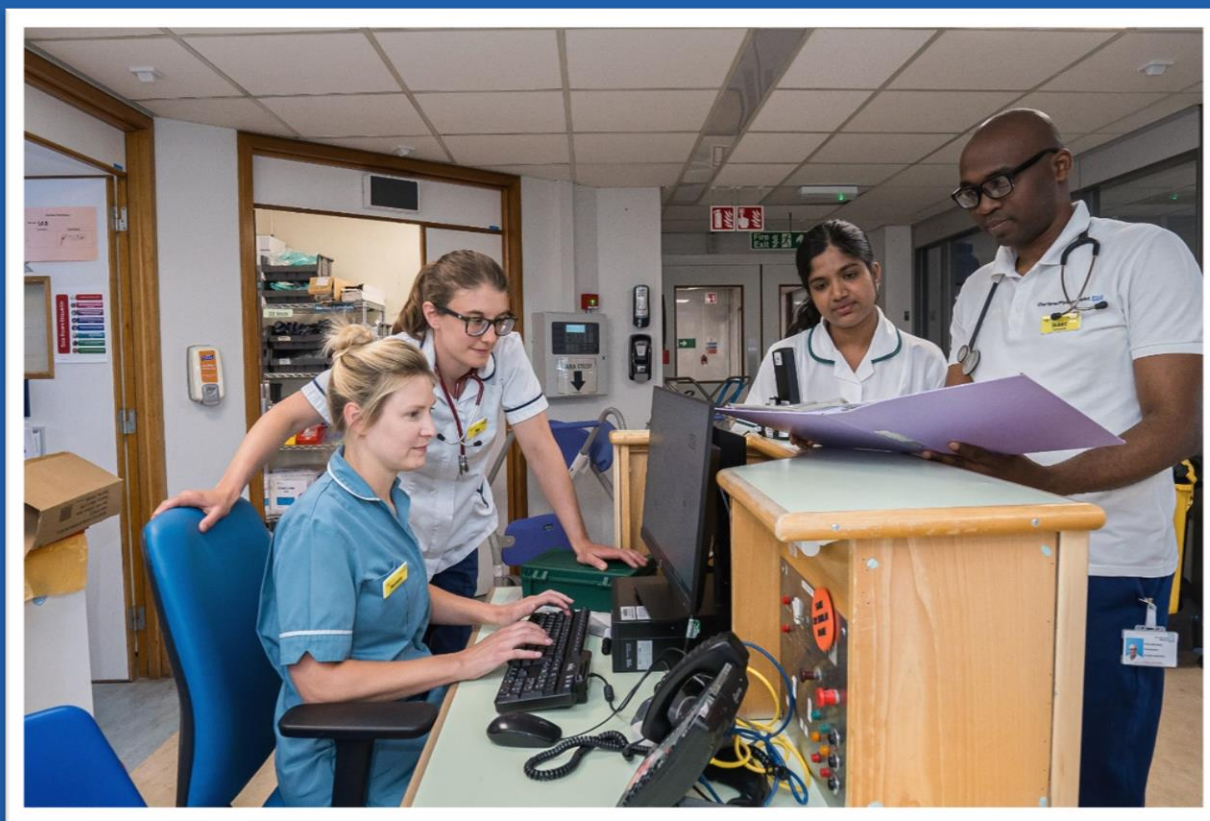


STROKE NURSE

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.

- Provide expert nursing care and support for patients who have had a stroke, helping them through diagnosis, treatment and recovery.
- Assess patients' needs, plan and review their care, and make clinical decisions to ensure they receive safe and effective treatment.
- Work closely with patients, families, carers and healthcare teams to coordinate care, support discharge planning and promote independence.
- Run nurse-led stroke and TIA clinics, offering specialist advice, education and guidance to patients and healthcare professionals across the Trust.
- Support the development of stroke services by helping to improve care, sharing specialist knowledge, carrying out audits and contributing to research projects.
- Teach, train and support nursing staff, students and colleagues, helping to maintain high standards of stroke care throughout the Trust.

