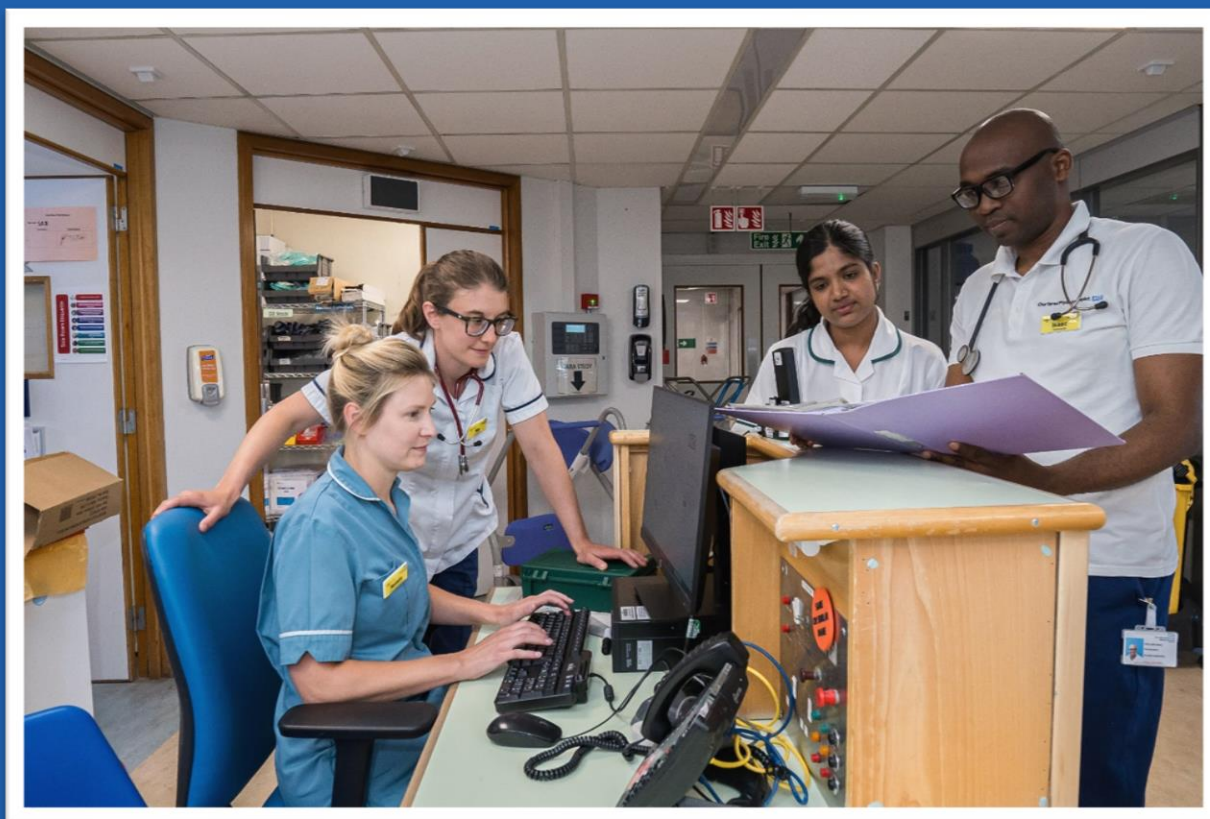


TRAINEE ADVANCED NEONATAL NURSE PRACTITIONER

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.

