



RENAL VASCULAR SPECIALIST NURSE

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	Renal Vascular Access Nurse
Band	6
Directorate	Medicine
Accountable to	Renal Unit Operational Manager
DBS Required?	Enhanced

JOB OVERVIEW

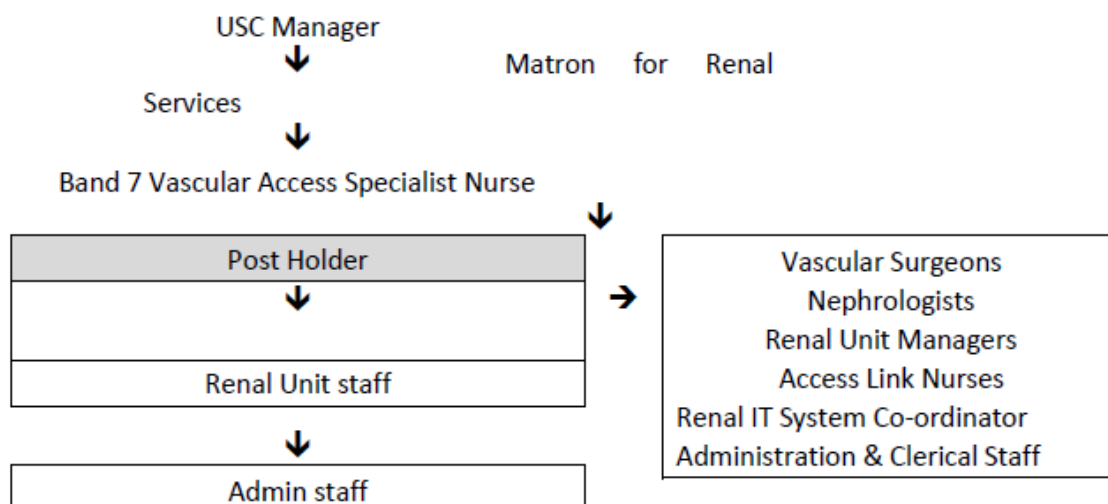
The post holder will function as a clinical practitioner within the specialty, the post holder will ensure a seamless patient pathway for access procedures amongst pre dialysis patients and patients with established renal disease across the SaTH NHS Trust.

They will be responsible for the development and delivery of a high quality service to ensure timely creation and maintenance of vascular access for patients with established renal failure, implementing and evaluating plans of care for a group of patients in accordance with agreed policies and professional guidelines. The post holder will participate in the continuous surveillance of access to ensure safe access and adequacy.

The post holder will work flexibly to meet the needs of the service across all units. You will be a dynamic individual with a willingness to learn new skills. Teaching skills are essential for both patient education and staff training.

You will work closely with the vascular surgeons, radiologists, sonographers and nephrologists as well as having a professional & visible presence on the renal units.

Organisational Chart



Main Responsibilities:

- To act as a clinical coordinator for any renal access related issues to include patient referrals and follow ups ensuring they are carried out in a timely manner in line with national standards
- To maintain and update the vascular access database on clinical vision.
- To work collaboratively with the Haemodialysis teams, Pre-dialysis Clinics, Nephrologists, Peritoneal Dialysis team, Renal Home Care Team and other members of the multidisciplinary team patients identifying and prioritising patients requiring access procedures.
- To attend weekly Vascular Access meetings.
- To coordinate regular meetings with surgical, nephrology and radiology teams to
 - integrated, multidisciplinary approach to vascular/peritoneal access procedures
- To review weekly the Renal Access waiting list, reviewing suspended patients, and ensuring timely and effective communication of information regarding operation dates and/or changes to the multidisciplinary team
- To work with the multidisciplinary team providing clinical input into the composition and cascading of Renal Access theatre lists (including the expansion of day case surgery) with the surgical secretaries and waiting list team ensuring any relevant patient details are updated and timely and effective communication of late/last minute changes
- To work with pre-operative assessment team to ensure patients are appropriately prepared for operative interventions
- To develop systems for assessment, surveillance, access flow monitoring and care pathways for failing vascular access and initiate investigations and salvage procedures as necessary

- To lead nurse led vascular access clinics in liason with surgical consultants
- To support complex patients attending the surgical vascular access clinic.
- Routinely orders and reviews venography, vein mapping, doppler ultrasound scans and angiograms as required.
- To attend theatre at the start of the renal vascular access list and present the patients to the operating surgeon re clinical information of patient, recent results and follow up post procedure.
- To learn and be assessed as competent in the removal and dissection of tunnelled lines under the supervision of the renal medical staff.

Leadership

- To be a visible, accessible and assertive figure to whom patients, relatives and staff can turn for assistance, advice and support.
- To build successful links between professions to support and promote effective multi-disciplinary team working.
- To motivate and lead innovation and expertise in clinical practice by example.
- Through effective communication, disseminate information across the health care team.
- To resolve conflict and ensure feedback and planning for the future occurs.
- To contribute to research activities in collaboration with colleagues
- To participate in the promotion of the service by publishing and presenting innovations and research findings locally and nationally.
- To effectively manage own caseload when caring for a group of patients, liaising with colleagues to ensure effective available resources.
- Supervise and demonstrate basic aspects of care pertinent to patient need, to junior staff, ATO's and student nurses.
- To work effectively with all members of the multi professional team to ensure aspects of clinical care are maintained at a high standard.
- To ensure department protocols, polices and guidelines are adhered to.
- To ensure patient information leaflets are updated annually.
- To ensure that cost effective personal clinical practice is maintained.
- To ensure that they maintain high standards of cleanliness and tidiness in their designated area.

- To liaise with Link nurses in all renal areas regarding access issues on a regular basis
- To work across sites to liaise with patients and staff in all SaTH renal areas regarding any access issues and promoting education.
- Uses sonosite to scan and needle difficult fistulas ; teaches and supervises other staff to use this equipment

Communication and Relationships

- Report changes in a patient progress both verbally and in written form.
- Ensure that accurate, legible and holistic nursing records according to NMC /or HPC guidelines and unit guidance are maintained.
- Improve and maintain good communication between all members of the team, ensuring appropriate referrals and liaison with relevant personnel
- Where appropriate interpret and present clinical information to patients and their relatives, demonstrating highest levels of interpersonal and communication skills ensure that patients and their carers have sufficient relevant verbal and written information during the patient's stay.
- To respond appropriately to sensitive information from patients and healthcare professionals in an appropriate manner, such as diagnoses, normal treatment plans and social circumstances, referring to senior staff for further support and advice
- Will actively attend and contribute towards departmental meetings.

Education, Professional Development and Training

- To take every reasonable opportunity for maintaining, developing and acquiring competencies and skills for self development. To participate in annual appraisal and PDP.
- To participate in the supervision, and training renal unit staff, student nurses and Health Care Assistants.
- To help maintain a positive learning environment.
- To act as a mentor to link nurses.
- To participate in formal / informal education programmes within the department. Assist with orientation programme for new members of the nursing team.
- To participate in the teaching and training of patients and their relatives with regard to access formation. To compile and update access information leaflets for patients and carers.

Research and Audit

- Actively keep up to date with research based changes, ensuring they adhere to all new protocols, policies and guidelines.

- Participate in local ongoing audit and research projects as required by the Operational Manager / Modality Sister / Charge Nurse.
- Provides up to date information at monthly renal forum meetings re: access - % of fistulas : catheters, waiting list times, etc

Use of information

- Demonstrate a high level of commitment to and enthusiasm for research, audit and education and in particular establish with other members of the team a prospective audit of vascular audit outcomes utilising the Renal database.
- To maintain and update PAS and specific renal data bases to support patient care. Collates and maintains vascular access history eg date of placement, surgeon, infections, interventions and related hospitalisations.
- To be conversant in the use of electronic communication systems, personal computer systems, normal office equipment.
- Routinely monitors dialysis treatment sheets and monthly adequacy labs that pertain to access

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"> • Registered Nurse • Evidence of continuing professional development. • Mentorship / teaching qualification. 	<ul style="list-style-type: none"> • Degree or willing to work towards degree. • Renal Course • Principles of Physical • Assessment course

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Previous dialysis experience. • Extensive post registration experience • Excellent communication and interpersonal skills. • Strong leadership skills. • Good organisation skills; able to plan • own work but also work effectively within a team. • Ability to prioritise and make sound decisions, sometimes under pressure. • IT skills and auditing 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to problem solve and excellent decision-making skills. • Patient-focussed. • Awareness of personal and professional limitations. • Self-motivated, pro-active and resourceful. • Acts as positive role model for others. • Confident and assertive. • Innovative, exploring new practices and ways of working. 	<ul style="list-style-type: none"> •

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to work flexibly to provide weekday cover. • Ability to work at all hospital sites as required. 	

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.





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Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

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Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

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Getting to The Princess Royal Hospital