



TIER 2 ADVANCED NEONATAL NURSE PRACTITIONER 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

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	Tier 2 Advanced Neonatal Nurse Practitioner
Band	8b
Directorate	Service Delivery Directorate
Accountable to	Matron for Neonates
DBS Required?	Enhanced

JOB OVERVIEW

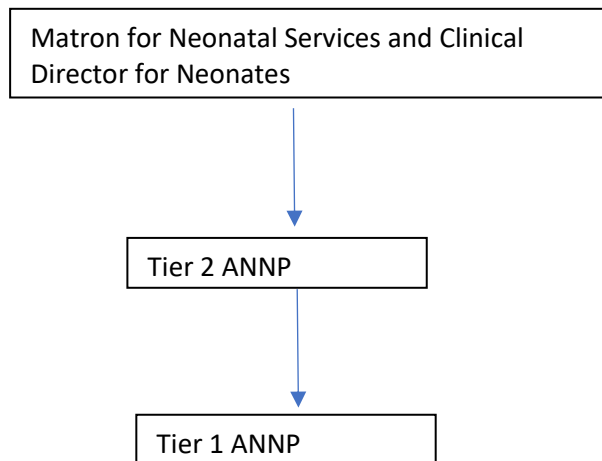
The post holder is required to deliver an advanced level of clinical practice and be competent to work on the Tier 2 doctors' rota within the field of neonates in the Trust.

They will work at this level in their clinical capacity as part of the medical workforce in their specified clinical area. They will act as a role model and mentor their junior colleagues promoting clinical effectiveness in care. The post holder will work closely with all members of the multidisciplinary team and will play an integral role in assisting in the operational/strategic development of the service, promoting and facilitating evidence-based practice, clinical audit and research in conjunction with the Lead ACP for the Trust and Clinical Director in Neonates.

The post holder will work collaboratively with other health care professionals and disciplines and provide leadership and education to others including the development of trainee ANNPs, junior colleagues, medical students and foundation year medical staff. The post holder will work as an advanced practitioner on behalf

of the responsible Consultant within a defined clinical area, delivering all aspects of management and care to a wide range of patients with varying needs. The ANNP's reporting lines will be within neonates however will work alongside and support the education and development of both nursing and medical colleagues within the clinical departments where they are assigned. The higher-level ANNP practices in partnership with the multidisciplinary team on behalf of the department named Consultant, however their clinical decision making and clinical level of patient management will reflect that of a middle grade doctor, having the clinical ability to work on a medical rota.

Organisational Position.



Main duties and responsibilities:

The higher-level ANNP will have highly developed specialist knowledge relating to their clinical area of practice, which is underpinned by theory and clinical experience.

The ANNP will have obtained a full Masters in Advanced Neonatal Clinical Practice and in addition have developed a breadth and depth of clinical acumen in their clinical area of specialty and be able to see a wide breadth of clinical presentations carrying out relevant clinical procedures, interventions and diagnostics to assist in diagnosis and management of the patients in their care.

In addition to a full Masters in Advanced Neonatal Clinical Practice and evidence of completing an advanced clinical curriculum the ANNP will have obtained the following advanced clinical skill set relevant to their clinical area of practice:

- Completion of Radiology Competencies including in house training programme, completion and passed radiology exam,
- Authorisation of Blood Products course, completion of Non-Medical

- authorization blood products competencies
- NLS provider or instructor
- Advanced clinical procedures as per BAPM guidance for procedural skills for the level of training.
- Completion of NMP course and evidence of competently prescribing medications independently according to an extended/ advanced ANNP formulary as agreed by the Trust
- Evidence of service development within their clinical areas
- Evidence of teaching junior medical colleagues, medical students, trainee ANNP's
- Evidence of audit and simple research within the clinical speciality
- Presenting at local, Regional and National conferences or actively part of a Regional Group promoting Advanced Clinical Practice.

Responsibility for patient care:

The higher-level ANNP will have a high-level clinical acumen in their clinical area of practice and have met all advanced clinical competencies relevant to their area of practice in line with senior ANNP competency document.

They will be able to independently assess, diagnose, and initiate treatment plans and discharge neonatal (with direct/indirect supervision of consultants) with a wide breadth of clinical presentations relevant to their specialized area, which include patients presenting with undiagnosed and diagnosed conditions. The role requires shift working which includes days, nights and weekends.

The ANNP will practice within their area of clinical competence assessing, accessing diagnostics and interpreting those results to formulate a clinical management plan and senior input as required.

While the overall clinical responsibility for patient care lies with the named Consultant for patient, the higher-level ANNP will act on behalf of the Consultant assessing, accessing diagnostics and interpreting findings formulating treatment plans for patients.

The higher-level ANNP will be able to act on highly complex facts or situations requiring analysis, interpretation and comparison of a range of options and is able to make clinical judgments, even when conflicting views are present.

Example of this in practice is: A higher level ANNP would be able to clinically manage a complex clinical case which is multi-dimensional; the patient may present with sepsis but also have underlying conditions such as hypoglycaemia and renal failure which need to be considered and managed in the diagnostic and clinical management plan. The higher level ANNP will have the clinical acumen to deal with a complex clinical situation such as this and is able to analyse, interpret and make a clinical judgment based on the complexity of the case, considering the range of options for treatment, monitoring and diagnostics and the implications for each of these for the patient and their presentation

The higher-level ANNP will be able to carry out complex diagnostic procedures and able to interpret and act on the results of the diagnostic findings.

Organisational

The higher-level ANNP will have an integral role in organising, developing and teaching on the ANNP programme and work with the team to facilitate the delivery of the strategic development and educational component of the ACP workforce at the Trust.

In addition to managing their own workload, support junior colleagues, trainees and junior medical staff to manage their workload.

In conjunction with team, propose policy or service changes, with impact beyond own area / supporting implementation and development of service, development of protocols and policies within their specialist area that may impact on other services using NICE guidelines and interpreting into policy for the Trust.

Responsible on a shift-by-shift basis for the management of all neonates presenting within the Trust in conjunction with a Consultant who may be off site and manage admitted neonates within remit of after hours role.

Demonstrate effective multidisciplinary team working and acknowledge the role of individual team members ensuring that expertise is seen as a resource within the team and the Trust.

Actively involve service users in providing feedback of their experience of the current service and suggestions for improvement.

Assist the Clinical Leads of the service to develop robust governance systems by contributing to improving practice and healthcare outcomes so that they are consistent with National and international standards through initiating facilitating and strive leading change for the ANNP team, organization and system levels.

Systems and Equipment

Responsible for the safe use of equipment

Work at all times with due regard for the finite resources of the department.

Assist on the introduction of innovative cost saving efficiencies within the ANNP role and be proactive in the identification of efficiency savings within the department.

Risk Management

Contribute to clinical risk management.

Complete documentation and gather evidence relevant to clinical risk management.

Anticipate, recognise and prevent situations that may be detrimental to self and the health and wellbeing of patients or staff.

Adhere to and participate in the implementation of recommendations and guidelines related to health & safety at work, Control of Substances Hazardous to Health legislation and control of infection procedures.

Implement actions to be taken in event of an emergency.

Demonstrate correct moving and handling procedures following Trust protocols and guidelines.

Adhere to Trust and locally agreed policies, guideline and protocols.

Promote the clinical governance within their clinical department and wider ANNP team

Education, Training and personal development

The ANNP will be responsible for the clinical supervision of trainee/ junior ANNPs and will act as a clinical resource and mentor in practice.

Be responsible for the co-ordination of the ANNP teaching programme and the development of in-house training for the ANNP programme. The ANNP in this role will actively teach and co-ordinate teaching programmes relevant to the ANNP role and in addition teach within their specialty area and across clinical boundaries to other ANNPs, medical students, junior doctors and nursing roles.

Undertake work based and University assessments with Trainee ANNPs and junior colleagues.

Undertake all statutory and mandatory training as required by the Trust.

Undertake continuous professional and clinical development, seeking opportunities to develop own knowledge and skills

Deliver multidisciplinary team education and presentations including presenting at local /National conferences

Take a lead role in teaching and supporting junior medical/ non-medical staff, / junior ANNPs and doctors as appropriate in the clinical setting.

Keep up to date with specialist clinical knowledge, attending education and training provided by the Trust and relevant external course and conferences relevant to your clinical area.

Maintain Neonatal Life support Qualification

Maintain, advance and develop personal theoretical knowledge, high standards of clinical competence and professional development through self-education.

Maintain own professional portfolio.

Lead and work in conjunction with senior colleagues in developing initiatives on ANNP staff development and training programmes for the service.

Responsible for the development of junior ANNP's/trainee's in addition to junior members of the team

Work in collaboration with others to plan and deliver interventions to meet the learning and development needs of own and other professions.

Research and Audit

The higher-level ANNP will take an active part in research and clinical audit within their clinical area. Not only will the higher-level ANNP will carry out independent audits in relation to the ANNP role they will actively partake in the audit process for the medical directorate and be responsible for collating and disseminating their findings to the wider Trust and present at Clinical Governance for their area.

Assist in data collection for specific local and multi-centre research projects.

Work with the Consultant Lead and other ANNPs on the development of multidisciplinary research and clinical audit

Critically appraise and synthesis the outcomes of relevant research, evaluations and audits and apply the information to improve practice.

Participate in and contribute to any regional and national research to evaluate the effectiveness of care strategies related to the patient experience.

Work across professional, organizational and system boundaries and proactively develop and sustain new partnerships and networks to influence and improve health, outcomes and healthcare delivery systems.

Participate in audit, clinical governance and other clinical meetings where the outcomes and recommendations have the potential to improve the quality of care, give case presentations as required.

Assist on specific audit cycles to enhance the quality of clinical nursing and medical practice.

Be aware of the results of mandatory audits, amend own practice where necessary and support/Identify areas of own clinical practice that require audit.

Devise audit tools, analyse data, write report and present findings to the multidisciplinary team. Complete audit cycle by implementing change in emergency/acute medicine department practice as required and re-auditing.

Decisions, judgements and freedom to act

The higher-level ANNP will have the freedom to act within their own area of clinical competency and area of practice. They will be able to independently manage a patient on behalf of the named Consultant, be able to establish and initiate diagnostics and investigations, interpret and act on the results, using their own initiative and discretion to ensure patients receive timely intervention and access to treatment, seeking advice as necessary. While the overall care is overseen by the Consultant, the ANNP at this level will be able to independently act and initiate treatment, investigations and change management plans to ensure patients receive timely care and treatment to the level expected of a middle grade doctor.

Communication and relationships:

The higher-level ANNP needs to provide and receive highly complex, highly sensitive information and have developed persuasive, motivational, negotiating and empathetic skills in their practice.

The higher-level ANNP is able to effectively communicate with ANNP team members, nurses, doctors and other health professionals when discussing emotive, ethical and difficult issues at both personal and professional levels.

Discuss implications of care options with patients and carers to enable them to make informed decisions using assertiveness, tact, diplomacy and compassion.

Initiate and maintain effective communications with members of the multidisciplinary team to promote the welfare and safety of patients and carers, in accordance with child

and adult safeguarding Trust policy.

Recognise when own and others' behaviour is not acceptable and initiate appropriate action.

Provide constructive feedback to others within the peer group and multidisciplinary team.

Have high-level communication skills and contribute to the wider development of those working in the area of clinical practice by publishing and demonstrating work through presentation at conference and/or articles in professional press.

In conjunction with the Lead ACP/ Consultant ACP Lead engage stakeholders and use high level negotiating and influencing skills to develop and improve practice for service development and clinical practice.

Physical, Mental, Emotional demands of the job

The ability to move, position and re-position patients to facilitate the undertaking of clinical procedures and to ensure patient comfort.

Frequent exposure to stressful and extremely unpredictable workloads due to the emergency / acute nature of the service.

Frequent need for a high degree of concentration for long periods of time when undertaking intricate clinical procedures.

The higher-level ANNP may be exposed to difficult and distressing resuscitations/conversations with parents and families. The role will also entail the emotional support of junior colleagues and supporting them to work to their potential.

The higher level will require highly developed skills to perform including but not limited to: IV cannulation, phlebotomy, insertion of catheters, blood gas sampling, lumbar punctures, intraosseous needle insertion and cardiac arrest management including administration.

Competence

The post holder is required to participate in the Trust appraisal process and work towards meeting identified development needs.

The post holder is required to demonstrate on-going continuous professional development.

At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this they should immediately discuss this with their Manager/Supervisor/Consultant. The post holder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

The post holder is required to participate in the Trust appraisal process for ACPs and work towards meeting identified development needs.

The post holder is required to demonstrate on-going continuous professional development.

Non-Medical Prescribing:

To undertake the role of Independent Prescriber with the Advanced Clinical Practitioner role and in line with Trust Policy, professional regulatory and National guidance the prescriber must:

Maintain competency in prescribing according to level of prescribing qualification and participate in regular continuing professional development of this role.

To prescribe in accordance to the Trusts Medicines code, its Trusts Non-Medical Prescribing policy and other National and Local Prescribing guidance.

To prescribe within the limits of their individual competence and approved Scope of Practice /Formulary.

The post holder may be required to perform other duties on an occasional basis which as commensurate with the band and agreed by the post holder and line manager.

This job description can only be altered with the approval of the post holder and line manager

The above job description is a summary of the main responsibilities of the potholder, and not an exhaustive list of duties to be undertaken. The duties may be redefined in accordance with the

Professional Standards:

To conduct oneself in a manner perceived by others as constructive.

To adhere to all local, national and NMC/ HCPC guidelines in relation to professional standards.

To report appropriately any observed lapses in professional conduct to the Ward/ department Manager, in line with local and NMC/HCPC guidelines.

Takes a role in enhancing nursing and medical practice through actively promoting and demonstrating evidence-based best clinical practice.

Models excellence in clinical practice and demonstrates professional behaviour.

Work at all times within the Nursing and Midwifery Council Code of Professional Conduct and Scope of Professional Practice or HCPC regulating body and maintains registration.

Act as a specialist resource and support for other junior staff.

Maintain a high standard of clinical competence and professional development through self-education, identifying clinical areas of growth and development and engaging with learning opportunities. Facilitate and be proactive regarding regular evaluation of their practice with their designated Clinical Mentor, using reflective practice, ensuring up to date clinical knowledge which is reflected in their clinical work and level of decision making.

Contribute to peer review and supervisory processes.

Undertake joint appraisals of trainee ANNP and junior ANNP team members.

Attend, Lead and positively contribute to team meetings.



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"> • Adult/Paediatric/Midwifery registration on NMC register with registration on register as prescriber • Recognised Advanced Neonatal Nurse Practitioner course • Evidence of education to Masters level • Nurse prescribing course • Evidence of on-going, dynamic continuing professional development within the speciality • NLS instructor • Level 3 Safeguarding training 	<ul style="list-style-type: none"> • Leadership qualification • Good Clinical Practice (GCP) Training

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Extensive experience as Advanced Neonatal Nurse Practitioner – working on Tier 1 medical rota • Competent to make decisions & work without direct supervision • Understanding of Safeguarding procedures • Able to conduct practical procedures required for this post • Evidence of Annual Appraisal • Good understanding of Clinical Governance • Previous experience of research and audit • Experience of developing protocols and guidelines 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Effective advanced communication skills • Able to motivate and develop a multi-professional team • Negotiating skills • Ability to delegate and prioritise • Excellent verbal and written communication and listening skills • Experience of undertaking post-graduate academic teaching and training • Computer literate (word processing, PowerPoint presentation) • Risk Management skills • Able to provide supportive feedback to clinicians & colleagues 	<ul style="list-style-type: none"> • Experience of formal assessment of medical staff

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to work as an integral part of the multidisciplinary team • Ability to deal with conflict situations • Maintain confidentiality • Able to travel between hospital sites • Accountability – Takes responsibility for own actions and promotes good team working • Openness – Shares information and good practice appropriately • Mutual respect – Treats others with courtesy and respect at all times 	

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.



EMPLOYER RECOGNITION SCHEME

SILVER AWARD

Proudly supporting those who serve.



Proud to have signed
The Pregnancy
Loss Pledge



The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital