



# SKIN CANCER ADVANCED NURSE PRACTITIONER

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

<b>Job Title</b>	<b>Skin Cancer Advanced Nurse Practitioner</b>
<b>Band</b>	<b>8a</b>
<b>Directorate</b>	<b>Medicine</b>
<b>Accountable to</b>	<b>Dermatology Matron</b>
<b>DBS Required?</b>	<b>Yes</b>

## JOB OVERVIEW

The post holder will have highly developed specialist knowledge around Dermatology that will play a critical role in leading the Skin Cancer Agenda locally and strategically within SaTH to support pathway improvements, FDS improvements and backlog reduction by triage of patients and working in line with 2WW.

The post holder will provide effective clinical leadership for Dermatology/ Skin Cancer Services across the team, administrative and support staff. They will be highly visible and expert in the field of Dermatology, 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 expenditure within designated budgets, 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 Dermatology/ Skin Cancer Team to enable delivery of the trust Operational Strategy.

The ANP 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. Centre to the role is collaborative approach with the multi-disciplinary team (MDT), working across professional and organisational boundaries as necessary in order to provide a comprehensive patient focused service.

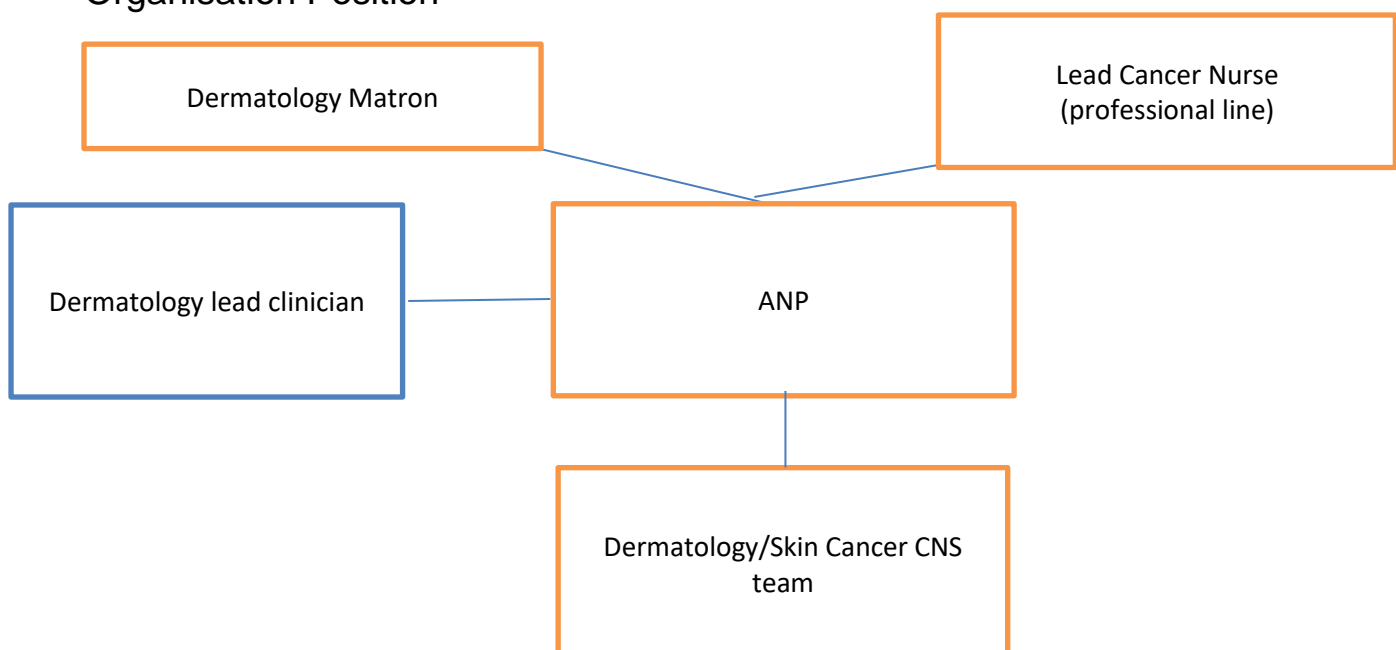
The ANP will play a key role in ensuring system and support is in place to ensure there is continuity of care for patients throughout the pathway and the future development of patient centred services. The post will focus on the patient experience, patient safety, continuity of care, improved efficiency, education and communication with service users.

