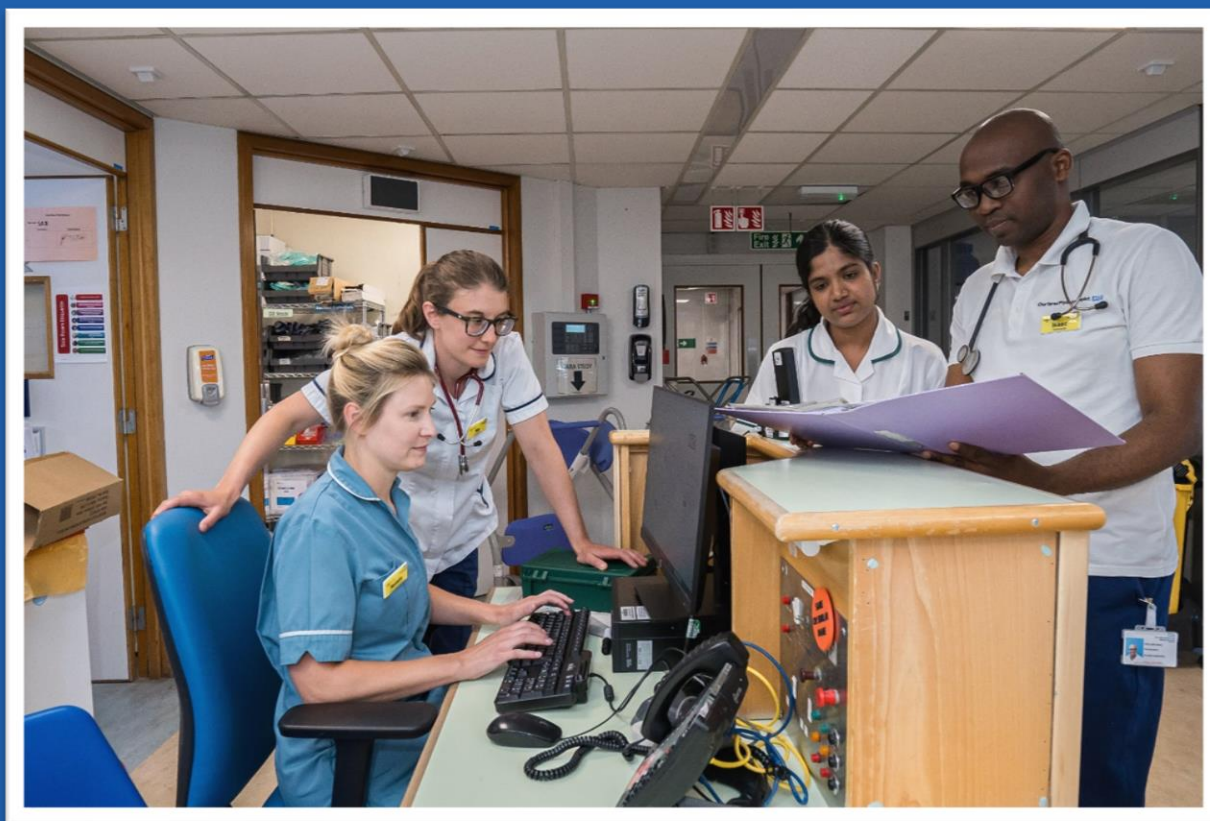


HAEMATOLOGY ADVANCED NURSE PRACTITIONER

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.

- Lead and support the Haematology Clinical Nurse Specialist team to deliver safe, effective and patient-centred care.
- Provide expert advice and support to patients, families and carers from diagnosis through treatment and follow-up care.
- Work closely with doctors, nurses and other healthcare professionals to coordinate care and improve patient outcomes.
- Develop and improve services, care pathways and nursing practices to ensure patients receive the best possible experience.
- Monitor standards of care, support staff development, and help ensure services meet national and local quality requirements.
- Act as a key contact for patients, families and staff, providing guidance, education and specialist knowledge in haematology care.

Job Description

Job title:	Haematology Advanced Nurse Practitioner
Grade:	8A
Site:	The Royal Shrewsbury Hospital with cross site working at The Princess Royal Hospital, Telford
Accountable to:	Matron for Oncology & Haematology/ Nurse Consultant for Haematology
DBS required:	Yes

Post Purpose

The post holder will have highly developed specialist knowledge around haematological disease that will play a critical role in leading the haematology agenda locally and strategically within SaTH. The post holder will be responsible for facilitating and implementing improvements in care pathways for haematology patients within the trust.

