



The Shrewsbury and
Telford Hospital
NHS Trust

DEPUTY CHIEF EXECUTIVE OFFICER

COMPETITIVE SALARY PACKAGE

For a confidential discussion please contact our
recruitment advisers at GatenbySanderson:

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**Closing date for receipt
of applications:**

9am Friday 11 November

Final panel and selection:

Monday 12 December



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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. 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 the Wrekin Community Clinic, Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 staff, and hundreds of staff 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.





A MESSAGE FROM OUR CEO

Thank you for your interest in the post of Deputy CEO.

We are striving to provide high quality, safe care for all our patients, and to make our Trust a great place to work for everyone.

This is a key leadership role within the Senior Leadership Team at SaTH. The Deputy CEO will work closely with the CEO, the Executive Team and the Board of Directors, to ensure clear vision and direction as we continue to move forward as an organisation.

We are looking for an inspiring motivated individual who demonstrates our values, with the drive and commitment necessary to support the development and delivery of our strategy and plans. Effective leadership and engagement of multidisciplinary colleagues, together with building strong relationships with our stakeholders is an essential part of this role, as well as ensuring that the patients and families we serve are at the heart of what we do.

We are wholeheartedly committed to this and have plans in place to support the continuous improvement required, including ambitious digital plans, for which the Deputy CEO will be accountable and estates plans, including the Hospital Transformation Programme, in which they will play a key role. Our strategic approach seeks to ensure that working with our Integrated Care System (ICS) partners, we are able to provide high quality sustainable health care for our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett

CHIEF EXECUTIVE OFFICER

ABOUT THE HOSPITALS TRANSFORMATION PROGRAMME

After consulting on the future of acute hospital services across Shropshire, Telford & Wrekin and Powys, plans were confirmed to develop an emergency care centre at the Royal Shrewsbury Hospital and a planned care centre at the Princess Royal Hospital (Telford). In the new service model, key specialist services will be consolidated onto single sites (with the required clinical adjacencies), meaning that when patients need specialist care, they will get the best care available at the right time from the right clinicians. Both hospital sites will provide 24/7 urgent care, and routine services such as outpatients and diagnostics, so that most people will continue to receive care at their local site.

This reconfiguration of services is an essential part of ensuring that the health requirements of our communities can be met in a sustainable way over the long term. The changes will also mean that our catchment population will receive better quality healthcare and enjoy a much improved patient experience.

- The emergency care centre will ensure that emergency patients have immediate access to appropriate specialist care, which will provide a better experience for service users and reduce both waiting times and the length of hospital stays
- The centre of excellence for planned care will mean patients wait less time for their appointments and that beds will be protected for planned operations, reducing the number of cancellations
- The improvement to the hospital environment on both sites will make sure that patients receive their care in a modern, fit for purpose environment

In August 2022, the Department of Health and Social Care and NHS England's Joint Investment Committee confirmed the approval of the Strategic Outline Case (SOC), subject to a number of conditions that will be addressed as we develop the Outline Business Case during the next stage of the Hospitals Transformation Programme (HTP).





OCKENDEN REPORT

The Independent Review of Maternity Services at The Shrewsbury and Telford Hospital NHS Trust, led by Donna Ockenden, has now concluded.

The first report was published in December 2020, and the final report was published in March 2022. The two reports can be found here from the GOV.UK webpages:

FIRST REPORT (DECEMBER 2020)

FINAL REPORT (MARCH 2022)

The review described serious failings due to poor maternity care at the Trust over several years. Each report outlines the local actions for learning for this Trust, and immediate and essential actions for all NHS providers of maternity services, which also includes this Trust.

We are determined to improve to deliver safe, effective, reliable, and high quality services to women and families now and into the future.

While there remains a significant amount of work to do, the Trust is making strong progress in key areas to improve maternity services and 45 (87%) of the fifty-two actions set out in the first Ockenden Report have been delivered. Also, this means that the Trust has delivered on all but one of the actions it is the lead for. There are seven remaining actions to deliver; one of which is for the Trust to attend to, and the remaining six are dependent on external agencies such as the Care Quality Commission and NHS England/Improvement. The Trust is collaborating closely with these partners to achieve them.