Job Description

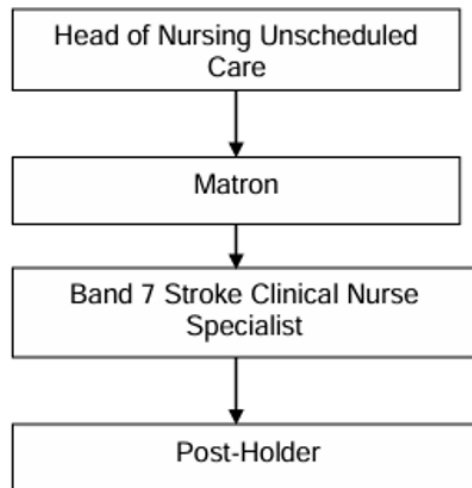
Job title:	Clinical Nurse Specialist - Stroke
Grade:	Band 6
Site:	The Princess Royal Hospital, Telford
Accountable to:	Matron
DBS required:	Enhanced

Principal Accountabilities:

- To provide specialist advanced nursing practice across Shrewsbury and Telford Hospitals.
- To provide highly specialist nursing advice, in a format appropriate to the individual's needs/abilities, to professionals, patients and carers in all aspects of stroke care.
- Provide expert advice for complex care needs, using evidence based/patient centred principles to assess, plan, implement and evaluate routine, complex and specialist interventions.
- To provide leadership for Trust staff, through supervision / appraisal / education.
- Lead in planning, development and evaluation of stroke services across Shrewsbury and Telford Hospitals, within the multidisciplinary team and holding a lead role for defined projects.

- To be a resource for specialist advice and information across the organisation, giving advice to multidiscipline on the clinical management of patients.
- To contribute to the maintenance and development of equitable seamless stroke care service within the Trust and to represent the service at clinical, professional and management meetings as relevant.

Organisational Position



Professional Duties/Responsibilities

Clinical

- To ensure that the Trust's stroke care is delivered in a timely, professional manner whilst maintaining equity of access to a coordinated and seamless service.
- To identify patients stroke care needs using a holistic approach and to assess and offer highly specialist advice in all aspects of complex stroke management to all members of the multidisciplinary team.
- To demonstrate a positive supportive approach to patients at diagnosis and/or patients with the development of stroke related complications.
- Establish and maintain highly effective communication skills with patients, carers/relatives, and professionals across health and social services. This may involve the giving of sensitive and complex information.
- Perform advanced clinical skills in assessment, diagnosis and treatment.
- Assess, plan, implement and evaluate care delivery according to changing health care needs.
- Collect, collate, evaluate and report information, maintaining accurate patient records.
- Involve patients and carers/relatives in the planning and delivery of care and development of services.
- Work collaboratively with the multidisciplinary team and outside agencies to ensure patient needs are met, especially in relation to ongoing care needs and discharge arrangements.

- Undertake Nurse-led clinical sessions in the Stroke Unit, which may include specialist clinics, e.g. TIA. These are unsupervised and will require a high level of autonomy and decision making.
- Act as a resource for specialist advice and expert clinical knowledge across the Trust, giving advice to colleagues (which includes consultants) on the clinical management of patients.
- Provide expert specialist advice and education to patients and carers/relatives to enable the safe and independent management of their stroke on discharge home.
- Undertake clinical supervision and education of nursing colleagues on an individual or group basis.
- Evaluate service delivery across the Trust, identify areas for improvement and initiate, implement and manage change.
- Ensure the effective and efficient use of physical and financial resources; make recommendations regarding supplies and equipment. This includes deciding on relevant literature and equipment to provide to wards and patients from pharmaceutical companies.
- Monitor health, safety and security of self and others and promote best practice throughout the Trust.
- All staff must be aware of infection prevention and control policies, practices and guidelines appropriate for their duties and must follow these at all times to maintain a safe environment for patients, visitors and staff;
- All staff must 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;
- Any breach of infection control policies is a serious matter which may result in disciplinary action;
- All staff have a responsibility to challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Education and Development

- To be responsible for the regular review of current educational activity, identifying deficits and initiate training events as required fulfilling the needs of the staff across the Trust.
- To maintain awareness of and disseminate information regarding the current advances in stroke treatment and research to all disciplines, to individuals, large or small groups through formal and informal study.
- Provide highly specialist knowledge of procedures and practices underpinned by theoretical knowledge and practical experience.
- To ensure the continued development and implementation of communication training as required by the Trust.
- Address specific health targets e.g. National Service Framework (NSF) related to stroke care through education, audit and evaluation.

