



HIGHER LEVEL ADVANCED CLINICAL PRACTITIONER 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.

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

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	Higher Level Advanced Clinical Practitioner
Band	8b
Directorate	Acute Medicine/ Emergency Medicine, Emergency Centre
Accountable to	Operations Manager for Centre
DBS Required?	Yes

JOB OVERVIEW

The post holder is required to deliver an advanced level of clinical practice within the field of geriatrics (front door, base ward and outpatient care of the older adult). The Higher-level ACP will have extensive clinical knowledge and experience in addition to completing a master's in advanced clinical Practice, Non-Medical Prescribing qualification and meeting all the requirements of the higher-level role. They will work at this level in a clinical capacity as part of the medical workforce in their specified clinical area. They will act as role models and clinical supervisor to their junior colleagues promoting clinical effectiveness in care. The Higher-level post holder will work closely with all members of the multidisciplinary team and will play an integral role in assisting in the operational/strategic development of the service, promoting and facilitating evidence-based practice, clinical audit and research in conjunction with the Lead ACP for the Trust and Consultant Lead of the service.

The post holder will work collaboratively with other health care professionals and disciplines and provide leadership and education to others including the development of trainee ACPs, junior colleagues, medical

students and foundation year medical staff.

The post holder will work as an advanced practitioner on behalf of the responsible Consultant within a defined clinical area, delivering all aspects of management and care to a wide range of patients with varying needs. The ACP's reporting lines will be within medicine and will work alongside and support the education and development of both nursing and medical colleagues within the clinical departments where they are assigned.

The higher-level ACP practices in partnership with the multidisciplinary team under working on behalf of the department named Consultant, however their clinical decision making and clinical level of patient management will reflect that of a middle grade doctor, having the clinical ability to work out of hours (weekend working). This would be expected as we work towards providing a 70 hour front door service at the Royal Shrewsbury Hospital inkeeping with the hospital transformation program future vision. The role would involve working within the quadrumvirate to work towards achieving a 70 hour a week service and trialling ways of working as an MDT to achieve a foundation on which to build a 7 day working specialist multidisciplinary team delivering comprehensive geriatric assessment to the frail older demographic.

Main duties and responsibilities:

The higher-level ACP will have highly developed specialist knowledge relating to their clinical area of practice, which is underpinned by theory and clinical experience.

The ACP will have obtained a full Masters in Advanced Clinical Practice and in addition have developed a breadth and depth of clinical acumen in their clinical area of specialty and be able to see a wide breadth of clinical presentations carrying out relevant clinical procedures, interventions and diagnostics to assist in diagnosis and management of the patients in their care.

- The higher-level care of the older adult ACP will be expected to be stream and review referrals from the acute floor and community settings (virtual ward and community hospitals or care homes).
- Gate keep our specialist care of the older adult beds (FAU/ ward base) to ensure the frailest frail benefit from this scarce resource.
- Initiate and progress comprehensive geriatric assessment for those patients who would benefit and handover ongoing considerations to community teams / interface working.

In addition to a full Masters in Advanced Clinical Practice and evidence of completing an advanced clinical curriculum the ACP will have obtained the following advanced clinical skill set relevant to their clinical area of practice:

- Advanced Life Support
- Completion of Radiology Competencies including in house training programme, completion and passed radiology exam, IRMER certification, Radiology OSCE.
- Authorisation of Blood Products course, completion of Non-Medical authorization blood products competencies
- Advanced clinical skills including but not limited to: lumbar puncture, leading board rounds, MDT discharge planning, advance care planning discussions, bladder scans, postural BP checks and low level therapy assessments and mobility checks.
- Completion of NMP course and evidence of competently prescribing medications independently with breadth of practice in line with Trust NMP policy.
- Evidence of service development within their clinical areas
- Evidence of teaching junior medical colleagues, medical students, trainee ACP's
- Evidence of audit and simple research within the speciality.
- Presenting at local, Regional and National conferences or actively part of a Regional Group promoting Advanced Clinical Practice.