The final Ockenden Report provided a further 158 actions for the Trust to deliver. Good progress is now being made against these, also. 44/158 actions (28%) are now delivered, evidenced, and assured. A further 59/158 actions (37%) are on track to deliver by their planned date, with the remaining actions yet to commence, but which are being planned for.

In addition, the Trust is working hard to ensure that these positive achievements are sustained and can be evidenced, and has revised the governance and assurance systems and processes in maternity services to ensure these are robust. This includes making progress on improving transparency and accountability at all levels of the organisation.

In terms of day-to-day operational and staffing improvements to maternity services, the Trust has invested in a further eight consultant obstetricians, which now enables on-site consultant obstetrician cover 24/7. Also, the maternity team has implemented twice-daily multidisciplinary Board rounds on the delivery suite to manage services more safely and effectively. In addition, investments have been made in the Clinical Governance support team, and two new specialist fetal monitoring lead midwives have been appointed alongside a lead consultant to focus and champion best practice in fetal monitoring. Other changes have been made within the senior team, including a new Director of Midwifery, a new Divisional Director of Operations and two new Deputy Directors of Midwifery.

The Trust is continuing to work hard to create a more transparent and accountable environment, to rebuild confidence in our Maternity Services now, and into the future.

ORGANISATIONAL STRUCTURE



Dr Catriona McMahon
Chair



Louise Barnett
Chief Executive



Anna Milanec*
Company Secretary/
Director of
Governance and
Communications



Teresa Boughey
Non-Executive
Director



David Brown
Non-Executive
Director



**Professor
Clive Deadman**
Non-Executive
Director



Dr David Lee
Non-Executive
Director



**Professor
Trevor Purt**
Non-Executive
Director



Rajinder Dhaliwal
Non-Executive
Director



**Professor
Julie Green**
Associate Non-
Executive Director



Rosi Edwards
Associate Non-
Executive Director



Deputy CEO*



Hayley Flavell
Director of Nursing



Helen Troalen
Finance Director



Sara Biffen
Acting Chief
Operating Officer



Dr John Jones
Executive Medical
Director (acting)



Rhia Boyode*
Director of People
& Organisational
Development



Nigel Lee*
Interim Senior
Responsible Officer,
HTP and Interim
Director of Strategy
& Partnerships



Dr Richard Steyn*
Strategy & Partnerships
Medical Director

*Non-voting

JOB DESCRIPTION

JOB TITLE:

DEPUTY CHIEF EXECUTIVE OFFICER

BAND:

VSM. HIGHLY COMPETITIVE SALARY,
TO BE NEGOTIATED

LOCATION:

SHREWSBURY AND TELFORD HOSPITAL NHS
TRUST SITES, WITH OCCASIONAL TRAVEL
FURTHER AFIELD

ON-CALL:

PARTICIPATE IN EXECUTIVE ON-CALL ROTA

ACCOUNTABLE TO:

CHIEF EXECUTIVE OFFICER (CEO)

DISCLOSURE REQUIRED:

ENHANCED



JOB PURPOSE

The Deputy CEO is responsible for working with the CEO and Senior Leadership Team to develop the Trust's strategy and plans, as well as making sure that effective performance management systems are in place to ensure that the associated goals and objectives are delivered. Together with the CEO, the incumbent will work closely with Integrated Care System (ICS) colleagues to deliver the ICS Strategy and contribute to the development and implementation of robust plans to achieve this across the local health and care system. The post holder will also have accountability for the delivery of our ambitious digital transformation programme, supporting our Director of Digital Transformation in the implementation of ambitious plans to become 'digital by default'.

Working with Executive Director colleagues to provide leadership to support the Trust to provide high quality, safe care for our patients and to make our Trust a great place to work for everyone.

Ensure effective working with internal and external stakeholders including Shropshire and Telford Integrated Care, regulators, colleagues, partner organisations, patients, families and the public across the communities we serve.