- Support the care of newborn babies by working as part of a specialist healthcare team
- Learn and build advanced clinical skills through training and supervised practice
- Help with patient assessments and care decisions, knowing when to ask for senior support
- Communicate clearly and kindly with parents and carers, offering support and information
- Keep accurate records and follow policies to ensure safe, high-quality care
- Take part in teaching, learning and service improvement to support the team and patient care

Job Description

Job title:	Trainee Advanced Neonatal Nurse Practitioner (ANNP)
Grade:	Band 7
Site:	The Princess Royal Hospital, Telford
Accountable to:	Lead Consultant for Advanced / Divisional Director of Nursing for Women and Children / Matron
DBS required:	Enhanced

Job Overview

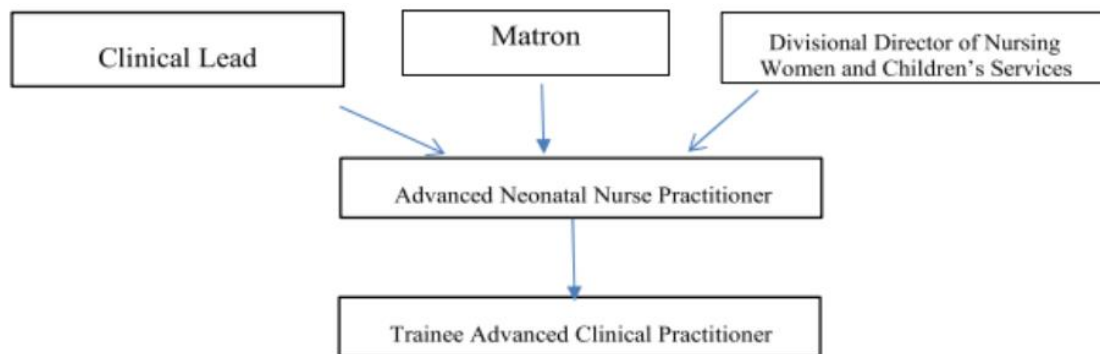
The purpose of this role is to develop a clear pathway of progression, training, and career structure for Advanced Neonatal Nurse Practitioners. This role will encompass a 7 day working pattern with an element of shift work and after hours working. This post will develop to a Band 8a upon completion of a master's in advanced Neonatal Nurse Practice, and completion of an Independent Non-Medical Prescribing qualification. The post holder will also be required to undergo a wide range of core clinical competencies and case presentations within the area of practice. The Trainee will need to demonstrate completion of all clinical and academic practice before progression to Band 8a is achieved within a set timeframe.

The postholder will be aware of the increase in scope of practice and the development of phased autonomy in your clinical decisions; and yet balance this against practising in compliance with the NMC Code of Professional Conduct. The postholder will always work within your scope of practice, being responsible and accountable for your decisions, actions, and omissions at your level of practice. It is

your responsibility to identify those tasks and decisions which are outside of your area of expertise and seek appropriate levels of support when carrying out these actions.

At this trainee level, you are restricted from making fully independent decisions. It is expected that you will complete the required competencies within a 6-to-12-month period (post-MSc award), however, certain specialities may require additional time due to the complexity or breadth of clinical practice. You will participate in regular and ongoing review and appraisal of your progress during this training period in preparation for your summative gateway evaluation.

Organisational Chart



Main Duties and Responsibilities

- Deliver and participate in the clinical care of patients within specialist field.
- Prioritise health needs and intervenes appropriately.
- To be professionally and legally accountable for all work undertaken to practice at an advanced level of professional autonomy and accountability that is within Trust policies and the Nursing and Midwifery Code of Conduct (2008) or Health and Care Professions Council (HCPC).
- Provide a level of advanced and comprehensive health assessment based on a specialist body of knowledge.
- To appropriately assess, examine, investigate, diagnose and treat patients, resulting in the safe management and appropriate referral or discharge of patients with undifferentiated and undiagnosed presentations.
- Ensure patients are informed and consent is gained prior to treatment, investigation and management as appropriate.
- Take responsibility for the management of patients within own caseload and supervision/development of junior members of the multi-professional team.
- Is able to identify the need for appropriate diagnostic tests and interpret the results.
- To identify and intervene proactively where circumstances contribute to an unsafe environment for patients, staff or relatives and escalate these to the Divisional/Departmental Risk Lead and/or Consultant Leads for Clinical Governance.