The ANP 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 and facilitate the development of nurses and healthcare staff in order to improve the patient experiences.

#### Key Working Relationships

- Service Users
- Dermatology/Skin Cancer Nursing Team
- Lead Dermatology Clinician.
- Operational Manager, Medicine, Unscheduled Care
- Centre Manager Medicine, Unscheduled Care
- Cancer Services
- Dermatology/ Skin Cancer Service Manager
- Dermatology/ Skin Cancer Leads external to the trust
- Professions allied to Medicine
- Supportive Care Teams
- Other appropriate agencies.
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#### Organisation Position



## Management and Leadership

1. Line manage the Dermatology Team and Skin Cancer CNS's and to advance the boundaries of professional nursing practice and facilitating multi-professional working. This will be achieved through practice development, management and education, research and audit activities, considering the organisational clinical strategy and working within the clinical governance framework using an inclusive strategy for staff working in other organisations.
2. To undertake all annual appraisals of staff within the team ensuring objectives are in line with those of the Trusts objectives.
3. To work with the Lead Clinician for Dermatology, Lead Cancer Nurse, and Operational Manager for Dermatology in driving forward the improvement plans centred around the triage of patients and the delivery of the 2WW.
4. To work with the Lead Cancer Nurse to ensure that an appropriate managerial and professional infrastructure is in place to support the delivery of the service within their department, which is in line with corporate objectives.
5. Formulation and review of clinical policies and procedures. To take responsibility for implementing Trust wide agreed policies within area of responsibility.
6. To participate in and promote cross site working.
7. 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.
8. To work collaboratively with the Operational Manager taking the lead nursing role on the co-ordination and delivery of the National Cancer standards Peer Review process and participate in the Internal Validation process.

### **Key Role / Responsibilities:**

- To act as a champion for patients and their interests and involve the public and patients in the design of process to select and assess the individual cases for entry into the programme, the lung health check and the risk assessment for lung cancer.
- Ensure the patient assessment element of the programme is implemented as outlined in the national Standard Protocol.
- Work collaboratively with local health care providers and working in partnership to support pathway development and design, modelling strong collaborative behaviours that focus on improving patient outcomes.
- Combine clinical expertise with operational knowledge, converting delivery and operational findings into clinical learning.
- Contribute to the strategic planning process and delivery of priorities and manage consequential adjustments to activities.
- Attend the Programme Steering Board and meetings with varied internal and external key stakeholders to facilitate the delivery of the strategic objectives.
- Manage the activities necessary to ensure delivery.
- Prepare and manage plans for a start-up, engaging various stakeholders to build momentum and support.
- Responsible for proposing and drafting changes, implementation and interpretation to policies and guidelines which may impact service delivery.

- Work collaboratively with primary care promoting the programme including learning and engagement events, updates and clinical support to primary care clinicians.

#### Policy and service development

- Develop plans and seize opportunities, mitigate threats and deliver strategic objectives.
- Maintain a good knowledge of emerging policies from government departments, to assist in the thinking and definition of strategy discussions.

Develop and maintain relationships with leading organisations relevant to the delivery of the work stream.