The post holder will provide effective clinical leadership for the haematology service across a team of CNS, administrative and support staff. They will be highly visible, have an authoritative presence and be responsible for ensuring the delivery of high quality care to a large cohort of patients. They will ensure that the needs of the patient are placed at the centre of care of delivery. They will be responsible for

coordinating care, monitoring the quality of clinical support and environmental services and managing specialist nursing staff.

They will also be accountable for the development and performance management of the CNS's within the Haematology Team to enable delivery of the trust Operational Strategy.

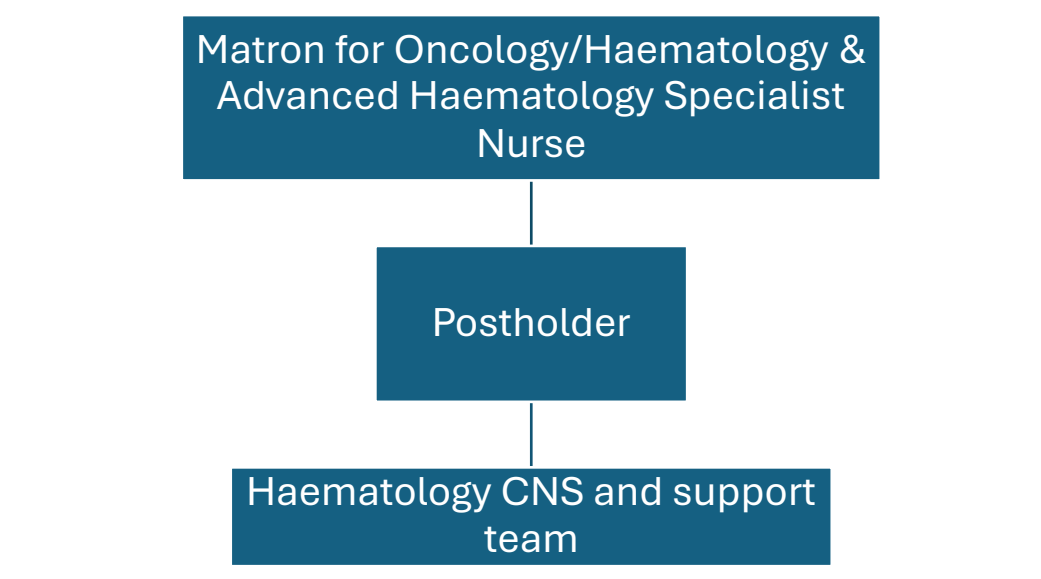
The post holder will co-ordinate CNS services and provide support to patients and their carers/families from time of referral, during the diagnostics phase and throughout subsequent treatment of their condition, including follow up. Central to the role is collaborative approach with the multidisciplinary team (MDT), working across professional and organisational boundaries as necessary in order to provide a comprehensive patient focused service.

The post holder will play a key role in ensuring systems and support is in place to ensure there is continuity of care for patients throughout their pathway and the future development of patient centred services. The post will focus on the patient experience, patient safety, continuity of care, improved efficiency, education and communication with service users. There will be an initial bias, within this post, towards patients on a lymphoma pathway.

The post holder will be responsible for the development of innovative nursing practices and

provision of specialist advice within their field. They will be an educational resource to all members of the MDT and the wider trust. They will facilitate the development of nurses and healthcare staff in order to improve the patient experience

Organisational position



Key working relationships

- Service Users
- Haematology Nursing Team
- Haematology lead clinician
- Haematology MDT lead
- Operational Manager, Haematology/oncology
- Lead Cancer Service Manager
- External Lead Cancer Nurses
- Professions allied to Medicine
- Palliative Care
- Radiotherapy Team
- Chemotherapy and supportive Care Teams
- Acute Oncology Teams
- Rehabilitation Services
- Macmillan Support and Information Services
- Other appropriate agencies