- To share knowledge and expertise, acting as an expert resource to others across primary and secondary care as appropriate.
- Contribute to the development and improvement of systems and processes that facilitates patient flow.
- To improve the quality of the patient experience by identifying and meeting the individual clinical needs of patients including issues pertaining to child protection & vulnerable adults.
- Undertake non-medical prescribing in accordance with the Trust non-medical prescribing policy and maintain evidence and competence of this qualification.
- Adhere to CPD requirements of the Trust in relation to maintaining evidence of ongoing competence.
- To maintain up to date patient records in accordance with Trust policy and professional bodies standards.
- Ability to adapt specialist clinical knowledge and skills to different clinical settings and influence service delivery and patient care.
- To provide specialist advice on patient care to the healthcare team taking into account all aspects of clinical Governance and act as a specialist resource within the wider Trust.
- Contribute to the review and development of clinical patient pathways to ensure a standardized approach within specialist field.
- Maintain up to date qualifications in relation to advanced life support.

Provision of Care to meet health and wellbeing; Working under supervision

- Educates parents, relatives', and staff as necessary.
- Ensures parents' views are taken into account in the decision-making process.
- Participates in meeting the health education and promotes the needs of patients and carers.
- Promotes health through coordinated activities and programmes with parents, colleagues and carers where appropriate.

Professional Responsibilities; Working under supervision

- Takes a role in enhancing nursing and medical practice through actively promoting and demonstrating evidence based clinical practice.
- Model's excellence in clinical practice and demonstrates professional behaviour.
- Work always within the Nursing and Midwifery Council Code of Professional Conduct and Scope of Professional Practice or HCPC regulating body.
- Act as a specialist resource and support for other junior staff.
- Maintain a high standard of clinical competence and professional development through self-education and regular evaluation and joint appraisal with their Consultant Clinical Supervisor.
- Contribute to peer review and supervisory processes.
- Attend and positively contribute to team meetings.

- Maintain registration with the Nursing and Midwifery Council or HCPC regulating body.

Organisational Responsibilities

- Work within the multidisciplinary team, within agreed medical, nursing and Trust protocols and guidelines.
- Manage own workload.
- Support junior nursing and medical staff to manage their workload.
- Work as a member of the multidisciplinary team sharing in the responsibility for the provision of 7-day, 24 hour clinical care.
- Promote and adhere to the principles and practice of clinical governance.
- Demonstrate safe use of equipment and efficient use of resources.
- 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.
- Utilise a developed knowledge of child protection and vulnerable adult safeguarding procedures.

Systems and Equipment

- NICE guidelines
- Assist in the development and implementation of pathways within the service.
- Assist in the development and implementation of specific guidelines, protocols, and standards. Contribute to multidisciplinary team guidelines.
- Continue to be proactive in the improvement of the working area by enhancing levels of evidence-based nursing, medical practice and the development of guidelines and protocols to ensure high standards of care are consistently maintained.
- Assist in developments within the ANNP team.

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, guidelines, and protocols.
- Promote the concept of clinical governance.

Education, Training and Personal Development

- Undertake statutory and mandatory training as required by the Trust.
- Deliver multidisciplinary team education and presentations.
- Use specialist knowledge to actively participate in the clinical and theoretical education, training and support of nurses and medical staff.
- Teach and support junior members of the team.
- Responsible for accessing own continuing education by successfully completing a Masters in Advanced Clinical Practice. In addition, successfully complete the non-medical prescribing course.
- Keep updated with the newborn life support certification as per national requirements.
- Participate in competency-based learning programmes to enable development and enhancement of clinical skills and role.
- Maintain, advance, and develop personal theoretical knowledge, high standards of clinical competence and professional development through self-education.
- Evaluate personal achievement of identified and agreed short- and long-term development objectives from personal development plan.
- Maintain own professional portfolio.
- Assist in developing initiatives on ANNP staff development.

