Moving to
EXCELLENCE

NHS
The Shrewsbury and Telford Hospital
NHS Trust

DIALYSIS ASSISTANT

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

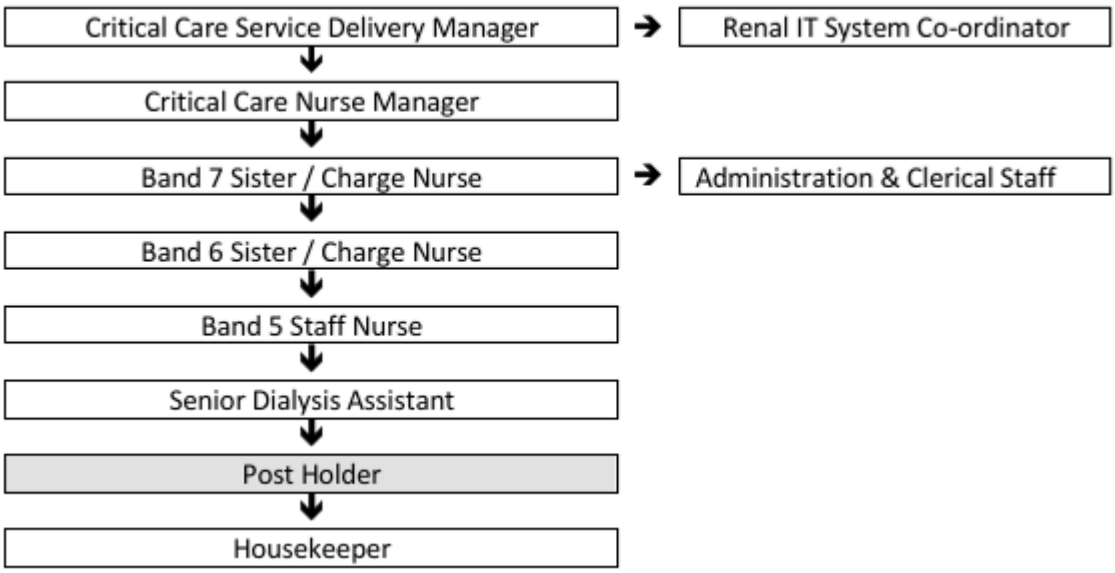
This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the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

- The role supports the renal unit by helping manage equipment, stock and supplies, and keeping storage areas clean and safe.
- It involves preparing, cleaning and setting up dialysis equipment, and helping with basic patient care such as mobility, hygiene and pre-dialysis checks.
- The post holder will learn to carry out dialysis tasks under supervision, including setting up machines, monitoring patients and recognising when someone becomes unwell.
- They will work closely with nurses, follow safety procedures and report any problems quickly.
- Good communication, teamwork and a helpful approach to patients, families and staff are essential.

Job Description

Job title:	**Dialysis Assistant**
Grade:	**Band 3**
Site:	**The Royal Shrewsbury Hospital**
Accountable to:	**Renal Unit Sister/Charge Nurse**
DBS required:	**Yes, Enhanced DBS**

Organisation Chart



Main Duties & Responsibilities of the Post Holder

General Housekeeping

- Liaising with nursing staff regarding the usage of individual items of equipment taking control of stock volume, rotation and storage, as delegated by the Unit Manager, and report expected or unexpected variances in usage.
- Receive and log receipt of stores items in accordance with Renal Unit procedures.
- Ensure clinical area is appropriately stocked to meet service need.
- Ensure storage areas remain clean and tidy
- To assist in meeting PEAT standards. Reporting any negative environmental factors to senior staff.
- Facilitate implementation of action plans and the achievement of outcome measures.
- To clean and disinfect dialysis equipment post dialysis and dispose of waste including clinical waste according to hospital policy. This will include equipment used in patients with suspected / confirmed infections and liaising with Microbiology Department regarding patient's infection status.
- To ensure water treatment disinfection programme is activated following completion of treatment sessions thus ensuring early morning pre-treatment disinfection of haemodialysis machines and water loop.
- Liaising with CSSD, Pharmacy, Central Stores and other relevant areas regarding stores delivery, correction of irregularities, ensuring 'top up' levels of drugs are adequate, amending as required.
- Liaising with estates department, renal engineers re routine and emergency repair work required within the unit.
- To undertake aspects of housekeeper role in their absence i.e. serving meals and drinks to patients on the unit, making beds, some cleaning tasks within clinical area.