Responsibility for patient care:

- The higher-level ACP will have a high-level clinical acumen in their clinical area of practice and have met all advanced clinical competencies relevant to their area of practice. They will be able to independently assess, diagnose, and initiate treatment plans with a wide breadth of clinical presentations relevant to their specialized area, which include patients presenting with undiagnosed and diagnosed conditions. The ACP will practice within their area of clinical competence assessing, accessing diagnostics and interpreting those results to formulate a clinical management plan, they will require senior input for complex cases only. While the overall clinical responsibility for patient care lies with the Consultant named for patient, the higher-level ACP will act on behalf of the Consultant assessing, accessing diagnostics and interpreting findings formulating treatment plans for patients

The higher-level ACP will be able to act on highly complex facts or situations requiring analysis, interpretation and comparison of a range of options and is able to make clinical judgments, even when conflicting views are present.

An example of this in practice is:

A higher level ACP would be able to clinically manage a complex clinical case which is multi-dimensional; the patient may present with sepsis but also have underlying conditions such as heart failure and chronic kidney disease and diabetes which need to be considered and managed in the diagnostic and clinical management plan. The higher-level ACP will have the clinical acumen to deal with a complex clinical situation such as this and is able to analyse, interpret and make a clinical judgment based on the complexity of the case, considering the range of options for treatment, monitoring and diagnostics and the implications for each of these for the patient and their presenting complaint.

Expected to review complex clinical situations with multifactorial aspects and interpret and act on the results of the diagnostic findings.

Example 1: Able to identify atrial fibrillation and consider potential drivers (infection, fluid depletion, metabolic) prior to considering risks and benefits of rate control (polypharmacy) and anticoagulation (falls and stroke risk) with onward consultation with patients/ next of kin. Consideration of cognitive impairment, advanced decisions and LPOA to guide conversations and treatment goals and aims. Consider wider prescribing issues (STOPP START) when initiating anticoagulation and concerns about Hb or GI protection. Ability to rationalize need for onward investigations (eg. Would an echocardiogram or 24 hour holter ECG be useful? Would it add to patient management) before organizing such investigations.

Example 2: Review radiology imaging with “incidental findings” eg. The CT trauma screen with an incidental bowel mass or bone lesion and consider whether onward investigation would be in best interests and how this would effect discharge planning considerations in a frail older person presenting with falls.

COOA is a complex speciality and the same presentation in individuals may be managed differently due to the comorbidities and patient wishes and experience.

Organisational;

The higher-level ACP will have an integral role in organising, developing and teaching on the ACP programme and will assist the Lead ACP and Consultant Lead in the delivery of the strategic development and educational component of the ACP workforce at the Trust.

The higher-level ACP will take a formal role as an Educational and/or Clinical supervision of trainee ACPs within their clinical area.

In addition to managing their own workload support junior colleagues, trainee's and junior medical staff to manage their workload.

In conjunction with the Lead ACP/ Consultant ACP lead propose policy or service changes, with impact beyond own area / supporting implementation and development of service, development of protocols and

policies within their specialist area that may impact on other services using NICE guidelines and interpreting into policy for the Trust.

The higher level ACP within COOA department would be expected to join the triumvirate to forward an innovative quadrumvirate where clinical nursing, medics, operational management and advanced clinical practitioners work together to innovate, service develop and optimize patient care, journey and experience. An example: A higher level ACP reviews current outpatient practices (referrals and outcomes) and subsequent representations to the acute sector. Looking at work from best practice elsewhere a need for a “frailty hot clinic/ SDEC” is identified and a PDSA quality improvement project is completed to show how a model of change would help manage: RTT clinic waiting lists, reduction of acute frailty syndromes (eg falls) presenting to the acute sector and other cost effectiveness benefits.

Responsible on a shift-by-shift basis for the management of COOA base ward and FAU patients in conjunction with a Consultant/Specialist Registrar and patients within remit of afterhours role. Demonstrate effective multidisciplinary team working and acknowledge the role of individual team members ensuring that expertise is seen as a resource within the team and the Trust.

Actively involve service users in providing feedback of their experience of the current service and suggestions for improvement.

Assist the Clinical Leads of the service to develop robust governance systems by contributing to improving practice and healthcare outcomes so that they are consistent with National and international standards through initiating facilitating and strive leading change for the ACP team, organization and system levels.

This would include participation in mortality and morbidity meetings, interfacing with ED and acute medicine governance teams to improve cross speciality working.