Research and Audit

- Assist in data collection for specific local and multi-centre research projects.
- Participate in evaluating new equipment.
- 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 change in practice of others.
- 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.

Decisions, judgements and freedom to act

- Accountable for own professional actions, undertaking all duties in accordance with the NMC Code of Professional Conduct/ HCPC, departmental and Trust guidelines and protocols.
- Adhere to Trust protocols and codes of conduct.
- Working under supervision; Practice as a trainee ANNP using collaborative and independent judgment to assess, investigate, diagnose, plan, implement, manage, and evaluate clinical nursing and medical care in the management of patients.

Communication and relationships

- Promote, explain, and clarify the role of the ANNP to the multidisciplinary team and parents/carers to enhance understanding of the scope of their professional practice.
- Discuss highly complex medical issues appropriately with parents/carers using language that aids understanding.
- Able to effectively communicate with ANNP team members, nurses, doctors, and other health professionals when discussing emotive, ethical and difficult issues at both personal and professional levels.
- Negotiate sensitively with parents/carers where consent is required for treatment that is vital for the welfare and survival of the patient and where there may be barriers to understanding through fear, anxiety or lack of knowledge, language difficulties or religious beliefs.
- Discuss implications of care options with patients and carers to enable them to make informed decisions using assertiveness, tact, diplomacy, and compassion.
- Communicate sensitively with families who have received bad/sad news.
- Initiate and maintain effective communications with members of the multidisciplinary team to promote the welfare and safety of patients and carers, in accordance safeguarding Trust policy.
- Behave in a consistent professional manner with patients and carers, multidisciplinary team members, management, and the public.
- Write precise, accurate and timely records, letters, and statements in accordance with the Data Protection Act and Trust Policy.
- Listen actively and respond appropriately to verbal information given.
- Present and review complex case histories, summarise, and formulate management plans.
- 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.
- Proficiency in IT skills for completing clinical records, using clinical management programmes and occasional presentations.
- Act as advocate for patients and offer support to families/carers.

Physical, Mental and Emotional demands of the job

- Frequent exposure to stressful and extremely unpredictable workloads due to the complex nature of Frail older patients presenting in an emergency / acute setting.
- Frequent need for a high degree of concentration for long periods of time when undertaking intricate clinical procedures.

Competence

- The post holder is required to participate in the Trust appraisal process and work towards meeting identified development needs.
- The post holder is required to demonstrate on-going continuous professional development.
- At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss this with their Manager/Supervisor/Consultant. The post holder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

Person Specification

	Essential	Desirable
Qualifications	<p>Registered Nurse/Registered Children Nurse</p> <p>Evidence of significant post registration senior nursing experience in a relevant speciality.</p> <p>Evidence of education to Degree level</p> <p>Evidence of on-going, dynamic continuing professional development within the speciality</p> <p>Neonatal Life Support (NLS)</p> <p>Assessing and mentoring qualification</p> <p>Qualified in Speciality neonatal course.</p>	<p>Neonatal life Support (NLS) Instructor</p> <p>Neonatal Retrieval course</p> <p>Level 3 Safeguarding training</p>
Experience	<p>Knowledge of all aspects of the nursing care of critically ill newborn infants</p>	<p>Experience of handling clinical incidents and complaints</p> <p>Knowledge of using emergency equipment</p>

	<p>Understanding of professional and current issues in neonatal nursing and healthcare</p> <p>Understanding of health and safety, clinical risk and quality issues</p> <p>Relevant experience in a neonatal setting at a band 6 or above</p> <p>Experience of leading and managing a team of nurses</p> <p>Experience in taking charge of a unit.</p>	<p>specific within the neonatal environment</p> <p>Good understanding of Trust policies and protocols</p>
Knowledge and skills	<p>Can demonstrate excellent written and verbal communication skills.</p> <p>Knowledge of neonatal related platforms</p>	
Other	<p>Computer literate in word processing,</p> <p>PowerPoint and excel.</p>	

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.