Main Duties and Responsibilities

Management and Leadership

- Day to day oversight of the Haematology CNS's and to advance the boundaries of professional nursing practice and facilitate multi-professional working. This will be achieved through practice development, management and education, research and audit activities, taking into account the organisational clinical strategy and working within the clinical governance framework using an inclusive strategy for staff working in other organisations.
- In conjunction with other Haematology Advanced Nurse Practitioners undertake annual appraisals of staff within the haematology CNS/support team ensuring objectives are in line with those of the Trusts objectives and the Haematology Service Objectives.
- To work with the Nurse Manager to ensure that an appropriate managerial and professional infrastructure is in place to support the delivery of the service within their department, in line with corporate objectives
- To take responsibility for proactively developing, implementing and reviewing clinical practices to ensure that they are cost effective.
- To work collaboratively with the haematology consultants and nursing colleagues to develop services that meet organisational and contractual requirements and to ensure the effective provision of all aspects of clinical care are maintained at a high standard.

- Formulation and review of clinical policies and procedures. To take responsibility for implementing Trust wide agreed policies within area of responsibility.
- To participate in and promote cross site working.
- To be a point of contact by ensuring that they are a visible, accessible and assertive figure to whom patients, relatives and staff can turn for assistance, advice and support.
- To lead and support the process of change, demonstrating tenacity, drive, professional integrity, balance and perspective.
- Ensuring there is a process for delivery of the National Cancer standards Peer Review process and to participate in the Internal Validation process.

Patient Care

- To- develop towards autonomous practice for a designated and agreed group of patients in either lymphoid or myeloid specialities. To ensure this care is delivered in a timely, professional manner, within published guidelines and following MDT discussion.
- Take a lead role in the MDT clinics, participating in discussion and decision making and ensuring the efficient implementation of clinical decisions and care pathways.
- To work with the MDT and other CNS colleagues to establish and set measurable standards of care and ensure the delivery of a high quality service for patients, using available measurement tools.
- Provide expert nursing support before, during and after treatment.
- Lead patient education and counselling at all stages of the pathway.
- Lead on the delivery of Holistic needs assessments (HNA's).
- To be a competent practitioner, leading innovation and demonstrating clinical expertise –. The post holder will act as a resource and advisor in their area of expertise to colleagues on wards and departments throughout the Trust.
- To monitor and review clinical standards and practice within their clinical area, with particular attention paid to the drive for evidence-based practice
- To act as a specialist resource to professional colleagues, service users and their carers/families in relation to all aspects of the haematology service.
- To develop, evaluate and audit standards of care provided, including the development of outcome measures.
- Provide on-going support, advice, counselling and training to patients and families, encouraging them to take responsibility for their own treatment as appropriate both in hospital and at home whilst acting as their advocate, particularly at difficult times.
- Provide support and counselling to patients waiting for and undergoing treatment of haematological conditions.

- Have direct clinical involvement in patient care within ward and outpatient settings, acting as the facilitator for nursing and junior medical staff to ensure “best practice” for patients in hospital.
- Request and arrange investigations or procedures independently within agreed clinical protocols.
- To carry out responsibilities in such a way as to minimise risk of harm to children, young people and vulnerable adults, promoting their welfare and raising any concerns in a timely manner in accordance with the Trust’s policies relating to safeguarding children, young people and vulnerable adults

Communication and Relationships

- To ensure that 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 guidelines and unit guidance are maintained
- Where appropriate interpret and present clinical information to patients and their relatives, demonstrating highest levels of interpersonal and communication skills ensuring that patients and their carers have sufficient relevant verbal and written information during the patient’s stay.
- 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.
- To attend Service Delivery Unit meetings and Clinical Nurse Specialist meetings and ensure that information/decisions are cascaded appropriately to team members using relevant communication strategies
- To act as a Lead member within the Haematology multidisciplinary team to ensure effective communication within the team, hospital, community and shared care centres.
- Share good practice ideas and initiatives with peers and colleagues at Directorate and Trust level
- Lead and work closely with nurse specialist colleagues and the haematology multidisciplinary team on the provision of patient care.
- Represent the trust both locally and nationally

Education, Professional Development and Training

- To lead and develop education programmes that develop others’ competence and performance.
- To participate in the annual appraisal system, ensuring that all staff have set objectives that identify and support individual development and training needs.