Patient Care

- The post holder will assist in the delivery of care to meet individual patient needs, maintaining patients' privacy, dignity and comfort at all times whilst promoting independence and encouraging a healthy lifestyle. Tasks may include for example:
    - Meeting personal hygiene / elimination nee of patients as requires.

    - Assisting with mobility as required.
- The post holder will be able to undertake pre dialysis assessment of individual
- patients which will include a short history of wellbeing since last session, vital signs, observation of symptoms, determination of fluid gain and any adverse effects. Identified concerns will be reported to nursing staff prior to commencement of dialysis.
- Select and prepare disposables required for individual patient dialysis treatments in accordance with identified dialysis prescriptions. This will include the lining and priming of lines with 0.9% Sodium Chloride for routine and enhanced therapies on own machines and machines used by other staff.
- Identify dialysates, infusions and re-infusate in accordance with dialysis prescription. This will include the identification of the need to trim acetate and AFB concentrates by qualified nursing staff as detailed in dialysis prescription ready for their immediate use.
- Under the supervision of work based supervisor (Senior Dialysis Assistant / RGN), administer intradermal or subcutaneous local anaesthesia to fistula site prior to commencement of dialysis.
- In accordance with clearly identified unit protocols the post holder will be required to calculate fluid removal rates and determine required frequency of clotting estimations
- The post holder will be assigned stable chronic dialysis patients and perform routine dialysis treatments involving setting up machines, troubleshooting, putting on and taking off patients under the supervision of work based supervisor (Senior Dialysis Assistant / RGN) and without supervision upon completion of Renal Unit Accreditation Programme.
- Monitor and carry out observations of the patient pre, intra and post dialysis treatments, being aware of the signs and symptoms of patient becoming unwell on dialysis and informing senior staff immediately. Able to take appropriate actions to remedy the situation where trained to do so and implement emergency procedures as necessary.
- Assist nursing staff in administering anticoagulants under supervision according to heparin policy.
- Demonstrate competency in cannulation of venous access.
- To accurately monitor and record the patient's weight on dialysis record sheets and other associated measurements as necessary commensurate with role.

Communication

- To demonstrate a courteous and helpful approach to patients, relatives and visitors in the clinical area.
- Participate fully as a team member, sharing knowledge and information and supporting colleagues, to promote a cohesive unit team and the achievement of team objectives.
- To demonstrate effective written and verbal communication skills promoting effective communication with patients, their family and significant others, and all members of the multidisciplinary team.

Education, Development and Supervision

- Assume an active role in self-development taking personal responsibility for keeping up to date with new procedures and technology in all aspects of renal failure and its treatment.
- Acquire, develop, maintain and up-date, the required level of skill and competence to meet the needs of the post, identifying development needs and together with the Unit Manager formulate an action plan to achieve them.
- Attend annual mandatory training.

Research and Audit

- Together with the Operational Manager / Modality Sister / Charge Nurse 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.
- 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.

Human Resources

- To ensure that all local and national HR policies, procedures and guidelines are adhered to and report any failure to do so appropriately.
- To assist the Operational Manager / Modality Sister / Charge Nurse in the management of staff within the department including specific induction, recruitment and selection, deployment, training, and appraisals .
- Assists the Operational Manager / Modality Sister / Charge Nurse in planning off duty rotas to ensure appropriate staffing levels and skill mix to meet patient needs.

Use of Information

- To ensure that staff maintain and update PAS and specific renal data bases to support patient care.
- To be conversant in the use of electronic communication systems, personal computer systems, normal office equipment and Trust PAS system

Person Specification

	Essential	Desirable
Qualifications	• GCSE's at grades 9 – 4 or functional skills in Maths	
Experience	• Previous experience within a healthcare environment • An understanding of the requirements of the role	
Knowledge and skills	• Evidence of effective verbal, face to face, telephone, non verbal, written communication skills • Ability to work well independently and within a multidisciplinary team • Evidence of good interpersonal skills • Desire to learn • Attention to detail • Awareness of personal limitations • Ability to work under pressure and meet work load demands.	

Other	• Ability to maintain a professional attitude at all times	

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.

