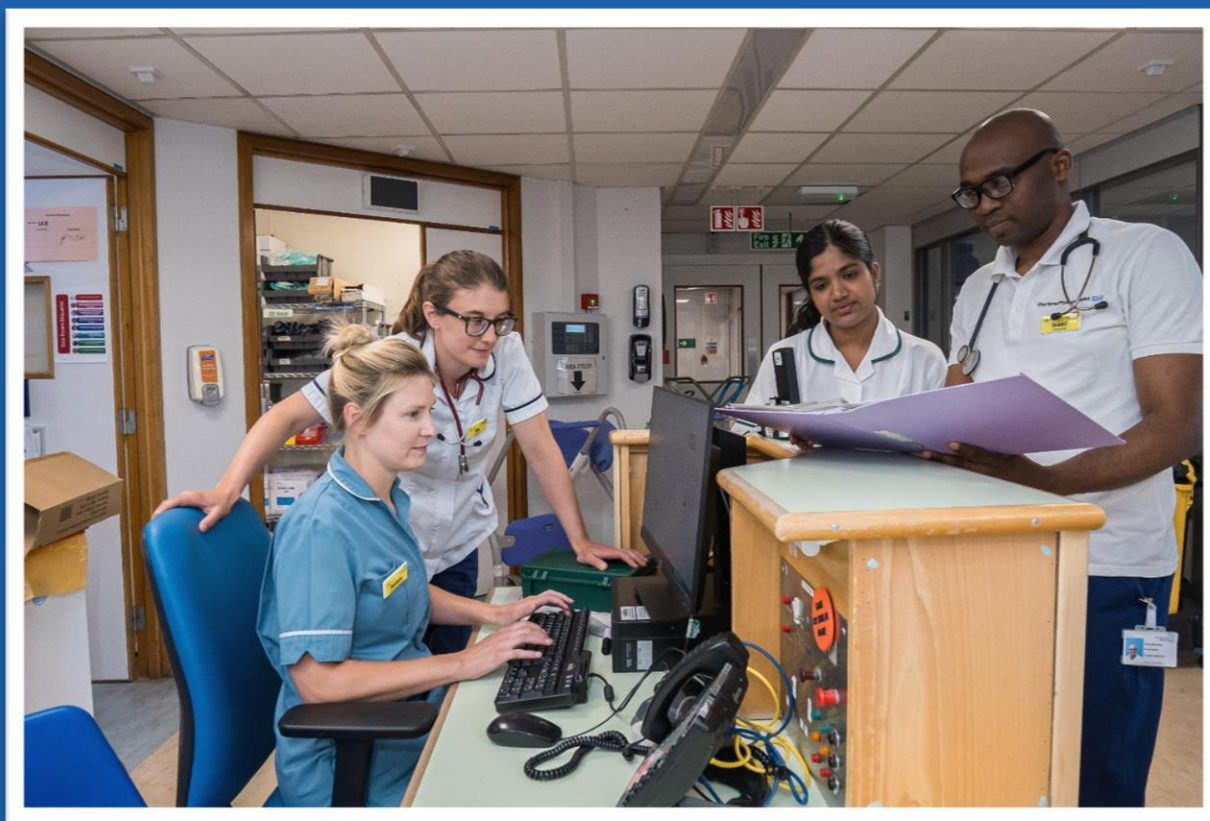


TRAINEE MIDWIFE SONOGRAPHER

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.

- Train to become a qualified Midwife Sonographer while completing a Postgraduate Certificate or Diploma in Medical Ultrasound at Birmingham City University.
- Work within the maternity ultrasound department, carrying out ultrasound scans and supporting antenatal screening services under the guidance of experienced mentors.
- Provide safe, high-quality care to women and their babies, sharing information clearly and keeping accurate patient records.
- Work closely with midwives, doctors and other healthcare professionals to ensure the best possible care for patients and families.
- Develop skills in identifying concerns, making appropriate referrals, and responding professionally to changing clinical situations.
- Take part in continuous learning, service improvement, audits and training activities, with the opportunity to progress into a Band 7 Midwife Sonographer role on successful completion of the programme.

Job Description

Job title:	Trainee Midwife Sonographer
Grade:	Band 6
Site:	The Princess Royal Hospital
Accountable to:	Superintendent Midwife Sonographer
DBS required:	Enhanced

JOB OVERVIEW

We are looking to recruit an experience midwife who has an interest in Training in Obstetric Ultrasound. With post-registration experience you must have a desire to train in obstetric ultrasound, committed to the work involved and an aptitude for ultrasound. The midwife trainee sonographer will work a minimum of 30 hours within the maternity ultrasound department during the training period these hours will include screening duties and an allocated university day in term time.

The trainee will undertake the Post Graduate Certificate/ Diploma in medical ultrasound at Birmingham City University commencing the course in September 2024. The Trainee will be allocated a mentor for the training period.

On successful completion of the Certificate/Diploma the Trainee Sonographer will be required to work a period of preceptorship to consolidate their practice. A minimum

post of 30 hours per week as Band 7 Midwife Sonographer will be offered to the successful candidate committing to working in the department for a minimum of 2 years post qualification.