All Directors work as part of a cohesive team and are expected to take lead responsibility for corporate and Trust-wide outcomes and work beyond their immediate functional responsibilities; particularly to develop and deliver strategic transformation. Directors share responsibility and participate in the work to promote patient and public involvement, to achieve the corporate objectives of the Trust, and effective communications with all our valued colleagues and strategic partners.



MAIN DUTIES AND RESPONSIBILITIES

The duties and responsibilities listed on the following pages are representative of the Deputy CEO role, and its purpose within the service.

They are not exhaustive and the post holder may be required to undertake additional or alternative duties and responsibilities commensurate with the level of the post, to support the smooth running of the service and provide clear expert direction and guidance to leaders across the Trust.



PRINCIPAL RESPONSIBILITIES

- Lead the development of the Trust's strategy, working closely with the Interim Director of Strategy and Partnerships, key stakeholders and colleagues across the organisation, to secure their input and buy-in. Represent the Trust in meetings, on various committees and groups across the Integrated Care System (ICS), with a focus on improving the health and wellbeing of the population we serve, tackle health inequalities and improving health outcomes
- Lead the annual review / development of the five year plan, ensuring engagement of key internal and external stakeholders
- Lead the development and implementation of the programme of work required to deliver the Trust's strategy and goals. Put in place robust, best practice management and governance processes to drive programme delivery and and that issues are escalated in a timely way and action taken to ensure effective risk mitigation and achievement of agreed objectives
- Support the CEO and Executive Team to deliver the Trust's improvement 'Getting to Good' Plan, ensuring effective oversight and governance arrangements are in place, performance against the objectives in closely monitored, and actions taken to support teams to achieve the desired quality improvement
- Working with Executive, divisional and multidisciplinary Trust colleagues, lead the annual review of the plan and put in place the next stage forward plan, proposing key priorities and ensuring leadership and resources are in place to secure achievement throughout the organisation
- Lead the development of the Trust's operational plan, ensuring that required statutory, national and local performance standards are fully incorporated. Work closely with Divisional and Corporate teams to clarify owners for all targets and deliverables
- Lead the development and implementation of the digital strategy and plan, promoting a digital approach throughout strategic and operational development and delivery
- Promote and embed a culture of performance management across the Trust that continually reinforces accountabilities for the delivery of operational and strategic plans
- Proactively monitor day-to-day delivery across all Trust performance/plan targets and put in place robust, best practice governance processes, ensuring that performance reporting is transparent with no surprises, and that issues are escalated as appropriate in a timely fashion
- Working with ICS colleagues and the CEO, Lead the implementation of the ICS strategy, with oversight of the engagement and delivery mechanisms, ensuring effective Trust engagement and actions to achieve agreed goals
- Drive the delivery of a multi-year programme of transformation which will support the Trust in achieving its strategy, five year and annual operational plans. Work effectively with stakeholders to ensure implementation according to plan, quality, cost and agreed timescales
- Ensure effective engagement and communication strategy is agreed and implemented, in order to support engagement of stakeholders, and effective communication of the Trust strategy and plans to internal and external stakeholders
- Establish a programme of work to assess and address health inequalities, working with Trust and external stakeholders, to improve access and health outcomes for the population we serve. Ensure effective governance arrangement and use of data to support monitoring and delivery of this programme of work, integrating with the operational performance management approach to support decision making and achievement of agreed objectives

PRINCIPAL RESPONSIBILITIES

CONTINUED

- Listening and engaging with patients and families, contributing to the complaints process, to ensure that appropriate actions are taken and learnings are identified and implemented to improve care in future
- Work closely with the Director of HTP, Interim Director of Strategy and Partnerships and the CEO' to ensure that delivery of the next stages of HTP, contributing to the involvement and engagement of internal and external stakeholders to achieve the agreed objectives
- Being accountable for financial control and for ensuring that the Trust meets its statutory financial duties
- Live our values, listening to others and showing compassion, providing leadership to develop a high performing supportive culture



In accordance with the NHS Trust Code of Governance, the general duty of the Board of Directors, and of each individual Director, is to act with a view to promoting the Values of the organisation so as to maximise the benefits for the members of the Trust as a whole and for the public.