- To contribute to the induction and training of students and other staff within the Trust and maintain established links with Staffordshire University regarding the education of all levels of nursing staff.
- To demonstrate ongoing personal development through participation in internal development opportunities and external development opportunities, recording learning outcomes in a professional portfolio.
- To attend Trust mandatory training programmes.
- Assess patient's skills and understanding and teach patients/relatives and carers highly complex practical and theoretical skills to enable them to manage their health independently, and prevent potential health complications.
- Assist patients to understand and cope with life changing conditions from the initial diagnosis through to the severest of potential complications.

Clinical Governance

- To establish and maintain daily communication networks to include liaisons with patients/carer's statutory and non-statutory workers and agencies.
- To promote the awareness of the role of Specialist Stroke Nurse within the multidisciplinary team, negotiating priorities where appropriate.
- To be responsible for an inpatient caseload, to plan and organise effectively and efficiently regarding caseload management, time management and service requirements.
- To initiate and maintain communication routes between patients, carers and colleagues when understanding or cooperation may be inhibited, where information may be highly complex, delicate or unacceptable to the recipient.
- To ensure that up to date written/electronic records are maintained according to the Trust's standards.
- To comply with the Nursing and Midwifery Councils Code of Professional Conduct, and with national and local policies, procedures and standards.
- In line with local and professional guidelines review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal.
- To ensure active participation in development of nursing within the Trust by involvement in specialist nurse and mainstream nursing groups.
- To contribute to the recruitment of staff including involvement in the interview and selection process.
- To apply specialist skills and knowledge in order to maintain professional competence and fitness to practice as a clinical nurse specialist in stroke care in the acute hospital setting; including loan working, autonomy and freedom to act upon and interpretation of clinical and professional policies.
- To contribute in the Trusts, Directorates and Clinical Governance arrangements and quality agenda, including the setting and monitoring of practice standards.

- To identify the need for and undertake research, clinical audit, benchmarking and equipment trials relevant to stroke; disseminate research and audit findings through presentation to professional groups and publication to improve effectiveness of patient care.
- To liaise with ward managers regarding any areas of concern in the delivery of care to stroke patients.
- Take responsibility for the development and implementation of policies, procedures and guidelines relevant to own work.
- Promote people's equality, diversity and rights.

This job description is an outline of the role and function. It is not intended to describe all the specific tasks.

Person Specification

	Essential	Desirable
Qualifications	RGN Degree or evidence of working at level 3 Appropriate post-registration qualification in specialist area Teaching and assessing/clinical supervision Evidence of ability to critically appraise research and transcribe/implement into evidence based practice	Independent/Supplementary Nurse Prescribing Course (V300 Non-medical prescribing course)
Experience	Substantial post registration experience with a broad range of clinical experience Specific experience within the speciality Experience of teaching and assessing in the clinical area	Participated in service development and implementation of cha

Knowledge and skills	Ability to communicate unpleasant/sensitive information to patients in a variety of settings Able to influence and overcome resistance through application of advanced communication skills Able to analyse data and provide written reports Able to manage work autonomously Knowledge of professional and NHS issues and policy relating to specialist area Able to perform assessment, planning, implementation and evaluation of nursing care Able to communicate with the multidisciplinary team about the care of stroke patients Ability to develop effective interpersonal relationships with colleagues across health and social care setting Able to travel across site	Intermediate IT skills in word processing and spreadsheets Able to present information to professional groups
Other	To be adaptable in the care and management of patients following a stroke	

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.

