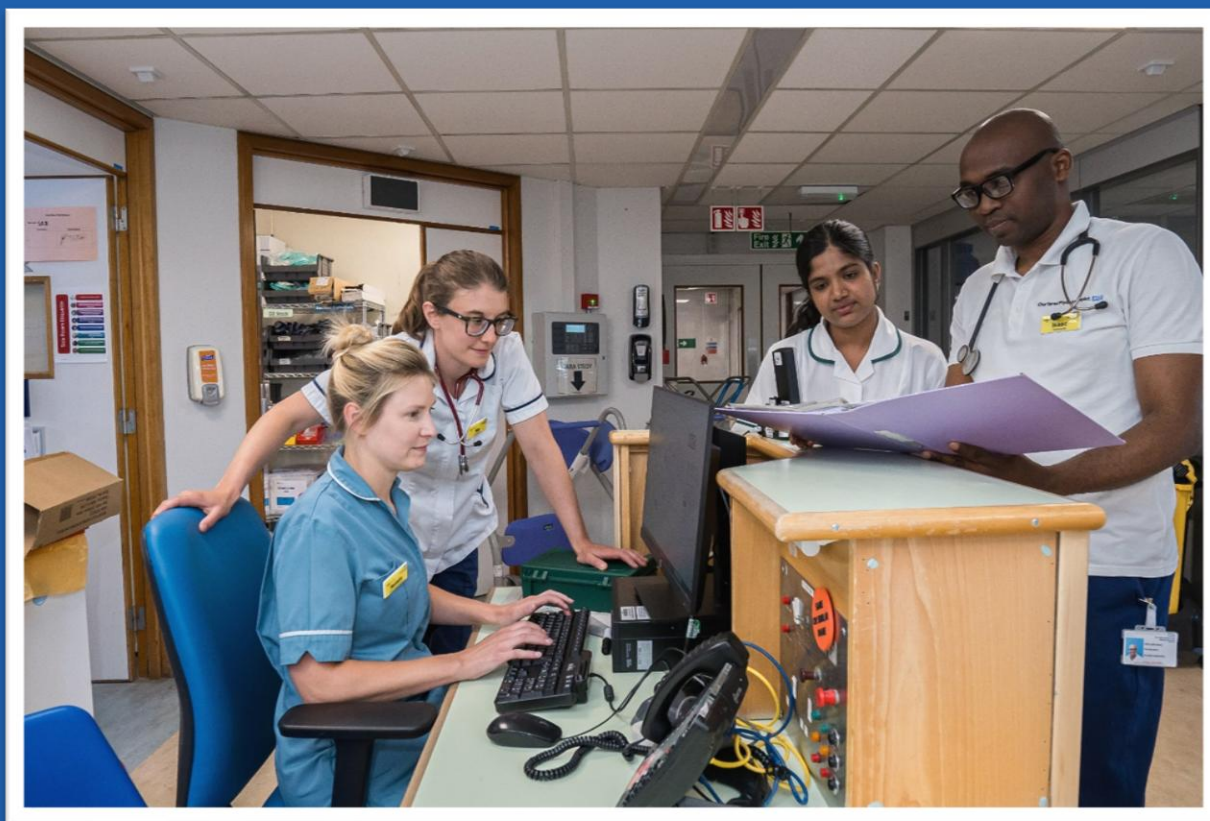


QUALITY AND SAFETY FACILITATOR

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

- Help improve the quality and safety of patient care across the Trust by supporting nursing teams and leading improvement projects.
- Work with ward and department teams to put in place changes that reduce patient harm, improve patient experience, and meet national standards.
- Support patient safety programmes, including work related to falls, pressure ulcers, risk assessments, and learning from incidents and complaints.
- Review clinical incidents, carry out initial fact-finding, and help make sure the right actions are taken to keep patients safe.
- Provide advice, training, and support to staff, helping teams use best practice and improve the care they provide.
- Collect information, carry out audits, and prepare reports to help measure progress and support ongoing improvements across the Trust.

Job Description

Job title:	Quality and Safety Facilitator
Grade:	6
Site:	The Royal Shrewsbury Hospital with cross site working at The Princess Royal Hospital, Telford
Accountable to:	Director of Nursing
DBS required:	Yes

Key Relationships

- Corporate Nursing Team
- Head of Quality Governance
- Quality Governance Team
- Divisional Directors of Nursing
- Matrons
- Ward Managers
- Lead Nurse for Education.
- Safeguarding Team
- Dementia Team
- Deteriorating Patient team

Role Summary

This post is a key member of the Corporate Nursing Team to facilitate and co-ordinate a portfolio of quality improvement work across the Trust to support a range of initiatives.

