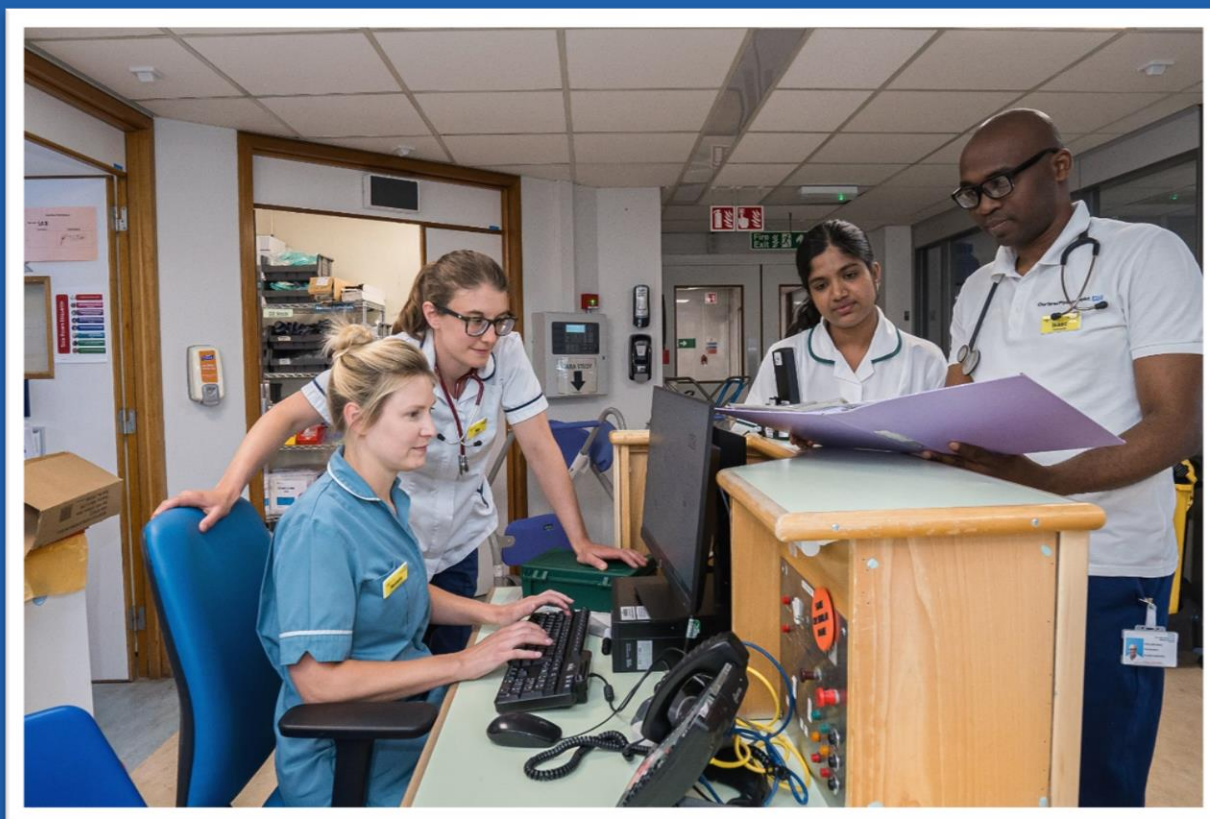


SPECIALIST SCREENING PRACTITIONER – BOWEL CANCER SCREENING



Colleague Benefits

General

- 27 days annual leave entitlement, increasing with length of service, plus 8 bank holidays
- Flexible working policies
- Generous maternity pay and 2 weeks full pay paternity leave
- Colleague recognition scheme and long service awards
- Greener travel initiative, including cycle to work scheme and lift share
- Childcare information and support available, including onsite nurseries
- Discounted bus passes with Arriva

Financial

- Access to various local and national discounts via various external websites
- Salary sacrifice schemes
- Generous pension scheme
- Access to a financial support booklet
- Pre-retirement courses
- Free Will writing service
- Savings and Loan schemes

Learning and Development

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

Wellbeing

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



Poppy's Promise

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

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

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

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

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

C.A.R.E. Meaning and Practice

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

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

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

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

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

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

In daily practice, you can:

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

All staff within the Trust are expected to:

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

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

That is Poppy's Promise.

Job Summary

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

- This role is part of the Bowel Cancer Screening team, helping people aged 50 to 74 who need further tests after screening.
- You will work mainly at the Royal Shrewsbury Hospital, with regular work at the Princess Royal Hospital in Telford.
- You will support patients by giving clear information, helping them make decisions, and guiding them through their tests and care.
- You will work closely with nurses, doctors, and other teams to make sure patients get the right care quickly and safely.
- You will keep accurate records, help improve the service, and take part in training and development.
- You will also help promote the screening programme so that everyone who is eligible has the chance to take part.

Job Description

Job title:	Specialist Screening Practitioner – Bowel Cancer Screening
Grade:	6
Site:	William Farr House with cross site to The Royal Shrewsbury Hospital and The Princess Royal Hospital in Telford.
Accountable to:	Matron - Endoscopy
DBS required:	Yes – ENHANCED

A rare and exciting opportunity has arisen for an enthusiastic and dedicated Specialist Screening Practitioner (SSP) to join the Shropshire Bowel Cancer Screening Centre. The post-holder will be based at The Royal Shrewsbury Hospital, however will be required to work regularly at the service's other screening site, The Princess Royal Hospital in Telford. The service currently runs over 6 days, Monday to Saturday, however this may extend to 7-day working as the programme expands. The successful applicant will join an established, friendly, and professional team, providing high quality care to all screening participants. The post holder will be required to work closely with the existing team to meet the requirements of the NHS Bowel Cancer Screening Programme.

