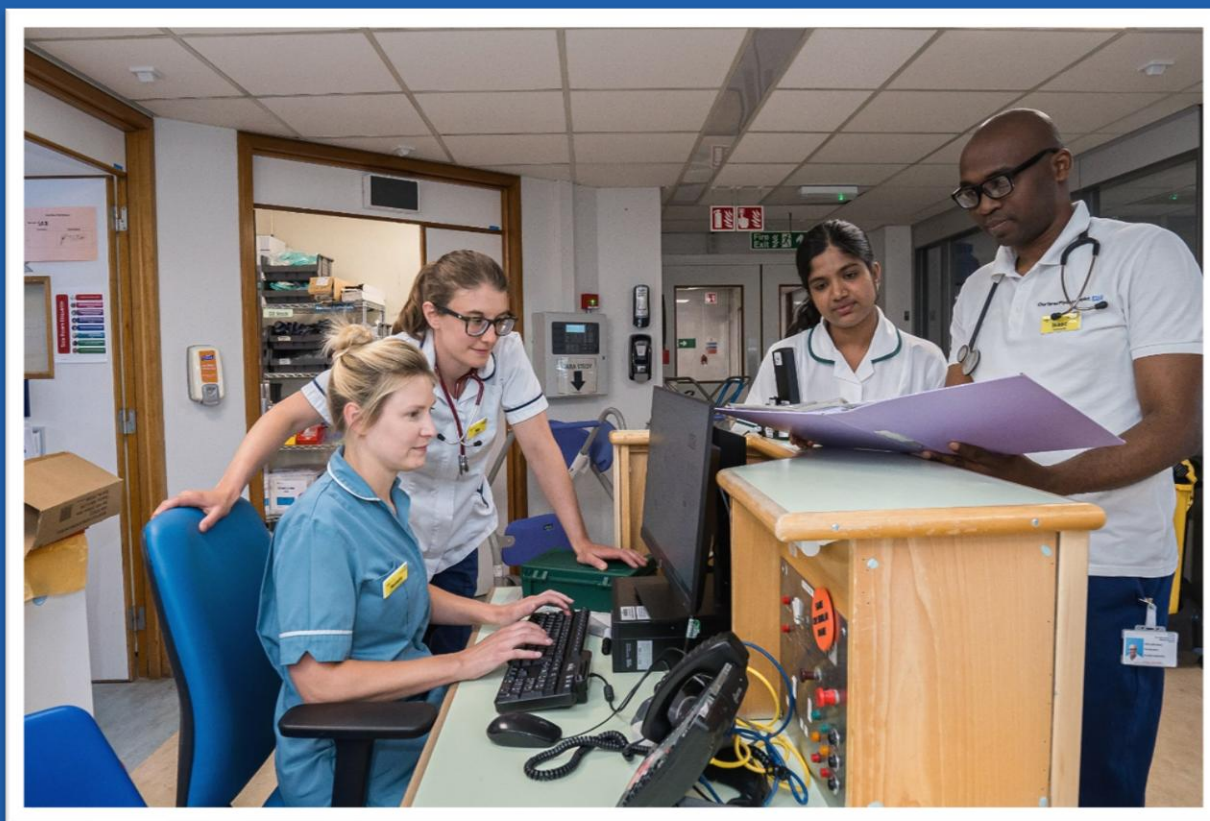


Renal Vascular Specialist Nurse

Candidate Pack



Colleague Benefits

General

- 27 days annual leave entitlement, increasing with length of service, plus 8 bank holidays
- Flexible working policies
- Generous maternity pay and 2 weeks full pay paternity leave
- Colleague recognition scheme and long service awards
- Greener travel initiative, including cycle to work scheme and lift share
- Childcare information and support available, including onsite nurseries
- Discounted bus passes with Arriva

Financial

- Access to various local and national discounts via various external websites
- Salary sacrifice schemes
- Generous pension scheme
- Access to a financial support booklet
- Pre-retirement courses
- Free Will writing service
- Savings and Loan schemes

Learning and Development

- Coaching and Mentoring
- Leadership Academy – leadership and management training for all staff
- Access to E-Learning courses
- Apprenticeships – growing number of apprenticeship opportunities across all disciplines
- Secondment and acting up opportunities
- Support to complete qualifications whilst on the job

Wellbeing

- Coaching
- Mental Health First Aiders
- Chaplaincy
- Fast track physiotherapy service
- Free eye test vouchers
- Slimming World referral scheme
- Cervical screening service
- Long Covid support
- Access to wellbeing/rest rooms
- Menopause support
- Men's Health forms and MOT
- Discounts with local gyms



Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level – from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction – between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

C.A.R.E. Meaning and Practice

Compassion - Demonstrate genuine kindness, empathy and humanity in every interaction. Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

Acknowledge - Actively listen and be fully present. Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

Respect - Treat everyone with dignity, honesty and fairness at all times. Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.

Empower - Enable people to be active participants in their care and work. Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included. Poppy's Promise is more than a framework – it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening
- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

In daily practice, you can:

- Take a moment before entering a patient's space – centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions – consider how your approach made the patient or family feel

All staff within the Trust are expected to:

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.

Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.

- Help patients with kidney disease get the right dialysis access care at the right time.
- Plan and coordinate patient care, including referrals, appointments, tests, procedures and follow-up care.
- Check and monitor dialysis access, identify problems early and help arrange further tests or treatment when needed.
- Work closely with renal teams, surgeons and other healthcare professionals to provide safe, joined-up care.
- Provide clear advice, support and education to patients, families and staff about dialysis access and how to care for it.
- Help improve the renal access service by keeping accurate records, supporting staff training and taking part in audits, research and service improvements.

Job Description

Job title:	Renal Vascular Specialist Nurse
Grade:	6
Site:	The Royal Shrewsbury Hospital
Accountable to:	Renal Unit Operational Manager
DBS required:	Yes – Enhanced

Main Duties

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.

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 o 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, policies 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

	Essential	Desirable
Qualifications	• Registered Nurse • Evidence of continuing professional development • Mentorship / teaching qualification	• Degree or willing to work towards degree • Renal Course • Principles of Physical • Assessment course
Experience	• Previous dialysis experience • Extensive post registration experience • Excellent communication and interpersonal skills • Strong leadership skills • Good organisation skills; able to plan • Ability to prioritise and make sound decisions, sometimes under pressure	
Knowledge and skills	• 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	
Other	• 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;
- 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.