#### Patient Care

1. To work autonomously ensuring that care of patients with Dermatology is delivered in a timely, professional manner, using organisational skills to manage the workload across the Dermatology/ Skin Cancer CNS Team.
2. To establish and deliver CNS delivered Surgical Follow Up service, working autonomously ensuring that patients post Skin Cancer Surgery are reviewed in line with Local Guidelines.
3. 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.
4. 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.
5. Lead and be the key worker for adults with Dermatology and skin cancer conditions.
6. Provide expert nursing support before, during and after treatment.
7. Lead patient education and counselling at all stages of the pathway from entry to Dermatology services.
8. Lead on the delivery of Holistic needs assessments (HNA's).
9. To be a competent practitioner, leading innovation and demonstrating clinical expertise. The postholder acts as a resource and advisor in their area of expertise to colleagues on wards and departments throughout the Trust.
10. To monitor and review clinical standards and practice within their clinical area, with particular attention paid to the drive for evidence-based practice.
11. To act as a specialist resource to professional colleagues, service users and their carers/families in relation to all aspects of Dermatology.
12. To develop, evaluate and audit standards of care provided, including the development of outcome measures. Have extensive knowledge of Dermatology/ Skin Cancer and be responsible for the co-ordination of care of the Dermatology/ Skin Cancer caseload across both primary and secondary care and shared care settings, acting as an autonomous practitioner.



13. Provide ongoing 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.
14. Provide support and counselling to patients waiting for and undergoing Dermatology treatments/ Skin Cancer Surgery.
15. 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.
16. Request and arrange investigations or procedures as required by Consultant.
17. To carry out responsibilities in such a way as to minimise risk of harm to 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 young people and vulnerable adults.

### Communication and Relationships

1. 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.
2. 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.
3. 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.
4. 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
5. To act as a Lead member within the Dermatology/ Skin Cancer multidisciplinary team to ensure effective communication within the team, hospital, community and shared care centres.
6. Share good practice ideas and initiatives with peers and colleagues at Directorate and Trust level.
7. Lead and work closely with nurse specialist colleagues and the Dermatology/ Skin Cancer multidisciplinary team on the provision of patient care.
8. Represent the trust both locally and regionally,

### Education, Professional Development and Training

1. To lead and developed education programmes that develop others’ competence and performance.
2. To participate in the annual appraisal system, ensuring that all staff have set objectives that identify and support individual development and training needs.
3. Lead the development of practice knowledge within the speciality through internal and external presentations and publications.

4. 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.
5. Lead the development of evidence-based standards, policies and guidelines at local level.
6. Extend own Knowledge and skills and work actively to the development of others.
7. To take every reasonable opportunity for maintaining, developing and acquiring competencies and skills for self-development.
8. Participate in Clinical Supervision and provide mentorship and supervision to pre-registration students during allocated clinical placements.
9. Identify area of risk/ poor quality and raise awareness of these through local governance structures

#### Research and Audit

1. Together with the Dermatology Consultants, develop auditable standards of care and initiate and participate in ongoing research, audit and projects.
2. To promote and disseminate relevant research findings to support clinical practice and education within the department and Trust wide.
3. To establish systems for assessing the user's 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

1. 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

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

#### Health and Safety

1. To ensure that the team develops the skills and knowledge to be able to safely and competently use medical equipment and that they are aware of the need to ensure that equipment is cleaned, stored and maintained correctly and that any faults/defects are reported appropriately.
2. To take responsibility for ensuring that systems are in place to control, audit and track the use and location of medical assets and that any losses are reported accordance with policy.
3. To contribute to the ward/department's implementation of a Health and Safety management monitoring structure and as far as is reasonably practical within the designated area of responsibility maintain a safe environment for patients, staff and relatives.
4. To participate in annual H&S audits, working with the Nurse Manager to rectify and address shortfalls.

5. To ensure that at all times the team work in a safe and responsible manner by demonstrating a knowledge and understanding of all Trust Health and Safety policies and the implementation of safety measures including:-

Fire regulations

COSHH Regulations

Moving and Handling

6. The post holder will infrequently be exposed to highly unpleasant working conditions involving exposure of uncontained body fluids, foul linen etc and should be conversant with infection control policies relating to such exposure.

