



DENTAL HYGIENIST/THERAPIST

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	Dental Hygienist /Therapist
Band	Band 7
Directorate	Surgery, Anaesthetics and Cancer
Accountable to	Matron
DBS Required?	Yes, Enhanced DBS

JOB OVERVIEW

Job purpose is to provide comprehensive clinical management of patients including preventive advice, oral care and treatment for head and neck oncology patients prior to, during and after cancer treatment.

This extends to other patients with complex medical conditions such as osteonecrosis, Mucositis, Lichen Planus and dry mouth and. The provision of treatment will be undertaken in line with treatment plans agreed with the consultant and intervention will be undertaken with local anaesthesia customized to the patient needs.

Provide clinical link to patients undergoing radiotherapy and associated assessments.

The post holder will be expected to maintain up to date knowledge and skills pertinent to their field and comply with the Trusts mandatory requirements to attend audit and governance meetings.

Main Duties and Responsibilities

To act as Autonomous practitioner, managing a case load of patients, giving highly specialised advice as necessary.

Use specialist knowledge and clinical assessment to examine, diagnose, treat and advise on clinical Management of patients. Providing oral hygiene instruction, fluoride use, dietary advice and general oral health education and promotion.

Provides a full range of treatment as prescribed by the referring team including the provision of oral hygiene instruction using different aides and attending wards to provide advice and guidance for post-surgery oncology patients including the use of adjuncts

Provides specialist advice, education and treatments regarding end of life oral care.

To complete restorative treatments within the Hygiene and Therapists GDC scope of practice

Full periodontal treatment and tooth charting as defined by the Dental hygienist scope of practice. Maintaining safety by ensuring appropriate consent has been obtained

Taking of orthodontic records, including clinical photography if required, dental impressions and intra-oral scanning.

Completion of restorative and periodontal treatments in line with the GDC scope of practice.

Responds to complex/demanding patient situations both clinically and administratively maintaining professionalism.

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Effectively communicate with the maxillo-facial laboratory team, regarding the provision of supporting care for patients.

To liaise with members of the dental and medical teams regarding the medical history and status of the patient to ensure treatment is carried out in a safe manner.

Applies evidence-based care enhancing the quality of care given to patient.

Adopts a flexible approach to working within the multidisciplinary head and neck oncology team fostering positive relationships

Promotes prevention and oral health education and promotion involving others including patients

Deals with patient concerns and complaints effectively and sensitively keeping the consultant informed

Under the full range of treatment as prescribed by the referring team including the provision of oral hygiene instruction using different aides and attending wards if needed to provide advice

To identify and participate in new initiatives which will lead to demonstrable improvements for patients across the organisation including Trust Mouth care policy.
Organise own workload and manage own clinical caseload.

To participate in informal and formal training sessions for staff, delivering orientation programmes for new staff and provide relevant feedback to all members of the team.

Benchmark, identify and participate in new initiatives, which will lead to improvements for patients, in relation to post-operative wound care.

Together with the Department Manager develop standards of care and participate in ongoing research, audit and projects.

To promote and disseminate relevant research findings to support clinical practice and education within the department. These can include cancer awareness, smoking and alcohol cessation campaigns.

Together with the Oral and Maxillofacial and Orthodontic Manager, develop standards of care and participate in ongoing research, audit, and projects.

To participate in developing systems for assessing the users' views on the quality of services provided and for involving patients' relatives and their representatives in the planning and development of services.

To be responsible for ensuring that all patients/ carers and staff have access to relevant up to date information regarding their management and treatments.

Have a specialised working knowledge and appropriate experience of Oral and Maxillofacial, restorative and orthodontic procedures

To practise clinically, Ensuring that all patients have their needs assessed, that programmes of care are developed to meet these needs and are delivered in accordance with agreed policies and procedures.

To be a competent practitioner, leading innovation and demonstrating clinical expertise. The postholder act as a resource and advisor in their area of expertise to colleagues in other wards and departments throughout the Trust

To deliver all aspect of care relative to their patient group, including post operative instruction.

To assist the implementation and delivery of the Essence of Care standards

To monitor and assist in the review of clinical standards and practice within their clinical area, with particular attention paid to the drive for evidence-based practice.

To be aware of the nursing performance indicators and support the Ward/ Department Manager in implementing the action plans to address areas for improvement.

The nature of communication may be highly complex and very sensitive in relation to discussing treatment options and outcomes.

Communication with patients/carers can be highly distressing/ emotional in many circumstances, The ability to discuss all treatment options in depth with sensitivity, knowledge and expertise is essential, as well as document accurately all relevant communication

To ensure that all team members report changes in patient progress effectively, both verbally and in written form. Ensure that accurate, legible and holistic nursing records according to NMC /or HPC guidelines and unit guidance are maintained.

To actively support staff working with highly distressing / highly emotional levels of illness.

To respond appropriately to ineffective communication techniques and styles used by staff, . Supporting the Ward/ department Manager on first line performance management action in the

event of continued issues. To undertake basic ward-based training for junior staff in relation to communication strategies.

Maintain collaborative working relationships and effective communications between all members of the multidisciplinary team, resolving conflict and working within the team to ensure a high standard of co-ordinated patient care

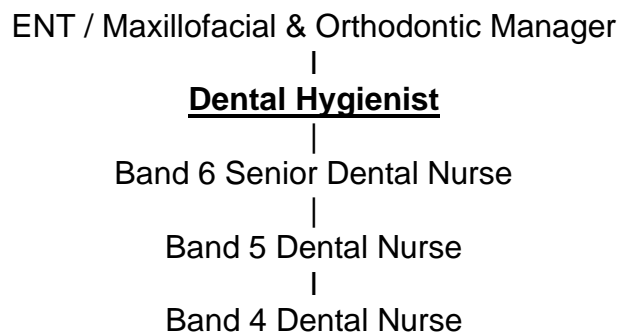
To demonstrate sensitivity in dealing with complex and confidential information from patients, families and colleagues, giving advice and support when necessary. Respond appropriately to the information given.

Communication with a wide range of specialities outside of the Trust including Medical and Dental Practitioners.

Will actively contribute towards Ward / departmental meetings.

To ensure that information / decisions are cascaded appropriately to junior staff using tools forums and communication strategies as identified by the department manager.

Organisational Chart





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"> • Dental Hygiene/ therapy qualification • Evidence of experience in specialised area of Maxillofacial /Restorative dentistry and Orthodontics • Active registration with GDC 	<ul style="list-style-type: none"> • Evidence of leadership skills

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Dental Hygienist with previous clinical experience working with patients as a dental hygienist/therapist • Evidence of delivering full range of non surgical therapy and associated treatments • Registration with the General Dental Council and Undergraduate qualification in Hygiene & Therapy 	<ul style="list-style-type: none"> • Management experience or qualification

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Good organisational and time management skills 	

OTHER

ESSENTIAL	DESIRABLE

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 Trust's 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.





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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