Scope and Rang

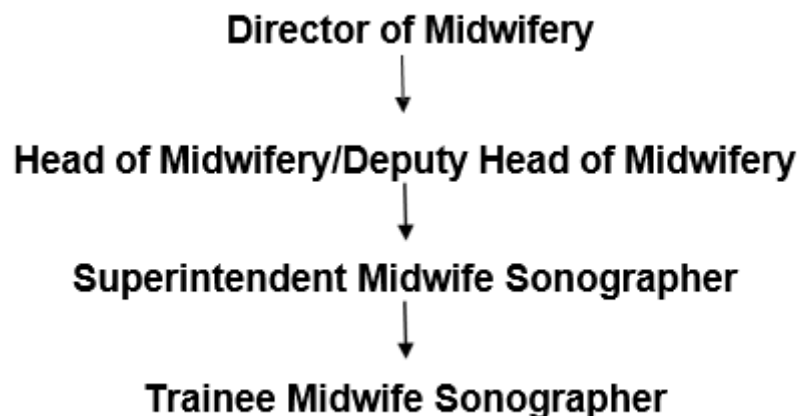
- The trainee sonographer will be expected to scan in a variety of settings and locations during the period of training.
- Proactively support and participate with a multi-disciplinary team to ensure an effective, efficient delivery of service in order to maintain departmental standards.
- Effectively and efficiently plan and organize their own workload

Main Duties and Responsibilities

- Without direct supervision and on his/her own responsibility, undertake care of antenatal, intrapartum and postnatal women and their babies, as per Trust policies and procedures, and according to NMC Rules and Codes.
- Provide verbal and written information to clients and maintain accurate and contemporaneous written records in Trust notes as appropriate.
- Flexibility and use of other agencies may be required where there is a barrier to communication
- e.g. arranging for interpretation or translation services according to Trust Policy.
- Complete all legal documentation and statistical returns as required by the Trust.
- Without direct supervision and under her/his own responsibility, instigate appropriate clinical action where a deviation from normal is detected, in accordance with Trust policies and NMC Rules and Codes, keeping the client and family informed and gaining consent as appropriate. This may include complex facts and/or conveying sensitive information.
- Activate appropriate services in response to emergency situations and participate as appropriate.
- Ensure continuous care by communicating information about clients to relevant agencies e.g. other midwives, Specialist Midwives, Obstetricians, Fetal Medicine Consultants, GP's, Health Visitors, Mental Health Teams, Social Workers, Police etc. This may include highly contentious or sensitive information e.g. Safeguarding issues, domestic violence and/or substance misuse.
- Be responsible for the safe use of equipment e.g. ultrasound scanning machines, IT systems and lease vehicles, reporting any faults to relevant agencies, and ensure adequate stock levels within the area of work.
- Depending on her/his area of work, have an unpredictable workload with a need to be flexible within the framework of Family Friendly Policies/Improving Working Lives/Working Time Directives.
- Participate in the training of new staff and other health care professionals as well as providing mentorship for student midwives. This includes seeking and performing appraisals as per Trust policies.

- Take part in audits, research and/or clinical trials on a regular basis.
- Participate in service development, policy and protocol development, attending working groups, departmental meetings as required.
- Be aware of and abide by all Trust policies including critical incident reporting, complaints procedure, health and safety policies and take action when necessary.
- Be responsible for own continuous professional development and participate in all mandatory study events in accordance with Trust policy and NMC Rules and Codes.
- Be responsible for the effective deployment and development of staff. This includes reporting staff sickness and absence where appropriate and taking appropriate action to cover any deficiencies
- Provide verbal and written information to clients and maintain accurate and contemporaneous written records in maternity electronic systems and if applicable maternity notes.
- Assist in the development of guidelines and pathways and will review them in relation to maternity ultrasound department.
- Assist with review of screening results and any referrals that may be required.

Organisational Chart



Systems and Equipment

- The post holder is required to be competent in the use of various computer software packages including Microsoft Office (Word, Excel, PowerPoint). This includes input analysis, report generation and information presentation.
- Requires knowledge and competency required to contribute to the design and operational management of Incident Reporting System including its software e.g. Datix. This includes security, coding, data capture, data storage and data analysis.

Decisions, judgements and freedom to act

- The post holder reports to and is accountable to the Head of Patient Safety but operates with a significant degree of autonomy and discretion, managing their own workload, immediate priorities and diary schedule within a framework of agreed objectives.
- The postholder will be expected to manage their workload and work flexibly to meet changing operational requirements requiring immediate attention and to make decisions about incident management and policy development across the Trust.
- The post holder will make judgments on what they recommend to be included in policies, annual reports and external self-assessment reports on behalf of the organisation

Person Specification

	Essential	Desirable
Qualifications	• Degree level qualification or equivalent level of knowledge and experience. • Registered Midwife current NMC registration. • Evidence of ongoing professional development acquired through CPD and experience.	
Experience	• Substantial experience as a practising midwife. • Excellent communication skills, verbal written and IT • Strong analytical skills to consider the wider picture • Able to assess, plan and evaluate care • Ability to organise and prioritise workload to meet deadlines • Ability to keep full and accurate records. • Clear understanding of midwifery issues and up	• Understanding of obstetric ultrasound • Knowledge of Regional pathways and guidance related to

	to date knowledge of current NHS developments within maternity services • Up to date knowledge of National Standards • Evidence of clinical and professional expertise acquired through CPD and experience	
Knowledge and skills	• Demonstrates specialist expertise underpinned by theory. • Have an awareness of current national and local drivers in obstetric midwifery ultrasound. • Excellent communicator with good interpersonal skills. • Effective organisational skills.	
Other	• Flexible and positive approach to work. • Understanding and demonstration of the Trust Values	

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 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.

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.