7. The post holder may on occasions be exposed to verbal/physical abuse and should be fully conversant with the Trust's Policy for dealing with these situations. To actively support staff in dealing with such incidents.

8. The prevention and management of acquired infection is a key priority for the Trust. The post holder is required to ensure, as an employee, that his/her work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or themselves:

9. All staff must be aware of infection prevention and control policies, practices and guidelines appropriate for their duties and must follow these at all times to maintain a safe environment for patients, visitors and staff;

10. All staff must maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and on-going continuing professional development;

11. Any breach of infection control policies is a serious matter which may result in disciplinary action;

12. All staff have a responsibility to challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

#### Clinical Governance and Risk Management

1. To develop a formal programme of risk assessment and action planning in relation to health and safety, clinical risk and other agreed areas of risk management in line with corporate and national frameworks and strategies.

2. To take responsibility for the handling of complaints relating to the service area, personally supervising investigations where necessary and implementing actions and changing practice when necessary.

3. To work with the Nurse Manager to monitor performance within the Clinical Directorate against Controls Assurance and CNST standards and initiate appropriate action to ensure these standards are achieved.

### Decisions. Judgement and freedom to act

1. To work autonomously and independently to ensure delivery of quality services within area of responsibility. Is guided by broad policies and protocols, uses discretion and initiative for implementation of such policies. Seeks further advice and support for actions that effect areas outside their area of responsibility.
2. To be accountable for decisions affecting their sphere of responsibility. To liaise with the Nurse Manager and other senior managers on issues relating to financial, human resources and corporate quality and governance issues that have wider service implications across the organisation.

### Professional Conduct

1. To adhere at all times to the uniform policy.
2. To conduct oneself in a manner perceived by others as constructive. Ensure that any issues with other staff members are addressed at an appropriate level.
3. To adhere to all local, national and NMC guidelines in relation to professional conduct and take the lead in ensuring that local incidents, complaints and issues are dealt with in accordance with Trust policy.

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.

### 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:

- o you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
- o 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

- Continuous improvement is a key aspect of daily work to be evidenced by personal commitment to contributing to the implementation of the Transforming Care Production System (TPCS) including the development and use of standard work.
- The Trust commitment to one continuous improvement method TPCS should be reflected in individual's continuing professional development plans (CPD) and all SaTH leaders are required to complete the lean for leaders training.

As an employee you should be able to demonstrate how you continuously use the TCPS to improve patient care and staff experience supporting the Trust to deliver its organisation strategy



## 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"> <li>• RGN</li> <li>• Master's qualification or evidence of working at Master's level</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of management development</li> <li>• Evidence of a commitment to continuous professional development</li> <li>• Non- medical prescribing qualification</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Sufficient post registration senior nursing experience to prepare for this post will include extensive experience and advanced knowledge within oncology/ Dermatology.</li> <li>• High level advanced clinical skills and knowledge</li> <li>• Experience in teaching and training staff.</li> <li>• Involvement in nursing audit and research.</li> <li>• Up to date knowledge and understanding of nursing policy and practice relevant speciality</li> </ul>	

# SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Ability to work and communicate effectively within a multidisciplinary team setting within and outside the Trust.</li> <li>• Evidence of advanced communication skills including verbal, non-verbal and written. This will include evidence of breaking bad news.</li> <li>• Evidence of excellent Patient documentation and record keeping skills.</li> <li>• Excellent interpersonal skills with professional credibility.</li> <li>• Time management skills with an ability to act on own initiative and be both self-directed and motivated in the work environment.</li> <li>• Positive attitude to change with a proven ability to assist in the implementation of change and practice development.</li> <li>• Competent IT skills</li> </ul>	

# OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Awareness of professional and personal limitations</li> <li>• Ability to work flexibly to meet service needs</li> <li>• Ability to work across both Trust sites</li> </ul>	



# 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 Trusts 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.





## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

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](#)