- Lead the development of practice knowledge within the speciality through internal and external presentations and publications.
- To identify the training and educational needs for all ward staff, contributing to the development and provision of an annual educational training programme to ensure clinical competencies are met.
- Lead the development of evidence based standards, policies and guidelines at local level.
- Extend own Knowledge and skills and work actively to the development of others.
- To take every reasonable opportunity for maintaining, developing and acquiring competencies and skills for self-development.
- Participate in Clinical Supervision and provide mentorship and supervision to pre-registration students during allocated clinical placements.
- Identify area of risk/ poor quality and raise awareness of these through local governance Structures

Research and Audit

- Together with the Haematologists, develop auditable standards of care and initiate and participate in ongoing research, audit and projects.
- To promote and disseminate relevant research findings to support clinical practice and education within the department and Trust wide.
- To establish systems for assessing the users views on the quality of services provided and for involving patient's 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.

Use of information

To be conversant in the use of electronic communication systems, personal computer systems, normal office equipment and Trust PAS system.

The above job description is a summary of the main responsibilities of the postholder, and not an exhaustive list of duties to be undertaken. The duties may be redefined in accordance with the demands of the service. Any redefinition will be subject to discussion between yourself and your manager and be within your level of competence.

Person Specification

	Essential	Desirable
Qualifications	• RGN • Relevant post registration programme • Completed Honours degree in nursing, midwifery, research or ethics • Advanced Communication Skills • Advanced physical assessment	• Completed or working towards a Masters Degree in nursing, midwifery, research, ethics or relevant subject • Leadership development programmes • Completed or working towards management development programmes • Non medical prescribing • Specialist Oncology qualification relevant to practice • Specialist chemotherapy qualification or equivalent level of clinical experience
Experience	• Extensive relevant post registration experience working with cancer patients • Experience working as a CNS • Experience of running/working within a nurse led services • Experience of managing other staff • Involvement in Nursing audit and Research	• Experience in teaching and training of staff

	• An awareness and understanding of national and local issues relevant to speciality • Clinical knowledge of chemotherapy, radiotherapy and other Oncological treatments, their side effects and how to manage them • Up to date knowledge and understanding of nursing policy and practice relevant to speciality • Understanding national and local policy relating to speciality • Experience as a preceptor/facilitator/mentor • Demonstrates up to date knowledge and expertise in the speciality • Previous experience in audit and evaluation • Experience in developing services strategies • Experience in develop standards, guidelines and policies • Practical experience in teaching patients and staff • Experience of applying research evidence to clinical practice • Experience of managing organisational change • Experience if managing staff	
Knowledge and skills	• Demonstrates awareness of the importance of working a multi disciplinary team. • Communicate effectively verbally, in writing and in electronic formats • Communicates with patients and carers in an empathetic manner	• Example • Example • Example

	• Demonstrates understanding of good practice in customer care • Demonstrates evidence of professional development in line with KSF, maintains updated portfolio • Reflective in Practice • Demonstrates evidence of ability to educate others • Evidence of developing Nurse Led Clinics/services • Evidence of the ability to work collaboratively and autonomously • Published articles/poster presentations • Ability to work flexibly to meet service needs • Demonstrates awareness of research and evidence based practice • Willing to provide support to other clinical areas within the care group • Demonstrates understanding of resource management issues within the boundaries of the role • Able to work across organisational and professional boundaries • Able to negotiate effectively with difference disciplines • Understanding of the relevant national strategy/policy and how this relates to the service • Innovative approach to service delivery • Demonstrates understanding of principles of Clinical Governance, e.g risk management, audit • Commitment to quality initiatives e.g. Nursing & Midwifery strategy, Trust	
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	top 10 objectives, CNO10 key roles and relevant NSF's • Prioritise own workload • Prioritise workload of others • Acts on own initiative and problem-solves utilising resources available • Articulates reasons for desire to work in this clinical area; has clear vision of the lead CNS role • Committed to providing safe, effective and timely patient centres care in accordance with NMS Code of Conduct and Trust Core Standards and Values. • Decision Making skills • Able to resolve complex problems • Presentation Skills • Skills in critical analysis and application of research to practice • Budgetary Management Skills • Able to delegate appropriately • Highly professional role model • Knowledge of key professional issues and NMC guidelines relating to professional practice • Ability to manage and evaluate change • Up to date knowledge of the speciality	
Other	• Flexible approach to shift patterns	

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.