Systems and Equipment

Responsible for the safe use of equipment.

Work at all times with due regard for the finite resources of the department.

Assist on the introduction of innovative cost saving efficiencies within the ACP role, and be proactive in the identification of efficiency savings within the department and across the COOA care pathway (acute floor, ward and outpatients)

Risk Management

Contribute to clinical risk management.

Complete documentation and gather evidence relevant to clinical risk management.

Anticipate, recognise and prevent situations that may be detrimental to self and the health and wellbeing of patients or staff.

Adhere to and participate in the implementation of recommendations and guidelines related to health & safety at work, Control of Substances Hazardous to Health legislation and control of infection procedures. Implement actions to be taken in event of an emergency.

Demonstrate correct moving and handling procedures following Trust protocols and guidelines.

Adhere to Trust and locally agreed policies, guideline and protocols.

Promote, lead and actively contribute to clinical governance within their clinical department and wider ACP team.

Education, Training and personal development

The ACP will be responsible for the clinical supervision and of trainee/ junior ACP's and will act as a clinical resource, clinical mentor and educational supervisor in practice.

Be responsible for the co-ordination of the ACP teaching programme and the development of in-house training for the ACP programme. The ACP in this role will actively teach and co-ordinate teaching programmes relevant to the ACP role and in addition teach within their specialty area and across clinical boundaries to other ACP's, medical students, junior doctors and nursing roles.

Undertake work based and University assessments with Trainee ACP's and junior colleagues.

Undertake all statutory and mandatory training as required by the Trust.

Undertake continuous professional and clinical development, seeking opportunities to develop own knowledge and skills

Keep up to date with IRMER regulations and attend relevant updates.

Deliver multidisciplinary team education and presentations including presenting at local /National conferences

Take a lead role in teaching and supporting junior medical/ non-medical staff, / junior ACP's / student PA's and medics as appropriate in the clinical setting.

Keep up to date with specialist clinical knowledge, attending education and training provided by the Trust and relevant external course and conferences relevant to your clinical area.

Maintain Advanced Clinical Life Support qualification.

Maintain, advance and develop personal theoretical knowledge, high standards of clinical competence and professional development through self- education.

Maintain a professional portfolio.

Lead and work in conjunction with senior colleagues in developing initiatives on ACP staff development and training programmes for the service.

Responsible for the development of junior ACP's/trainee's in addition to junior members of the team

Work in collaboration with others to plan and deliver interventions to meet the learning and development needs of own and other professions.

Research and Audit

The higher-level ACP will take an active part in research and clinical audit within their clinical area. Not only will the higher-level ACP will carry out independent audits in relation to the ACP role they will actively partake in the audit process for the medical directorate and be responsible for collating and disseminating their findings to the wider Trust and present at Clinical Governance for their area.

Assist in data collection for specific local and multi-centre research projects.

Work with the Consultant Lead and Lead ACP on the development of multidisciplinary research and clinical audit

Aid the Lead ACP/ Consultant Lead to conduct and commission research in a specialist area

Critically appraise and synthesis the outcomes of relevant research, evaluations and audits and apply the information to improve practice.

Participate in and contribute to any regional and national research to evaluate the effectiveness of care strategies related to the patient experience.

Work across professional, organizational and system boundaries and proactively develop and sustain new partnerships and networks to influence and improve health, outcomes and healthcare delivery systems.

Participate in audit, clinical governance and other clinical meetings where the outcomes and recommendations have the potential to improve the quality of care, give case presentations as required. Assist on specific audit cycles to enhance the quality of clinical nursing and medical practice. Be aware of the results of mandatory audits, amend own practice where necessary and support/Identify areas of own clinical practice that require audit. Devise audit tools, analyse data, write report and present findings to the multidisciplinary team. Complete audit cycle by implementing change in emergency/acute medicine department practice as required and re-auditing.

Decisions, judgements and freedom to act

The higher-level ACP will have the freedom to act within their own area of clinical competency and area of practice. They will be able to independently manage a patient on behalf of the named Consultant, be able to establish and initiate diagnostics and investigations, interpreting and acting on the results, using their own initiative and discretion to ensure patients receive timely intervention and access to treatment, seeking advice as necessary. While the overall care is overseen by the Medical Consultant the ACP at this level will be able to independently act and initiate treatment, investigations and change management plans to ensure patients receive timely care and treatment to the level expected of a middle grade doctor.