Main Duties

- To play a pivotal role in supporting the National Bowel Cancer Screening Programme (BCSP) by:
- Working collaboratively with the Programme Hub in Rugby delivering screening to age extended patients between 50 - 74 years old with a positive Faecal Occult Blood Test (FOBt) and the 2 yearly, age-appropriate Surveillance for the patients with diagnosis of Lynch Syndrome.
- Coordinating and providing the highest standard of care from the screening centre to meet the needs of patients participating in the national BCSP.
- Working closely with the NHS England / Improvement Public Health England Commissioners to ensure equal access to health promotion activities and information for all ethnic groups.
- Working collaboratively with endoscopy, pathology, radiology, genetics team, colorectal and relevant multidisciplinary teams.
- Ensuring Trust compliance with waiting time targets, organise patients' appointments within specified time frame as agreed in the BCSP.
- Work with the NMC code.

Clinical Duties

Support the provision of telephone helpline services run from the hub by resolving queries referred by them to the screening centre.

Provide advice; receive complex sensitive information, supporting those patients and carers making direct contact with the screening centre.

You will be responsible for utilising motivational, negotiating, and empathetic skills when communicating with this group of individuals.

- Responsible for the delivery of care to individuals identified by the screening programme who are referred and undergoing diagnostic procedures and meet the needs arising as a result of:
- Having been invited to participate within the BCSP;
- Having been identified with a positive FOBt;
- Having been invited for Lynch Syndrome 2 yearly surveillance.
- Needing to be assessed as fit to undergo endoscopic screening or alternative diagnostic investigations.
- Needing to be able to make informed decisions prior to undergoing endoscopic or alternative diagnostic investigations.
- Having been identified as requiring further intervention, treatment, surveillance, follow up or discharge.

- Use specialist knowledge and advanced communication skills with patients receiving significant news and provide psychological support on diagnosis, treatment, and symptom management.
- Ensure timely access to endoscopic or alternative diagnostic intervention and seamless transition to agreed pathways in primary, secondary, tertiary or outpatient care settings during all stages of the screening pathway.
- To establish effective links with local colorectal cancer multi-disciplinary and wider teams in order to ensure that when cancer is detected there is timely presentation and transfer of patients within the cancer pathway.
- To provide health promotion for the screening programme in liaison with NHS England /Improvement Public Health England Commissioners / Clinical Commissioning Groups to ensure equal access for all who are eligible to participate in screening.
- Populate and maintain the Bowel Cancer Screening System (BCSS) databases, including all interim systems.
- Participate in ongoing data collection and quality assurance, service feedback and audit.
- Perform comprehensive assessment of patient needs and plan, implement and evaluate care according to the BCSP and local protocols.
- Collect, collate, evaluate and report information, maintaining accurate patient records including data on treatment, staging and outcomes provided by the Multi-Disciplinary Team (MDT).
- Work collaboratively with other professionals and organisations to ensure patient needs are met especially in relation to referrals to local MDTs.
- Obtain informed consent from patients undergoing lower gastrointestinal diagnostic tests.
- Request diagnostic tests as appropriate.

Managerial / Leadership

- Maintain professional competence and support that of other staff within the BCSP.
- Support the Bowel Cancer Screening Lead Specialist Screening Practitioner and Programme Manager in the development of performance reports to the Regional and National Teams, strategic groups, and the wider health community.
- Contribute to the business and strategic planning for the BCSP.
- Provide specialist, expert knowledge to clinical colleagues, patients, and carers / relatives.
- Evaluate service delivery, identify areas for improvement and initiate change.
- Manage own workload to ensure timely maintenance of databases, precise patient records and production of data and reports as required.
- Contribute to team meetings and other appropriate meetings within and external to the Trust to influence and improve service delivery.

Education and Development

- Undertake and complete the mandatory Specialist Screening Practitioner course at Liverpool John Moore University and the required BCSS courses.
- Participate in other education and awareness sessions as identified by the BCSP.
- Identify new technology / approaches which should be considered in relation to the service and implement as directed.
- Identify, in conjunction with the Lead Specialist Screening Practitioner and nursing colleagues, educational and development needs and plan action to meet these needs, contributing to courses / training as required.
- Collaborate with and participate in Trust-wide and external further development and education programmes.
- Maintain own knowledge of current theory and implement into clinical practice to promote and develop patient focused care.
- Create and maintain opportunities for research activities, facilitating collaborative multidisciplinary research.
- Participate in, or facilitate patient involvement in, clinical studies and trials and assist in data collection as required.
- Develop, improve and maintain own competence through continuing professional development, including clinical supervision, and formulate personal development plan.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • First level registration • Educated to diploma or first level degree. • Evidence of recent and ongoing professional development 	<ul style="list-style-type: none"> • ENB 998 or recognised Teaching and Assessing Certificate • Advanced communication certificate • NHS Specialist Screening Practitioner Bowel Cancer Screening course
Experience and Knowledge	<ul style="list-style-type: none"> • RN post registration experience 	<ul style="list-style-type: none"> • Knowledge of health promotional activity

	<ul style="list-style-type: none"> • Excellent understanding of the Bowel Cancer Screening Programme pathways and processes • Understanding of the Bowel Cancer Screening System (BCSS) 	<ul style="list-style-type: none"> • Evidence of experience in conducting quality audits
Skills	<ul style="list-style-type: none"> • Advanced communication skills and the ability to negotiate with patients and the multidisciplinary team. • Ability to deliver significant news in an empathetic and professional manner. • Ability to be flexible in working practices. • Demonstrate initiative and reliability. • Ability to prioritise workload and manage a case load of patients 	<ul style="list-style-type: none"> • Evidence of experience in conducting quality audits
Other	<ul style="list-style-type: none"> • Able to travel cross site 	

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.