All Directors must take decisions objectively in the best interests of the Trust and avoid conflicts of interests. All Directors have joint responsibility for every decision of the Board of Directors regardless of their individual views or status. As part of their role as Directors of a Unitary Board, all Directors have a duty to ensure that appropriate challenge is made.

DIRECTOR ROLE AS A BOARD-LEVEL DIRECTOR

In addition to the functional responsibilities of the Director post, it is important to emphasise that the Director also has specific responsibilities for which they will be held accountable, specifically:

- Takes a lead role in developing strategic proposals drawing on professional and clinical expertise as necessary
- Leads the implementation of strategy
- Manages performance within their area and deals effectively with suboptimal outcomes and performance
- Actively supports and promotes a positive culture for the organisation and reflects this in their own behaviour
- Nurtures good levels of leadership at all levels, actively addressing problems impacting our people's ability to do a good job
- Takes principal responsibility for providing accurate, timely and clear information to the Board
- Leads on engagement with specific internal or external stakeholder groups
- Participate in the Executive Director on call rota
- To deputise for the CEO as required



MAIN WORKING RELATIONSHIPS

INTERNAL

- Board of Directors, including the Executive Team & CEO
- Senior Leadership Team
- Colleagues across the organisation at all levels and working across all sites

EXTERNAL

- Patients, families and the public across all the communities we serve
- Regulators and other NHS and statutory bodies, including at regional and national levels
- NHS Shropshire, Telford and Wrekin, Integrated Care System partners including primary care and the voluntary sector
- Trades Unions and representative bodies including BMA
- Universities, education, research and development institutions
- Public Health
- Private sector organisations 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.

PROFESSIONAL STANDARDS

All Trust colleagues employed in recognised professions are required to ensure they work to the appropriate professional standards and/or Codes of Practice and all managers are expected to follow the Code of Conduct for NHS Managers.

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

RISK MANAGEMENT

All Trust colleagues have a responsibility to themselves and others in relation to managing risk, and will be provided with the necessary training and support to enable them to meet this responsibility. Colleagues should be familiar with and understand their role within relevant Trust policies and procedures including the Major Incident, Fire and Information Governance Policies as well as any local response plans. Managers are responsible for implementing and monitoring identified risk management control measures within their designated scope of responsibility and escalating these as appropriate in line with Trust procedures.

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

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** - 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 Trusts Safeguarding Children procedures and guidelines
- You attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

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. 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.

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.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer who builds and maintains diverse teams and inclusive cultures.

Our organisation remains on a Diversity and Inclusion journey with the aim of embedding Equality, Diversity and Inclusion best practices into SaTH and creating a sense of belonging. We are committed that selection for training, development and promotion will be based on an individual's ability to meet the requirements of the job.

Within Shrewsbury and Telford Hospital NHS Trust, the post-holder will have personal responsibility to ensure they do not discriminate, harass or bully/ contribute to the discrimination, harassment or bullying by others. The post-holder is also required to co-operate with the measures introduced to ensure equality of opportunity.

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NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

ON CALL

Where appropriate, a requirement to take part in the Trust's on-call rota and provide practical leadership, advice and guidance during specific periods.

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 needs of the post-holder.





PERSON SPECIFICATION

DEPUTY CEO

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"> Qualified to Masters level or equivalent 	<ul style="list-style-type: none"> A Postgraduate leadership, management qualification or substantial relevant experience at senior level

KNOWLEDGE, BEHAVIOURS AND EXPERIENCE

ESSENTIAL	
<ul style="list-style-type: none"> Significant experience of operating at Board level or equivalent in an NHS and or healthcare organisation Demonstrable experience of leading and effectively managing change in large complex environments Adept at achieving business solutions and successfully negotiating contracts in complex environments 	<ul style="list-style-type: none"> Experience of effectively managing regulatory relationships Experience of successfully leading and managing a diverse team to deliver desired results Experience of large scale budget and workforce management Experience of delivering a stepped change in service delivery/culture shift



SKILLS/KNOWLEDGE

ESSENTIAL		
<ul style="list-style-type: none"> • Leadership experience • Experience of service innovation, and development • Decisive leader, capable and committed to translating policy and analysis into practical actions • Significant organisational change experience / managing difficult and complex change • Ability to deal with the media • High level of : <ul style="list-style-type: none"> • Negotiating skills • Interpersonal skills and • Communication skills • Innovative, with strong service focussed approach, exceptional communication, interpersonal, negotiating and influencing skills • Ability to think and act strategically and to articulate a clear sense of direction and vision to a wide audience • Ability to build effective relationships with a range of internal and external stakeholders • A good understanding of national standards 	<ul style="list-style-type: none"> • Demonstrate leadership and ambassadorial skills with an ability to demonstrate a flexible leadership style • Commitment and passion for citizen focused service with the ability to embed such an ethos at all levels of the organisation • Ability to contribute to policy development • Strong prioritisation skills with the ability to manage competing demands • High degree of analytical skills • High degree of report writing skills • Team player with experience of managing teams • Experience of effectively managing large budgets, financial acumen and the ability to oversee the development and delivery of business cases to secure appropriate resources to support strategic and operational plans, supporting teams as required • A good understanding of the health and social care management environment and of roles and responsibilities within it • A good understanding of performance management methodology 	<ul style="list-style-type: none"> • A track record of achievement in: <ul style="list-style-type: none"> • Effective performance management; • Introducing robust systems and processes; and • Facilitation of groups • Undertaking sensitive negotiations • Successful initiation and facilitation of strategic partnerships working and alliances • Developing an organisational culture that promotes clinical engagement in decision making and leading continuous change and improvement in services, encouraging the use of new clinical and service technologies • Able to enthuse, lead and motivate others • To demonstrate the Trust values, role-modelling these values and behaviours and holding others to account to do the same • Knowledge of organisational culture change and working collaboratively with Director of Workforce and other colleagues to deliver our culture plan

OTHER

ESSENTIAL

- Frequent travel between multiple Trust sites (and occasional travel further afield)
- To be proactive and flexible, able to identify and take forward opportunities and work effectively in partnership with others
- Pragmatism with a positive and can-do attitude, willing to roll their sleeves up to get into details where necessary
- The resilience to thrive when operating in complexity and uncertainty, whilst under significant pressure
- The political intelligence to be able to navigate a complex social and political landscape and remain focussed on the shared vision for the future



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 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.

Our Values are:

Partnering - working effectively together with patients, families, colleagues, the local health and care system, universities and other stakeholders.

Ambitious - setting and achieving high standards for ourselves personally and for the care we deliver, both today and in the future. Embracing innovation to continuously improve the quality and sustainability of our services.

Caring - showing compassion, respect and empathy for our patients, families, and each other, caring about the difference we make for our community.

Trusted - open, transparent and reliable, continuously learning, doing our best to consistently deliver excellent care for our communities.

TO APPLY, PLEASE SUBMIT

- A comprehensive CV (maximum 3 sides of A4).
- A supporting statement that addresses the criteria set out in the person specification (maximum 2 sides of A4) and tells us why you are particularly interested in this role.
- Contact details for two referees. Referees should be people who can comment authoritatively on you as a person and as an employee and must include your current or most recent employer or his/her authorised representative.
- Confidential references are taken up on candidates shortlisted for formal interviews. However, we will refer back to you for confirmation that referees may be approached before any contact is made with them.
- Please also tell us about any dates provided in this pack on which you would not be available to participate in the selection process.





**The Shrewsbury and
Telford Hospital**
NHS Trust

The Royal Shrewsbury Hospital

Telephone: 01743 261000
Minicom: 01743 261213

Address:

Royal Shrewsbury Hospital
Mytton Oak Road
Shrewsbury
SY3 8XQ

[Getting to The Royal Shrewsbury Hospital](#)



<https://www.sath.nhs.uk>

The Princess Royal Hospital

Telephone: 01952 641222
Minicom: 01952 641222 Ext: 4955

Address:

Princess Royal Hospital
Apley Castle
Telford
TF1 6TF

[Getting to The Princess Royal Hospital](#)