics for Lead LCNS to undertake Surgical follow up (SFU) clinic. Maintain the patient caseload spreadsheet, inform general medicine bookings of patients to be listed. Inform Lead LCNS of patients listed to facilitate appropriate radiology requests. Manage cancellations and missed appointments. Inform Lead LCNS of backlog/waiting list for SFU clinics and discuss action plans.
13. Receive referrals for Nodule clinic from MDT or referring clinicians. Maintain nodule spreadsheet to track investigations and provide timely results for Lead LCNS to action.
14. Facilitate the booking of patients onto the Pleural list, in connection with the Pleural LCNS.
 - Finding appropriate appointment on the pleural procedure list within 14 days of referral.
 - Completing "Medical Day Procedure Form" and sending to medicine bookings and medical day unit.
 - Informing secretaries of the appointment that has been booked to enable them to add to paper diary.
 - Telephone the patient to inform them of the appointment.

Professional

1. To participate and display a willingness to learn, develop a relevant technical competency/area of interest and keep up to date with current national and local issues and developments.
2. To routinely participate in departmental audits and as required under the supervision of the Lung Nurse Specialist and Lead Clinician and input data as requested.
3. To be responsible for own learning in knowledge base relevant to own clinical area including all mandatory training.
4. To be responsible for imparting information about the technical area of knowledge to other health care professionals as appropriate.
5. To participate in regular formal supervision, develop a personal development plan in order to enhance skills.
6. To be responsible for managing own daily timetable of delegated tasks including time for supervision and training.
7. To maintain professional working relationships with the trust, and other relevant organisations.
- 7a to consider membership of Lung Cancer Nursing UK as an associate Navigator.
8. To access and input confidential patient information through integrated databases in accordance with agreed policy and procedure. E.g. locally saved spreadsheets, Somerset Cancer Registry.
9. Carry out administrative duties as required by the role.
10. Demonstrate an awareness of the limits of own practice and knowledge and when to seek appropriate support/advice.
11. To participate in the Transforming Care Institute Improvement Methodology.

Review

This job description is an outline of the principal areas of responsibility and may be subject to periodic change. The job title is not restrictive and the job holder may at any time be required to undertake other duties within their competence beyond the confines of this job description.

The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the job holder. All changes will be discussed with the post holder.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • English GCSE (A-C) (9-4) or equivalent qualification or experience • Maths GCSE (A-C) (9-4) or equivalent qualification • NVQ Level 2/3 or equivalent level of knowledge and experience 	<ul style="list-style-type: none"> • ECDL • RSA Stage 3
Experience	<ul style="list-style-type: none"> • Administrative experience • Experience of working with software programmes • Computer literate with IT skills e.g. use of Microsoft Office, Excel and Outlook • Experience of dealing with patients/clients 	<ul style="list-style-type: none"> • Previous NHS experience • Experience of using Trust software such as Somerset and Careflow • Understanding and knowledge of “choice” in healthcare
Knowledge and skills	<ul style="list-style-type: none"> • Good organisational skills • Good keyboard skills • Excellent telephone manner • Excellent interpersonal skills • Demonstrate effective negotiation skills 	<ul style="list-style-type: none"> • Maintain a healthy perspective on work-life balance. • Experience of working independently within a small team.

	<ul style="list-style-type: none"> • Able to use initiative 	
Other	<ul style="list-style-type: none"> • Team player • To work confidential and professionally • Good verbal and written communication • Ability to liaise at all levels with both internal and external agencies • Able to work flexibly 	<ul style="list-style-type: none"> • Knowledge of NHS policies

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.