Communication and relationships:

The higher-level ACP needs to provide and receive highly complex, highly sensitive information and have developed persuasive, motivational, negotiating and empathetic skills in their practice.

This includes:

Discussing highly complex medical issues appropriately with parents/carers using language that aids understanding, acting appropriately on questions and giving information to the patient and family to assist with their understanding. This includes patients who have been given bad news, assisting/ responding to complaints, obtaining informal consent and formal consent prior to a procedure.

An example: A patient with advanced vascular dementia, with a CFS 8 presents with a new seizure event and a failed nurse dysphagia screen. The higher level ACP would be able to review medical history and discuss with family, patient and review previous documentation to discuss whether nasogastric tube insertion would be appropriate. The risks and benefits associated with this would be discussed and challenges anticipated (tolerance, displacement) and further escalation of care decisions reviewed and discussed with family

The higher-level ACP is able to effectively communicate with ACP team members, nurses, doctors and other health professionals when discussing emotive, ethical and difficult issues at both personal and professional levels.

Discuss implications of care options with patients and carers to enable them to make informed decisions using assertiveness, tact, diplomacy and compassion.

Initiate and maintain effective communications with members of the multidisciplinary team to promote the welfare and safety of patients and carers, in accordance with child and adult safeguarding Trust policy.

Recognise when own and others behaviour is not acceptable and initiate appropriate action.

Provide constructive feedback to others within the peer group and multidisciplinary team.

Have high-level communication skills and contribute to the wider development of those working in the area of clinical practice by publishing and demonstrating work through presentation at conference and/or articles in professional press.

In conjunction with the Lead ACP/ Consultant ACP Lead engage stakeholders and use high level negotiating and influencing skills to develop and improve practice for service development and clinical practice



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"> • Registered professional with no restrictions on practice. NMC/HCPC • MSc Advanced Clinical Practice or equivalent • Evidence of completion of a robust clinical curriculum relevant to specialist field. • Registered Independent Non-Medical Prescriber • Up to date ALS qualification where relevant to area • Up to date IR(ME)R certification and evidence of ability to interpret and act on imaging requested • Completion of Higher-level Capabilities relevant to clinical area 	<ul style="list-style-type: none"> • Study at level 8 • Teaching /leadership qualification • Post graduate qualification relevant to clinical specialty • Educational Supervisors qualification/course

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Extensive post registration experience within an ACP role, of which needs to be evidenced by significant clinical experience within geriatric Medicine at Band 8a level or above (or equivalent) • Evidence of extensive professional/clinical knowledge in geriatric Medicine. Supplemented by specialist clinical training and CPD • Evidence of management/leadership skills and autonomous practice • Evidence of leading audit programmes/research within practice and can apply research methodology • Experience in teaching specialist skills and knowledge • Evidence of service development and practical contributions to the development of the specific service within the last 2 years. • Highly developed organisational and negotiation skills • Effective communicator in complex situations • Highly self-motivated, capable of lateral thinking and able to successfully initiate, manage and sustain change 	<ul style="list-style-type: none"> • Research publication • Outpatient specialist experience

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Evidence of advanced skills in history taking and physical examination skills and ability to formulate safe and effective management plans for patients presenting with complex needs. • Highly developed communication skills. Is able to deliver a high standard of oral and written communication skills and confidence to discuss patient management with others in the MDT • Ability to assess, diagnose and action under pressurised environments • Demonstrates expertise in complex decision making. • Ability to provide strong inspirational leadership • Ability to support staff development and empowerment • Ability to influence service changes and standard setting 	<ul style="list-style-type: none"> • Able to deliver coaching/facilitation skills

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • The post holder will be required to exert frequent moderate physical effort for several short periods during a shift e.g. moving patients over 15 kilos with mechanical aids • Frequent concentration on patient assessment and responding to frequent changing needs in the clinical area 	

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 AND CYBER SECURITY

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 Trusts 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

The Trust is a no smoking/e-cigarette/vaping organisation except for designated external areas, in accordance with Trust Policy.

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.





The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital