



ONCOLOGY ADVANCED NURSE PRACTITIONER (ANP)

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.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of 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

A MESSAGE FROM OUR DIRECTOR OF NURSING

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

Here at SaTH we strive to provide excellent care for our communities, and nursing is an integral part of our workforce to enable this to be achieved.

The role of a nurse is incredibly rewarding. As nurses we are often a source of great comfort and hope to patients during some of life's most pivotal moments, and you could play your part in that journey.

I have been a nurse for 30 years and every day I see the dedication and commitment our nurses show. When you join our team, you will be given the support, guidance and opportunities to develop and flourish here at SaTH.

Hayley Flavell

HAYLEY FLAVELL
DIRECTOR OF NURSING

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

Salary sacrifice schemes for home electronics and bikes

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	Oncology Advanced Nurse Practitioner (ANP)
Band	Band 8a
Directorate	Service Delivery Directorate
Accountable to	Matron for Oncology & Haematology/Nurse Consultant for Haematology
DBS Required?	Yes, Enhanced DBS

JOB OVERVIEW

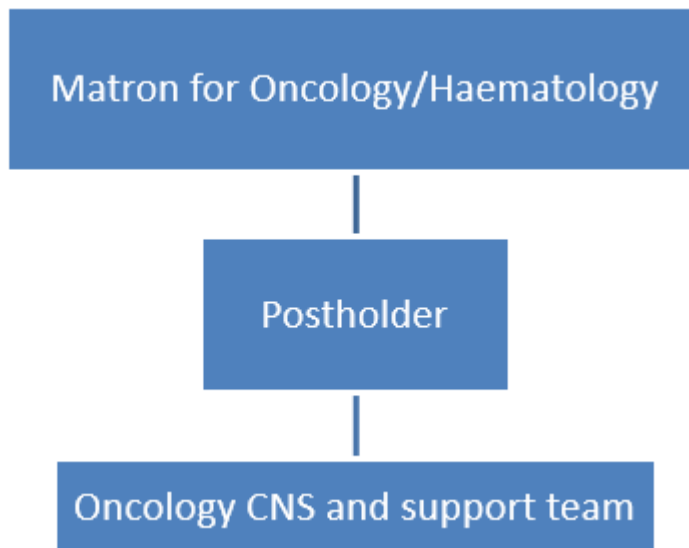
The post holder will have highly developed specialist knowledge around Oncological disease that will play a critical role in leading the Oncology agenda locally and strategically within SaTH. The post holder will be responsible for facilitating and implementing improvements in care pathways for Oncology patients within the trust and particularly within the Oncology department.

The post holder will be highly visible, have an authoritative presence and be responsible for ensuring the delivery of high quality care to a large cohort of patients. They will ensure that the needs of the patient are placed at the centre of care of delivery. They will be responsible for coordinating care, monitoring the quality of clinical support and environmental services and supporting specialist nursing staff.

The post holder will co-ordinate CNS services for their Oncology speciality and provide support to patients and their carers/families from time of referral, during the diagnostics phase and throughout subsequent treatment of their condition, including follow up. Central to the role is a collaborative approach with the multidisciplinary team (MDT), working across professional and organisational boundaries as necessary in order to provide a comprehensive patient focused service.

The post holder will play a key role in ensuring systems and support is in place to ensure there is continuity of care for patients throughout their pathway and the future development of patient centred services. The post will focus on the patient experience, patient safety, continuity of care, improved efficiency, education and communication with service users.

Organisational Chart



Key Working Relationships

- Service Users
- Oncology Nursing Team
- Oncology lead clinician
- Oncology MDT lead
- Operational Manager, Haematology/oncology
- Lead Cancer Service Manager
- External Lead Cancer Nurses
- Professions allied to Medicine.
- Palliative Care
- Radiotherapy Team
- Chemotherapy and supportive Care Teams
- Acute Oncology Teams

- Rehabilitation Services
- Macmillan Support and Information Services
- Other appropriate agencies

Duties and Responsibilities

Management and Leadership

1. Support the Band 7/Band 6 Oncology CNS's within their Oncology speciality providing the team direction and focus of their daily work and to advance the boundaries of professional nursing practice and facilitate multi-professional working. This will be achieved through practice development, management and education, research and audit activities.
2. To work with the Nurse Manager to ensure that an appropriate managerial and professional infrastructure is in place to support the delivery of the service within their department, in line with corporate objectives.
3. To take responsibility for proactively developing, implementing and reviewing clinical practices to ensure that they are clinically effective.
4. To work collaboratively with the Oncology consultants and nursing colleagues to develop services that meet organisational and contractual requirements and to ensure the effective provision of all aspects of clinical care are maintained at a high standard.
5. Formulation and review of clinical policies and procedures. To take responsibility for implementing Trust wide agreed policies within area of responsibility.
6. To participate in and promote cross site working if or when appropriate
7. To be a point of contact by ensuring that they are a visible, accessible and assertive figure to whom patients, relatives and staff can turn for assistance, advice and support.
8. To lead and support the process of change, demonstrating tenacity, drive, professional integrity, balance and perspective.
9. Ensuring there is a process for delivery of the National Cancer standards Peer Review process and to participate in the Internal Validation process.
10. To be continually developing and improving the outpatient clinic care that will be the main focus of their role, streamlining and adapting it to best meet patient needs.

Patient Care

1. To work autonomously for a designated and agreed group of Oncology patients, this may include some newly referred Oncology patients. To ensure this care is delivered in a timely, professional manner, within published guidelines and following MDT discussion. This will involve independent review of patients in

Oncology clinics with appropriate decision making about commencement, dose adaptation or stopping of chemotherapy, radiotherapy or other Oncological treatment.

2. Take a lead role in the MDT clinics, participating in discussion and decision making and ensuring the efficient implementation of clinical decisions and care pathways.
3. To work with the MDT and other Oncology CNS colleagues to establish and set measurable standards of care and ensure the delivery of a high quality service for patients, using available measurement tools.
4. Provide expert nursing support for patients before, during and after treatment.
5. Lead patient education and counselling at all stages of the pathway.
6. Lead on the delivery of Holistic needs assessments (HNA's) within their Oncology speciality.
7. To be a competent practitioner, leading innovation and demonstrating clinical expertise within their Oncology speciality. The post holder will act as a resource and advisor in their area of expertise to colleagues on wards and departments throughout the Trust.
8. To monitor and review clinical standards and practice within their clinical area, with particular attention paid to the drive for evidence-based practice.
9. To act as a specialist resource to professional colleagues, service users and their carers/families in relation to all aspects of the Oncology service.
10. To develop, evaluate and audit standards of care provided, including the development of outcome measures.
11. Provide on-going support, advice, counselling and training to patients and families, encouraging them to take responsibility for their own treatment as appropriate both in hospital and at home whilst acting as their advocate, particularly at difficult times.
12. Provide support and counselling to patients waiting for and undergoing treatment of Oncological conditions.
13. Have direct clinical involvement in patient care within ward and outpatient clinic settings, acting as the facilitator for nursing and junior medical staff to ensure "best practice" for Oncology patients.
14. Request and arrange investigations or procedures independently within agreed clinical protocols.
15. To undertake independent non-medical prescribing within their sphere of practice in the Oncology department and within an agreed prescribing formulary.
16. To handle emotive and challenging situations relating to patients, service users and staff, using influential negotiating and motivational skills to achieve desired outcomes.
17. To gain feedback from patients and relatives about the effectiveness of the care they and their immediate team provide to ensure it meets patient needs.

Communication and Relationships

1. To ensure that team members report changes in patient progress effectively, both verbally and in written form. Ensure that accurate, legible and holistic nursing records according to NMC guidelines and unit guidance are maintained
2. Within their Oncology speciality to interpret and present clinical information to patients and their relatives, demonstrating highest levels of interpersonal and communication skills ensuring that patients and their carers have sufficient relevant verbal and written information during the patient's stay.
3. To demonstrate sensitivity in dealing with complex and confidential information from patients, families and colleagues, giving advice and support when necessary. Respond appropriately to the information given.
4. To attend departmental meetings and Clinical Nurse Specialist meetings and ensure that information/decisions are cascaded appropriately to team members using relevant communication strategies
5. To act as a Lead member within the Oncology multidisciplinary team to ensure effective communication within the team, hospital, community and shared care centres.
6. Share good practice ideas and initiatives with peers and colleagues at Directorate and Trust level
7. Lead and work closely with nurse specialist colleagues and the Oncology multidisciplinary team on the provision of patient care.
8. Represent the trust both locally and nationally in events appropriate to their role.
9. To liaise with colleagues within the immediate Oncology department such as chemotherapy, radiotherapy, Acute Oncology, inpatient Oncology services to achieve the right outcome for their group of Oncology patients
10. To liaise with colleagues outside of the Oncology department such as radiology, pharmacy and pathology in order to ensure the patient's Oncology journey is streamlined and effective and that all necessary investigations and information is available to direct decision making for the patient.

Education, Professional Development and Training

1. To lead and develop education programmes that develop others' competence and performance.
2. To participate in the annual appraisal system, ensuring that all staff have set objectives that identify and support individual development and training needs.
3. Lead the development of practice knowledge within the speciality through internal and external presentations and publications.
4. To identify the training and educational needs for staff, contributing to the development and provision of an annual educational training programme to ensure clinical competencies are met.
5. Lead the development of evidence based standards, policies and guidelines at local level.
6. Extend own Knowledge and skills and work actively to the development of others.

7. To take every reasonable opportunity for maintaining, developing and acquiring competencies and skills for self-development.
8. Participate in Clinical Supervision and provide mentorship and supervision to pre-registration students during allocated clinical placements.
9. Identify area of risk/ poor quality and raise awareness of these through local governance structures

Research and Audit

1. Together with the Oncology team, develop auditable standards of care and initiate and participate in ongoing research, audit and projects.
2. To promote and disseminate relevant research findings to support clinical practice and education within the department and Trust wide.
3. To establish systems for assessing the users views on the quality of services provided and for involving patient's relatives and their representatives in the planning and development of services.
4. To review, where appropriate within their Oncology speciality, patients receiving Oncology trials including decision making about proceeding, adapting or stopping their treatment which will require effective liaising with the Trust Clinical Trials team.

Human Resources

1. To ensure that all local and national HR policies, procedures and guidelines are adhered to and report any failure to do so appropriately.

Use of information

1. To be conversant in the use of electronic communication systems, personal computer systems, normal office equipment and Trust PAS system.

Health and Safety

1. To ensure that the team develops the skills and knowledge to be able to safely and competently use medical equipment and that they are aware of the need to ensure that equipment is cleaned, stored and maintained correctly and that any faults/defects are reported appropriately.
2. To take responsibility for ensuring that systems are in place to control, audit and track the use and location of medical assets and that any losses are reported accordance with policy.
3. To contribute to the ward/department's implementation of a Health and Safety management monitoring structure and as far as is reasonably practical within the designated area of responsibility maintain a safe environment for patients, staff and relatives.

4. To participate in annual H&S audits, working with the Nurse Manager to rectify and address shortfalls.
5. To ensure that at all times the team work in a safe and responsible manner by demonstrating a knowledge and understanding of all Trust Health and Safety policies and the implementation of safety measures including: -moving and handling.
6. The post holder will infrequently be exposed to highly unpleasant working conditions involving exposure of uncontained body fluids, foul linen etc and should be conversant with infection control policies relating to such exposure.
7. The post holder may on occasions be exposed to verbal/physical abuse and should be fully conversant with the Trust's Policy for dealing with these situations. To actively support staff in dealing with such incidents.
8. The prevention and management of acquired infection is a key priority for the Trust. The post holder is required to ensure, as an employee, that his/her work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or themselves:
9. All staff must be aware of infection prevention and control policies, practices and guidelines appropriate for their duties and must follow these at all times to maintain a safe environment for patients, visitors and staff.
10. All staff must maintain an up-to-date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and on-going continuing professional development;
11. Any breach of infection control policies is a serious matter which may result in disciplinary action.
12. All staff have a responsibility to challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Clinical Governance and Risk Management

1. To develop a formal programme of risk assessment and action planning in relation to health and safety, clinical risk and other agreed areas of risk management in line with corporate and national frameworks and strategies.
2. To take responsibility for the handling of complaints relating to the service area, personally supervising investigations where necessary and implementing actions and changing practice when necessary.
3. To work with the Nurse Manager to monitor performance within the Clinical Directorate against Controls Assurance and CNST standards and initiate appropriate action to ensure these standards are achieved.

Decisions, Judgement and freedom to act

1. To work autonomously and independently to ensure delivery of quality services within area of responsibility. Is guided by broad policies and protocols, uses discretion and initiative for implementation of

such policies. Seeks further advice and support for actions that effect areas outside their area of responsibility.

2. To be accountable for decisions affecting their sphere of responsibility. To liaise with the Nurse Manager and other senior managers on issues relating to financial, human resources and corporate quality and governance issues that have wider service implications across the organisation.

Professional Conduct

1. To adhere at all times to the uniform policy.

2. To conduct oneself in a manner perceived by others as constructive. Ensure that any issues with other staff members are addressed at an appropriate level.

3. To adhere to all local, national and NMC guidelines in relation to professional conduct and take the lead in ensuring that local incidents, complaints and issues are dealt with in accordance with Trust policy.

Physical, Mental and Emotional Demands of the Post

1. To analyse and interpret a range of complex information in order to understand clinical performance of the area of responsibility and to prepare and present options for improvement.

2. To undertake presentations to groups and to senior managers as required.

3. To handle emotive and challenging situations relating to patients, service users and staff, using influential negotiating and motivational skills to achieve desired outcomes.

4. To deal with a wide range of complex patient complaints and staff problems.

5. To cope with frequent interruptions whilst in periods of concentration.



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"> • RGN • Relevant post registration programme • Completed Honours degree in nursing, midwifery, research or ethics. If not completed then would need to demonstrate extensive equivalent clinical experience and show willingness to undertake degree as soon as possible • Completed or working towards a Masters Degree in nursing, midwifery, research, ethics or relevant subject • Leadership development programmes • Completed or working towards management development programmes • Advanced Communication Skills • Advanced physical assessment • Non medical prescribing • Specialist Oncology qualification relevant to practice • Specialist chemotherapy qualification or equivalent level of clinical experience 	

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EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Extensive relevant post registration experience working with cancer patients • Experience working as a CNS • Experience of running/working within a nurse led services • Experience of managing other staff • Experience in teaching and training of staff • Involvement in Nursing audit and Research • An awareness and understanding of national and local issues relevant to speciality • Clinical knowledge of chemotherapy, radiotherapy and other Oncological treatments, their side effects and how to manage them • Up to date knowledge and understanding of nursing policy and practice relevant to speciality • Understanding national and local policy relating to speciality. • Demonstrates evidence of professional development in line with KSF, maintains updated portfolio • Experience as a preceptor/facilitator/mentor • Reflective in Practice • Demonstrates evidence of ability to educate others • Demonstrates up to date knowledge and expertise in the speciality. • Evidence of developing Nurse Led 	

Clinics/services

- Evidence of the ability to work collaboratively and autonomously
- Published articles/poster presentations
- Ability to work flexibly to meet service needs
- Demonstrates awareness of research and evidence-based practice
- Willing to provide support to other clinical areas within the care group
- Demonstrates understanding of resource management issues within the boundaries of the role
- Previous experience in audit and evaluation
- Able to work across organisational and professional boundaries
- Able to negotiate effectively with difference disciplines
- Understanding of the relevant national strategy/policy and how this relates to the service
- Innovative approach to service delivery
- Experience in developing services strategies
- Demonstrates understanding of principles of Clinical Governance, e.g risk management, audit
- Commitment to quality initiatives e.g. Nursing & Midwifery strategy, Trust top 10 objectives, CNO10 key roles and relevant NSF's
- Experience in develop standards, guidelines and policies
- Experience in audit and evaluation of practice/service
- Respect the privacy and dignity of the individual
- Understands the implications of Equal Opportunities in practice
- Demonstrates understanding of relevant national strategy/policy and how this relates to the service
- Articulates reasons for desire to work in this clinical area; has clear vision of the lead CNS role
- Committed to providing safe, effective and timely patient centres care in accordance with NMS Code of Conduct

and Trust Core Standards and Values.

- Decision Making skills
- Able to resolve complex problems

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Demonstrates awareness of the importance of working a multi-disciplinary team.• Communicate effectively verbally, in writing and in electronic formats• Communicates with patients and carers in an empathetic manner• Demonstrates understanding of good practice in customer care• Practical experience in teaching patients and staff• Presentation Skills• Experience of applying research evidence to clinical practice• Skills in critical analysis and application of research to practice• Budgetary Management Skills• Able to delegate appropriately.• Highly professional role model• Experience of managing organisational change• Experience if managing staff.	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Flexible approach to shift patterns• Knowledge of key professional issues and NMC guidelines relating to professional practice• Ability to manage and evaluate change• Up to date knowledge of the speciality	

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

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 Trusts 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

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.

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](#)

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[Getting to The Princess Royal Hospital](#)