

Medical Devices Training 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.

- This role is part of the Medical Device Training Team, helping staff across the Trust use medical equipment safely and correctly.
- It is suited to a registered healthcare professional with strong experience using medical devices in clinical care.
- The job involves teaching staff, giving advice on safe device use, and supporting work linked to safety, risk and incident investigations.
- You will work with many different clinical teams and receive training to support your own development.
- The role also includes helping the Trust meet national rules and standards for medical device training and safety.

Job Description

Job title:	Medical Devices Training Facilitator
Grade:	6
Site:	The Royal Shrewsbury Hospital
Accountable to:	MES Medical Device Training Officer
DBS required:	Yes

Main Duties

Medical Engineering are looking for a healthcare professional to be part of the Medical Device Training Team.

This role would suit a professionally registered nurse, operating department practitioner, healthcare scientist or other allied healthcare professional with a strong experiential background in the use of medical devices in healthcare delivery and a good understanding of medical device issues from the perspectives of clinical colleagues, patients and carers. The post holder should have demonstrable passion for quality and safety in healthcare provision.

This is an exciting opportunity to play a key role in ensuring the optimal and safe application and use of medical devices across the Trust, working closely with the Trust's diverse range of clinical services and clinical professionals.

As part of your career development, you will be offered in-house, formal manufacturers' training courses and a teacher training course.

As a key member of MES Medical Device Training Team, the post holder will play an essential role in the development, implementation and continued improvement of Clinical Staff and other relevant staff in the safe use of Medical Devices. Ensuring safe and optimal use of medical devices throughout Shrewsbury and NHS Trust and the community.

The post holder will additionally be a source of advice for clinical, technical and managerial staff on medical device usage, upkeep and safety issues. They may also support strategic planning, product evaluation, safety action and incident investigation activities relating to medical devices.

The Medical Device Training Team will be a principal component of the Medical Engineering multi-disciplinary integrated medical devices safety service.

The post holder's responsibilities will be to ensure that the medical Device Training complies with CQC training requirements and the MHRA's Management of Medical Devices.

Scope and range:

- Service to be across all clinical areas and staff of the Trust at RSH, PRH and Community
- Support MES staff.
- Additional service provision to other Trusts
- Link with the Clinical Risk team and other clinical professionals

Responsibilities of the postholder:

- To be responsible for the delivery of Medical Device training.
- The post holder must at all times carry out duties and responsibilities with due regard to
- the Trusts equal opportunities policies and procedures
- Ensure all activities are carried out within the quality management system and meet regulatory
- requirements.
- The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with the Data Protection Act 1998, the Caldicott principles and the common law duty of confidentiality.
- The post holder must follow the record keeping guidelines established by the Trust to ensure compliance with the Freedom of Information Act 2000.
- The post holder is expected to take responsibility for self-development on a continuous basis, undertaking on-the-job and other training as required.
- The post holder is required to familiarise him/herself with and comply with the Trusts policies and procedures

- The post holder must be aware of individual responsibilities under the Health and Safety at Work Act and identify and report, as necessary, any untoward accident, incident or potentially hazardous environment
- All staff must ensure that they comply with the Trust's Infection Control policies and procedures and undertake relevant training for any deficit in their practice and knowledge.
- Staff must take personal responsibility for their own actions in relation to infection prevention and control practices during their day to day work
- The post holder is expected to develop IT skills
- The Trust operates a No Smoking Policy.

Communication and relationships:

- Equipment Suppliers and their Clinical Specialists for details of training courses.
- Clinical Risk Department for guidance on CNST matters. Education Centre Staff.
- Working with Clinical Risk Departments may be complex in verbal or written form.
- The information may be sensitive and contentious.
- To communicate with diplomacy and sensitivity are essential skills to the position

Physical, Mental and Emotional demands of the post:

- Teacher categorised demands
- Targets and deadlines will have to be achieved to maintain Trust status.

Working conditions:

- Training room within MES. Visits to Wards and other Clinical areas to delivery training

Person Specification	Essential	Desirable
Qualifications	Registered Nurse (NMC registered)/ Registered Operating Department Practitioner (HCPC registered)/ Registered Clinical Technologist (RCT registered)	Teaching, assessing qualification or equivalent level of specialist skill
Experience	<p>Experience of working in a clinical environment in a variety of healthcare settings</p> <p>Experience of working within a Quality Management System and evidence of active participation in continuous improvement.</p> <p>Experience in mentorship, teaching and delivering presentations</p> <p>Experience with applying right IPC rules.</p>	<p>Experience in Medical device evaluation.</p> <p>Experience in medical device training.</p> <p>Experience of team leadership and development.</p>
Knowledge and skills	<p>Knowledge and understanding of the risks to patients and staff arising from the use of a wide range of medical equipment.</p> <p>Knowledge of the operation and clinical applications of a variety of medical devices</p>	In depth knowledge of the operation and clinical applications of a variety of medical devices.

<p>Other</p>	<p>Ability to use MS Windows and Office (Excel, Word, Outlook etc); to manage files</p> <p>Good organisational, prioritisation and time management skills - to manage work areas and workload of self and the wider team.</p> <p>Good written and verbal communication skills.</p> <p>Good customer relations and interpersonal skills.</p> <p>Flexibility and ability to adapt to continuously improving systems of working</p> <p>Ability to work within an effective and efficient team</p> <p>Developed multi-skilled working</p> <p>Ability to prioritise</p> <p>Good self discipline & attitude to work</p> <p>Committed to team performance</p> <p>Ability to work flexibly</p> <p>Undertake training in Royal Shrewsbury Hospital, Princess Royal Hospital and the community.</p> <p>Full drivers licence</p> <p>Own vehicle</p>	<p>Ability to set up complex documents and spreadsheets.</p>
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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.