The post holder will be required to support the implementation of the nursing aspects of the Trust Improvement Plan in all the clinical areas, this includes but is not limited to improvement initiatives linked to falls, pressure ulcers, deterioration, MCA/DoLs, risk assessments and documentation. The post holder is also expected to contribute to the ward/clinical area exemplar review programme and provide advice and support to Ward/Department teams about quality & safety issues. Another key aspect of the role is contributing to clinical incidents that may occur, reviewing and implementing initial actions following these incidents in the clinical areas.

The post holder must have proven experience in implementing quality improvement initiatives and of engaging with the multi-disciplinary team to develop and implement mutually driven schemes. This includes learning from patient experience, adverse incidents and complaints. The post holder will also be required to provide verbal and written reports as required.

Key Duties and Responsibilities

- Support and direct ward and departmental teams through liaising and networking with Trust colleagues ensuring that the highest standards of clinical care are continuously measured and improved by involvement in the exemplar programme
- Facilitation of innovative and evidence-based nursing and safety practice through professional leadership and supporting clinical teams.
- In conjunction with the corporate nursing team contribute to the successful implementation of the nursing, quality and safety aspects of the Trust Improvement Plan.
- Plan lead and implement quality improvement programmes to improve patient safety and experience, demonstrating patient and public involvement in the process.
- Facilitation and co-ordination of a range of Corporate, and National Initiatives associated with the patient safety and quality agenda.
- To assist the Director of Nursing Acute in the provision of verbal and written reports in relation to service improvements, quality and safety for use across the Trust and Care Groups.
- Implement local monitoring systems/tools to ensure Ward/Department compliance with statutory and national standards and participate fully in regulatory assessment and scrutiny processes.
- Lead on specific cross-divisional improvement initiatives and assist the nominated lead in developing tools to measure improvement.

- Facilitation of relevant patient harm reduction programmes across the Trust, according to individually agreed portfolio, including training and learning after action reviews.
- Participate in new developments influencing quality, patient experience and a reduction in patient harm.
- Be pro-active in seeking patient views, ensuring that feedback from patients is valued and acted upon and lessons disseminated to enable changes in practice if they are necessary.
- Actively participate in all relevant meetings, promoting quality, safety and the nursing and MDT assurance across the multi-disciplinary team.
- Contribute and respond to incidents, implementing initial fact finding and ensuring initial safety measures are in place.
- Attendance at the ward safety huddles to facilitate discussions in relation to patient safety and quality including learning from serious incidents and complaints

Communication

- Develop and maintain strong links with all staff in the clinical areas, education, patient safety and corporate nursing teams.

Training Education

- Develop, implement and participate in education and training in relation to key improvement initiatives within the clinical areas.
- Identify and respond to any appropriate educational needs and requests from the teams in the clinical areas in relation to quality and safety
- Provide inter professional support and education around key quality and safety improvements

Audit

- Contribute as a core member of the exemplar clinical reviews
- Undertake quality and safety audits in the clinical areas as agreed by the Director of Nursing Acute and/or Deputy Director of Nursing
- Identify and lead audit projects as required. Ensure that audit recommendations are implemented where practicable.

Freedom to Act

- Use own discretion as to escalation of important / contentious / political issues for the attention of the Director of Nursing Acute and Quality Matron
- Acknowledge any limitations of competence and seek instruction in the area concerned

Personal/Professional Development

- Actively participate and engage in own personal and professional development, appraisal and objective setting.
- Reflect on, develop and maintain own theoretical and practical expertise.

Person Specification

	Essential	Desirable
Qualifications	• Registered Nurse on NMC Register • Evidence of degree level qualification in health/nursing related studies or evidence of continuing academic progression in combination with equivalent experience • Evidence of CPD	• ENB 998 or equivalent teaching qualification
Experience	• Extensive post registration experience to include management/leadership experience • Experience of involvement/leading service improvement	• Formal teaching/presentations to groups of staff • Experience of devising training and development plans to support sustainable change
Knowledge and skills	• Excellent interpersonal skills • Communication skills	

	• Ability to work multi-disciplinary environments • Highly developed negotiating and influencing skills, overcoming barriers to understanding and acceptance, and reaching agreements • Formal leadership and management training	
Other	• Demonstrate drive and energy • Ability to motivate self and others • Ability to gain confidence and credibility of a range of professionals	

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.

