



LEAD SUPERINTENDENT RADIOGRAPHER

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Lead Superintendent Radiographer
Band	8A
Directorate	Clinical Support Services
Accountable to	Radiology Centre Manager
DBS Required?	Yes

JOB OVERVIEW

Leadership of a large multidisciplinary team of radiographic, nursing and admin staff with overall responsibility for the day-to-day management of a busy general Radiology department and the effective management of staff including recruitment, appraisal, training compliance, performance and absence management.

Providing operational management support to the Radiology Centre Manager, the post holder is accountable for the delivery of a range of services within the Radiology Centre ensuring efficient and effective management of all resources in order to deliver safe, high quality and effective patient care in an environment of continuous improvement.

The post holder is accountable for service delivery, liaising with service users and other agencies as appropriate in addition to the management of complex imaging equipment to ensure compliance with

the Ionising Radiation Regulations (IRR17) and the Ionising Radiation (Medical Exposure) Regulations (IRMER).

Main Duties and Responsibilities

1. Leadership

- To provide professional leadership to ensure the delivery of safe, high quality and effective patient services within the Radiology Centre.
- To support the Radiology Centre Manager in defining the strategic direction for the Centre.
- To act as ambassador for the Radiology Centre and to demonstrate through personal behaviours the core values of the Trust.
- To ensure that an appropriate managerial and professional infrastructure is in place to support the delivery of high quality services within the Radiology Centre.
- To ensure a regular physical presence within all areas of the Radiology Centre in order to provide appropriate leadership, including satellite departments.

2. Service Delivery

- To plan and organise complex activities or programmes requiring formulation and adjustment.
- Plans complex staff rotas
- Organises a specialist department area including workload and staff
- Plans for introduction of new methods of working
- To have overall responsibility for the effective management of the service delivery in the Radiology department in the area of responsibility.
- To take overall responsibility for the efficient and effective management of all available resources within the Radiology service delivery areas.
- To ensure appropriate systems and work processes and protocols are in place to enable the delivery of high quality, safe patient services in line with contemporary evidence based practice and within available resources.
- Proposes policy or service development or changes that impact beyond own area. Participates in reviews of work practices which impact on service delivery to patients / clients and other specialties.
- To take specific responsibility for ensuring that robust and effective contingency plans are in place within the area of responsibility.
- To maintain systems within the area of responsibility for the accurate and timely recording and monitoring of all activity.
- To analyse and interpret a range of complex information in order to understand the clinical and financial performance of the area of responsibility and to prepare and present options for improvement.
- To deputise for the Radiology Centre Manager, as required.

3. Responsibility for Patient / Client Care

- Accountable for the direct delivery of a sub division (or site) of Radiology.
- Provides a specialist and tailored service which contributes to diagnosis and treatment.

4. Business Planning

- To work with the Radiology Centre Manager to formulate and implement the Business Plan for the area of responsibility, ensuring that account is taken of professional, national and local standards, evidence based practice, capacity and capability issues and the views of all stakeholders in the process.
- To support in the development of robust business cases in order to deliver short and long term business strategies.

5. **Governance and Risk**

- To work with clinical and governance leads to ensure that effective systems and operational and professional protocols are in place to ensure patient safety and compliance with health service legislation, other statutory requirements and NHS policy.
- To ensure that these systems and protocols are adhered to.
- To ensure that effective systems are in place to report, monitor and manage clinical and non-clinical risk.
- Management of such risks via DATIX.
- To alert the Radiology Centre Manager to actual and potential risks and ensure that remedial action is taken promptly where unacceptable risks are identified.
- To manage health and safety risks within the working environment.

6. **Quality and Service Improvement**

- To provide professional leadership and be responsible for the clinical effectiveness of the clinical and non-clinical functions within the area of responsibility through the development of evidence-based practice.
- Working closely with colleagues in other Centres, to take a significant role in the design and establishment of effective patient care pathways to ensure safe and effective services and optimum use of all available resource.
- To drive process and service quality improvement and innovation for the benefit of patients and the general public across the area of responsibility in partnership with clinical and non-clinical colleagues, service users and other stakeholders.
- To establish clinical and non-clinical performance and quality standards and to ensure that systems are in place to regularly monitor and evaluate these. To take appropriate remedial action when performance and quality standards are not as expected.
- To put in place protocols and policies to support delivery of high quality patient care within the area of responsibility.
- To ensure active participation by teams in surveys, audit and research in support of service improvement within the Centre.
- To ensure patient complaints and concerns and any untoward incidents are dealt with in accordance with Trust procedures and that appropriate remedial action is taken promptly.

7. **Workforce**

- To be responsible for the day to day management of all non-medical staff within the department, including recruitment, induction, appraisal, disciplinary, grievance and sickness management.
- To maintain and capture accurate workforce data via the e-Roster.
- To oversee the authorisation of payments including overtime and expenses.
- To ensure all staff within the area of responsibility have clear roles, objectives, responsibilities and development plans.
- To ensure appropriate deployment of all staff within the area of responsibility to deliver safe and effective patient care within the resources available.
- To ensure the effective performance of all staff within the area of responsibility, including having in place systems for regular appraisals and the development of Personal Development Plans.
- To ensure that all staff are managed effectively within the HR policy framework.
- To develop workforce transformation strategies and plans that reflect the changing needs of the service. To support the development of new roles that reflect modern healthcare delivery.
- To promote a culture of learning and continuous improvement, ensuring sufficient capacity and capability of individuals to enable them to deliver high quality care and contribute to service transformation.
- To facilitate opportunities for education, development, teaching and supervision of nursing and other staff and students.

- To ensure effective working relationships with the medical workforce.
- To establish and operate effective systems for staff involvement, engagement and communications within the area of responsibility and to support wider communications within the Centre and the Trust as a whole.
- To put in place effective strategies to enhance the experience and satisfaction of the workforce.
- To communicate highly complex and sometimes highly contentious information to large groups in a manner that is understandable and likely to achieve engagement.
- To ensure compliance with Health and Safety legislation, policies and procedures within the area of responsibility.
- Liaise with education establishments to provide work experience placements for recruitment to and the promotion of the Radiography profession.
- To manage the provision of on-site placements and work shadowing sessions for school, college and return to radiography practice students, liaising with all interested parties and evaluating the placement with both student and governing body.

8. **Finance**

- To be accountable for the effective financial management of services within the area of responsibility, ensuring that they are delivered within agreed financial plans and budgets, including any agreed cost efficiency improvements.
- To act as authorised signatory; responsible for purchase of some assets, monitors budgets and holds a delegated budget
- Holds a delegated budget
- To ensure that the Centre's assets and resources are used efficiently and economically.
- To contribute to efficiency improvement initiatives and plans.
- To contribute to the budget setting process.

9. **Management of Ionising Radiation and maintenance of Professional registration.**

- Provide day-to-day Radiation Protection advice to the imaging department and all wards or departments that require imaging services.
- Teach non-radiographic staff the principals of ionising radiation safety.
- Manage and implement protocols for non-medical authorised requestors of radiological examinations.
- Manage, implement and review the IRMER Procedures and Authorisation protocols and Local rules, as required.
- Manage equipment service programme including planned preventative maintenance in line with IRR17.
- Ensure compliance with Radiation Physics surveys and act on the recommendations as advised by Medical Physics experts commissioned by the Trust.
- Have an expert knowledge of a wide range of imaging equipment and technologies to effect accurate troubleshooting.
- Resolving problems or pass on information to manufacturers and co-ordinate repair date and times. Organise the servicing of equipment in such a manner that it has minimum impact on the service
- To undertake X-ray examinations as an operator in accordance with the IR(ME)R.
- To authorise medical exposures using guidelines, own knowledge and extensive experience to ensure safe and effective X-ray service.
- To accept responsibility for the patient whilst in their care during the radiographic procedure.
- Produce excellent quality diagnostic images whilst keeping the radiation dose as low as is reasonably practicable.
- To be aware of and practice all radiation protection procedures.
- To assess and treat a workload of patients whilst maintaining the highest standard of radiography and care of the patients.

- To ensure all expensive and highly complex equipment is used correctly by the giving of instructions and training to imaging staff and other authorised users.
- To liaise with a wide range of staff caring for the patient- including medical staff, ward staff, staff of other departments
- To undertake audit to improve and develop imaging services and the patient experience.
- To maintain CPD.
- Maintain patients' privacy and confidentiality at all times.
- To carry out x-ray examinations without supervision and give technical advice to all radiographic personnel.
- To be responsible for radiation protection of patients/carers/other staff during X-ray procedures.
- To manage the clinical instruction and training of Radiographers and Assistant Practitioners.
- To be involved with the clinical instruction, training and formal assessment of student radiographers.

10. **Representing the Radiology Centre and the Trust**

- To work with the Radiology Centre Manager to establish effective working relationships with GPs, commissioners of services and patient representatives.
- Attendance and active participation in Clinical Governance, senior management and audit meetings to ensure all matters effecting the improvement to imaging services are discussed, monitored and implemented.
- Attendance and active participation in the Health, Safety, Security and Fire and Infection prevention and Control committees.
- To foster good working relationships with colleagues within the Radiology Centre and other Divisions.
- To represent the Radiology Centre within the Trust and externally as required.
- To network with other Trusts to identify and share areas of good practice.

11. **Special projects**

- To undertake projects as required within the Radiology Centre.
- Participation in Research and Development activity as required.
- Undertakes surveys and audits as necessary to own work
- Support other Centres and Divisions as required in delivering on projects.

12. **Information Resources**

Records personally generated information.
Updates patient records.

Range of Authority

The post holder is responsible for the day-to-day management of services as outlined on the organisation chart.

The post holder will make a significant contribution to all major decisions affecting the Radiology Centre such as patient safety, service quality, people management, contracting, budgetary management, business planning and risk management. The post holder is guided by broad occupational policies – working within codes of practice, occupational standards, policies and procedures and manages team. S/he will also be required to analyse and compare a range of complex and conflicting information to support the decision-making process.

Examples of areas in which the post holder is expected to act autonomously or with only occasional reference with their line manager prior to action include:

- Prioritising the use of all resources within the area of responsibility.
- Decisions regarding staffing levels and skill mix within budgeted establishment.

- Staffing issues and performance of staff in accordance with Trust policy.
- Development and establishment of standards, policies and protocols within the area of responsibility
- Service redesign within area of responsibility.
- Service Level Agreement negotiation within defined parameters.

Examples of issues that the post holder is required to discuss with their line manager prior to action include:

- Sign-off of budgets.
- Changes to staffing levels or skill mix that impact significantly on quality of patient care or exceed budgeted establishment
- Termination of employee contracts.
- Significant changes to service delivery.
- Development of standards, policies and protocols impacting on other Centres and on the medical team within the Centre.

Equipment and Systems

- To ensure that all clinical and non-clinical equipment within the Centre is fit for use, maintained and used appropriately and efficiently.
- To ensure compliance with IRR99 and IRMER.
- To recommend the purchase of equipment that is cost effective and will enhance efficiency and the patient experience.
- To be competent in the use of a range of electronic information systems and tools.

The Lead Superintendent Radiographer will be required to use the following equipment:-

1. Expensive and highly complex static X-ray rooms including digital fluoroscopy and tomography.
2. Expensive and complex Mobile x-ray units and Image Intensifiers.
3. Expensive and highly complex PACS system.
4. Computerised Radiology information system (RIS).
5. Computerised hospital patient information system (PAS).
6. Beds, trolleys and wheel chairs.
7. Patient handling/moving equipment (manual and motorised)
8. Oxygen cylinders.

and to have knowledge of:

- The site and position of the patient resuscitation equipment.
- All equipment that may come attached to a patient from the ward e.g. IV infusion pumps, Catheter bags.

Communication and Relationships

Provide and receive highly complex, sensitive information where there may be barriers to understanding.

The Lead Superintendent Radiographer will be required to liaise with:-

- Medical and Clinical Directors.
- Consultants and medical staff in all specialities within and external to the Trust.
- All Radiology departmental staff.
- All Hospital staff and patients.
- Patients, relatives and visitors.
- Equipment providers.
- Maintenance personnel, internal and external to the Trust.
- Work experience users

- Educational providers
- Present complex, sensitive or contentious information to large groups
- Undertake formal lectures or presentations to large groups

and may be required to assist in clinical duties:-

- Confirm with the patient (or carer if patient not capable) their identity, clinical problem and any previous attendance to Radiology.
- Check pregnancy status of female patients when procedure protocols are required.
- Gain patients consent for the examination.
- Give information about and instruction during the examination.
- Ensure the patient receives advice about the 'Aftercare' they must adhere to.
- Explain to relatives/parents what is about to happen and how they can help.
- To discuss and communicate with other staff in the department.
- Act on equipment problems.
- Comply with and update protocols.
- Share necessary patient history to colleagues keeping in line with information governance requirements.
- Liaise with other departments as to what examination and aftercare patients are having when visiting the department.

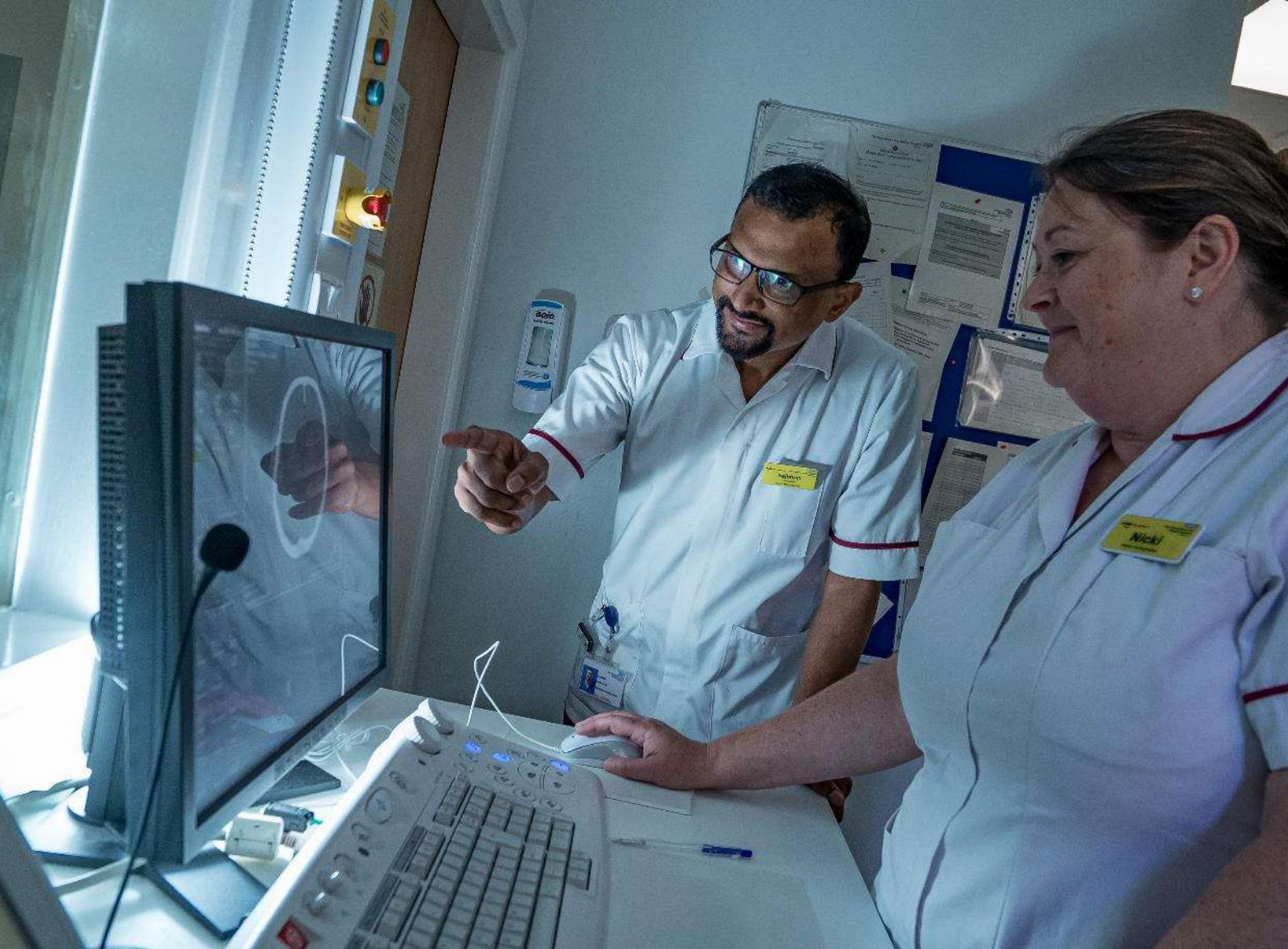
Physical, Mental and Emotional Demands of the Post

- To analyse and interpret a range of complex information requiring analysis, interpretation and analysis of a range of options in order to understand the Centre's clinical and financial performance and to prepare and present options for improvement for clinical, workforce and operational problems.
- Uses analytical skills for assessing a range of complex acute and other patient conditions and tailor diagnostic/ treatment protocols to take these into account e.g. trauma, calculation of patient doses.
- To undertake presentations to large groups and to senior managers as required.
- To handle emotive and challenging situations relating to patients, service users and staff, using influential negotiating and motivational skills to achieve desired outcomes.
- To cope with frequent interruptions whilst in periods of concentration.
- To regularly deal with a wide range of complex patient complaints and staff problems.
- Physical accuracy and dexterity are needed to position patients, give intravenous injections; narrow margin of error.
- Wearing of heavy, restrictive PPE (Personal Protective Equipment).
- Occasional moderate effort for several short periods:
 - Positioning, and manoeuvring of all patients.
 - Lifting, bending, stretching, and twisting.
 - Moving and positioning of expensive heavy X-ray equipment for each patient examination.
 - Pushing of trolleys, beds and wheelchairs.
- Working in cramped conditions when imaging patients on the wards.
- Sitting for long periods of time daily.
- Frequent concentration is required where the work pattern is unpredictable
- Use of computer keyboard, mouse and VDU daily for prolonged periods of time.
- Empathy for both patients and relatives. Also to provide pastoral care and compassion for staff and to provide sensitive counselling and advice encompassing a wide range of situations.
- Distressing situations when working with the terminally ill, road accident victims or child abuse victims.
- Verbal aggression occasionally when dealing with patients, relatives or complaints.
- Occasional contact with angry, difficult, upset or drunk patients.
- Imaging of dead babies for post-mortem occurs less often. (Optional duty as a Radiographer)
- Occasionally required to image cadaver/s in the mortuary.

- Dealing with difficult and distressed patients their relatives and their emotional feelings.
- Dealing with children and patients with learning difficulties.
- Producing images of diagnostic quality on difficult patients who are both physically and emotionally traumatised.
- Continual compromise between service needs, budgetary constraints and expectations of the service.

Working Conditions

- To maintain a strong presence within the patient environment.
- To work in normal office conditions, including regular VDU work.
- To travel regularly between all Trust sites.
- Have to deal with all bodily fluids and odours occasionally.
- Physical aggression occasionally when dealing with patients or relatives
- Have to be aware of and deal with infectious diseases.
- Undertake a 1st line troubleshooting/repair to most types of complex expensive equipment.



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"> • DCR/ BSc (Hon) Diagnostic Radiography • Evidence of professional management development • Evidence of a commitment to continuous professional development • Current HCPC Registration (Radiographer) • Highly developed specialist knowledge underpinned by theory and experience • Professional knowledge acquired through degree, post graduate study and significant experience in specialist field to masters level or equivalent 	<ul style="list-style-type: none"> • Management qualification

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Significant experience of working at a management/leadership or professional level within Radiology • Significant experience of managing clinical teams • Evidence of successful management of clinical services • Experience of managing clinical and non-clinical risk • Evidence of effective management of a complex and diverse workforce • Successful management of significant budget • Track record of achieving service targets 	<ul style="list-style-type: none"> • Experience of business strategy and planning • Experience of leading the implementation of service improvement including complex change management programmes • Successful management of significant budget

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Strong leadership skills• Ability to manage a range of staff groups/professions to deliver objectives and targets• Ability to manage a budget• Ability to manage complex change projects• Ability to analyse complex and sometimes conflicting information in order to resolve issues• Comprehensive knowledge of current professional practice and health policy requirements• Advanced decision-making skills	<ul style="list-style-type: none">• Expert knowledge of quality improvement tools and methodology

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and

- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE AND CYBER SECURITY

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.

- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

The Trust is a no smoking/e-cigarette/vaping organisation except for designated external areas, in accordance with Trust Policy.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





The Royal Shrewsbury Hospital

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The Royal Shrewsbury Hospital

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Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital