

SHAPE YOUR STORY

Recruitment Information Pack



Advanced Neonatal Nurse Practitioner
 (ANNP) NICU, Royal London Hospital.
 Band 8a



WeCare



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OurVision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.



Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Job Particulars

Job Title	Advanced Neonatal Nurse Practitioner (ANNP) for NICU Ward 8D
Pay Band	Band 8a
Location	The Royal London Hospital Ward 8D, may have to cover across sites within the Trust
Reports to	Matron ITU/HDU NICU & Medical ANNP Lead for NICU
Responsible to	Senior Nurse for PCCU, Neonatal Services, Surgery & Children's Theatres.

1. Job Purpose/Context

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain's leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK's busiest children's hospitals and internationally renowned surgical facilities of which the NICU is both medical and surgical.

Barts Health NHS Trust plays host to The Neonatal Transfer Service which provides high quality emergency care and stabilisation for sick babies across the 28 hospitals in London.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in East London. We will build an international reputation for excellence in patient care, research and education. And as members of UCL Partners, the largest academic health sciences system in the world, we will ensure that our patients are some of the first in the country to benefit from the latest drugs and treatments.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;



- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.

2. Aim of the role

The role aim and person specification has been developed to align with the BAPM framework 2021, this framework aims to be a resource not only for ANNPs but also employers and education providers alike, to inform service development, commissioners and healthcare providers in the planning and quality assurance of neonatal services.

- To provide high quality care to the neonate and family.
- Contribute to the development of a high-quality neonatal service, on the Neonatal Unit. This will also include rotation onto the Neonatal Transfer Service.
- Practice evidence based clinical care of the neonate.
- Utilise advanced skills for the assessment, diagnosis and treatment of the sick neonate.
- Promote the role of the ANNP as part of the multidisciplinary team.
- Support the nursing team in providing excellent care to the sick neonate by supporting the education team, and contributing periodically to the nursing rota.
- Participate in unit MDT teaching programme and Transport teaching involving nursing, medical and ambulance staff.
- Ultimately the Rota will involve 6 month rotations between the Transport team and the Neonatal unit at the Royal London Hospital. The ANNP will be working on the Tier 2 Medical Rota.

The post holder will be expected to work between emergency and elective teams possibly stepping into medical and nursing roles on the same day.

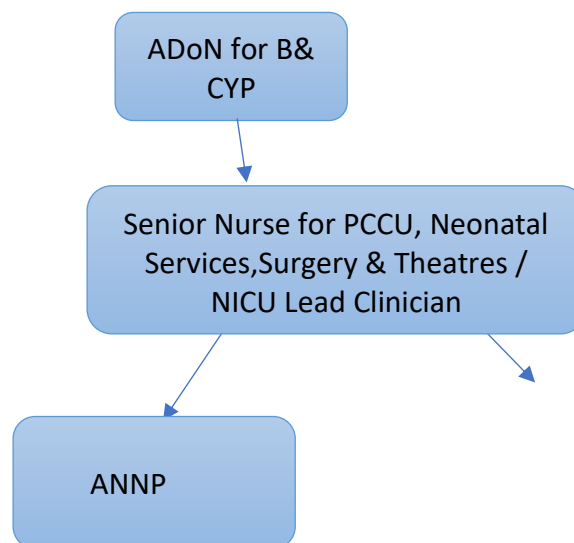
3. Key Working Relationships

The post holder is expected to establish and maintain positive interpersonal relationships with children their families and carers as well their professional colleagues as characterised by trust, mutual respect, and open, honest communication in line with the Trust values. Relationships included but are not limited to:



Internal	External
ANNP's on NTS and on ward 8D Matron for NICU Ward 8D & NTS Consultants ADoN for babies, Children and Young People. Medical team, nursing, and non-clinical staff in all areas (including ED) Senior Nurse General Manager Safeguarding Team Trainee ANNP's Junior staff Ambulance staff	Pan London Hospital staff Midwives & Health Visitors GPs Leads and nursing teams cross NECLODN

4. Structure Chart



5. Main duties, responsibilities and specific duties of the role will include:

Education

To assist in the education of nursing, medical, midwifery and ambulance staff, parents and other health professionals involved in the care of the neonate.

This will include NLS, ARNI, delivery suite skills and drills training, NICU study days Nursing education.

Assist with the orientation/induction of new medical staff

Assist with the on-going training of the nursing staff on the NICU

To act as a resource and mentor to appropriate staff

To be actively involved in clinical audit/research

Work together with the NICU ward ANNP's, NICU ward educators and the NTS educator towards rotational nurse working and enhancing nursing knowledge.

6. Neonatal Unit duties

Assess, plan and initiate the care of the sick neonate on the NICU.

Assess, plan and initiate the on-going care of the neonate on the neonatal unit, including prescribing.

To attend high risk deliveries for resuscitation, stabilisation and safe transfer of the sick neonate to the unit.

To subsequently manage mechanical ventilation, including monitoring of blood gases and altering settings as necessary.

To actively participate in ward rounds in assessing the best management of the neonate.

To perform, monitor and interpret laboratory investigations and act appropriately on results.

To request and interpret other investigations and make referrals to the relevant specialists as appropriate e.g. imaging, ECG, EEG.

Prioritising and organising own workload.

Communicating highly complex and sensitive medical information to colleagues and parents and giving support to staff and parents in such distressing occasions.



To participate and lead in nursing education days and bedside nursing.

7. Procedures and Clinical skills

Have the ability to undertake the necessary diagnostic and therapeutic procedures within the scope of the local guidelines, with a high degree of precision and excellent eye hand and sensory co-ordination.

This includes:

- Venepuncture and capillary blood sampling
- Percutaneous arterial sampling
- Peripheral venous cannulation
- Peripheral arterial cannulation
- Umbilical arterial and venous cannulation
- Insertion and removal of percutaneous central venous line.
- Withdrawal of blood from in-dwelling arterial cannula
- Insertion and removal of endotracheal tubes
- Surfactant administration
- Diagnostic investigation of the intra-pleural space when a pneumothorax is suspected.
- Needle aspiration of the intra-pleural space when confirmed pneumothorax
- Insertion and removal of chest drain
- lumbar puncture
- Supra-pubic aspiration of the bladder
- Exchange transfusion
- Cranial ultrasound scans

8. Administrative

To summarise all neonatal notes and complete Badgernet for every transfer or NICU admission/ CRS episode of care.

Ensure Badgernet database is kept up to date.

To complete comprehensive discharge summaries.

To complete CESDI/CEMACH/PMRT, CDOP, genetic forms and referral letters as appropriate.

Prepare and present presentations whether it be for NTS/Ward or Nurse Educational purposes.



Carry out appraisals for nursing staff as appropriate.

Educational duties.

9. Communication

Develop and maintain communication with people on complex matters, issues and ideas and/or in complex situations.

Communication is a fundamental process to ensure continuity and high standards of care. It includes sharing ideas, information and feedback in order to empower patients and members of the interdisciplinary team.

Able to effectively communicate with ANNP team members, nurses, doctors and other health professionals when discussing emotive and difficult issues at both personal and professional levels.

Skilled in communicating with a range of people on a daily basis some of who may have communication barriers.

To be responsible for disseminating Trust policies and information as required.

Provides feedback to other workers on their communication at appropriate times

A key responsibility will be to utilise a variety of strategies to communicate effectively with patients and those involved in their care

The post holder must also communicate with other staff within the Trust, with external organisations and with the general public.

The post holder must be able to explain strategy and organisational decisions to everyone in the organisation

Takes a proactive role in producing accurate and complete records of activities and communications consistent with legislation, policies and procedures.

Takes a proactive role within the LODN and wider NTG's.

10. Personal and People Development

Act as a role model within the specialist area in the trust and externally.

Demonstrates specialist skills, knowledge and expertise in clinical practice. Supervises others.



Provide supervision, advice, support and training to new fellows and nursing staff during induction in the organisation and delivery of clinical medical care.

Exercises professional accountability and responsibility in changing environments across professional boundaries.

Facilitates preceptorship and mentorship and provides preceptorship and mentorship to members of the nursing team as appropriate.

Leads team meetings so fair and equal opportunities are given to share knowledge and ideas with colleagues.

Leads in the appraisal process of others as part of their individual development.

Encourages reflective practice and actively participates for self or others. (Clinical supervision/Action Learning) with the support of the directorate Senior Nurse through the Trust appraisal process and development of personal development plan, and together with the Lead Clinician, identify their educational and professional development needs.

Demonstrate knowledge, understanding and application of their personal leadership skills.

Lead the development of knowledge, ideas and work practice.

Joins with management of a team of trainee ANNP's and/or junior staff.

Keeps their own registration and re-validation up to date and fit to practice.

Initiate and contribute to the interdisciplinary team approach, liaising closely with the interdisciplinary team concerning changes and developments in patient management.

Be identified as a resource within the Children's team in this specialist area.

Maintain a high level of awareness of relevant research, issues, trends and national recommendations within the specialist area of practice and in nursing generally.

Take an active part in professional networks to ensure the exchange of knowledge and ideas, both locally and nationally. Contribute to the development of national policy.

Take an active part in the development of nursing in the Children's Division and Trust via participation in the clinical nurse specialist forum and shared governance initiatives.

Demonstrate that they are a reflective practitioner.

Exercises professional accountability and responsibility in changing environments across professional boundaries.



Demonstrates knowledge, understanding and application of their personal leadership skills.

Where the post holder is not already an existing NMP there will be the opportunity within the development of the service by undertaking a Non-Medical Prescribing Course alongside an assessment course to enable e.g. nurse led clinics.

11. Assessment and care planning to meet health and well-being needs

Assess complex health and well-being needs and develop, monitor and review care plans to meet those needs.

Assesses, plans, implements and evaluates care for patients with complex needs and makes changes as necessary.

Identifies deteriorating patients and takes the appropriate action to manage the situation, liaising with the interdisciplinary team as appropriate.

Ensures documentation is accurate and up to date.

Educates and supports junior staff in the assessment process.

Safely administers prescribed medication and monitors effects.

Provision of Care to meet health and wellbeing

Plan, deliver and evaluates care to address people's complex health and well-being needs.

Educates patients, relatives and staff as necessary

Ensures patients' views are taken into account in the decision-making process

Leads and/or participates in collaborative decision-making within the nursing team

Participates in meeting health education and promotes the needs of patients and carers

Where appropriate, promote health through coordinated activities and programmes with patients, colleagues and carers.

12. Health, Safety and Security

Promote monitor and maintain best practice in health safety and security

The post holder is required to familiarise him/herself with and comply with the Trust's policies and procedures



The post holder must at all times respect patient confidentiality and in particular the confidentiality of electronically stored personal data in line with the requirements of the Data Protection Act (1998)

The post holder must be aware of individual responsibilities under the Health & Safety at Work Act and identify and report as necessary any untoward accident, incident or potentially hazardous environment

Creates and maintains and takes responsibility for a healthy and safe working environment.

Identifies how to manage risks and help others manage risks.

Monitors work areas and practices and ensures that they are safe and free from hazards, conform to health safety and security legislation, policies, procedures and guidelines.

Takes the necessary action in relation to risk.

Identifies how health safety and security can be improved and takes action to put this into effect.

Keeps accurate records of training undertaken by staff and ensures the Trust's computerised system is utilised. (E-KSF tool, Care Records System- CERNER)

Identify clinical issues and incidents within the Trust that reduce the quality of care within the specialist service reporting these via the DATIX system

Actively participate in the Clinical Governance actively and meetings within the Children's Division

The post holder must at all times respect patient confidentiality and in particular the confidentiality of electronically stored personal data in line with the requirements of GDPR Data Act (2018)

The post holder must be aware of individual responsibilities under the Health & Safety at Work Act and identify and report as necessary any untoward accident, incident or potentially hazardous environment



13. Service Improvement

Contribute to the improvement of services

Draws on knowledge on a range of theories to inform practice. Develops strategies for the management and delivery of care for their specific client group.

Participates in the development of the Ward- Philosophy of Nursing and the shared Governance structure of the Trust. The post holder will convey this within their area of practice

Acts as a clinical and managerial resource to other clinical areas

The post holder may be required to deputise for the Head of Service (HOS) at a strategic level so a good understanding of wider SAS /Neonatal networks and the operational delivery is necessary.

Supports all members of the ward team.

Is aware of financial considerations within the environment and makes judgements to maximise cost effectiveness and cost efficiency.

Develop skills in accordance with the expanded role relevant to the post holder's clinical area

Co-ordinates the activities of the clinical area when required.

In conjunction with senior colleagues in the interdisciplinary team is aware of the need for change, the implications and is an effective change agent.

To act as a change agent to facilitate, initiate, manage and evaluate change in order to improve quality of patient care.

Demonstrates, as an expert practitioner, skills in interdisciplinary team working in which the leadership role responds to changing patient needs. Utilise team leadership skills to organise the delivery of patient care.

Demonstrates the ability to develop and use flexible and innovative approaches to practice, which are appropriate to the needs of the patient group and reflect the aims of the Trust as documented in the pathfinder strategy.

The post holder is expected to champion exemplary nursing leadership and advanced nursing practice.

Lead strategic service improvements, involving decision making about highly specialised complex issues relating to neonatology and transport.



Be an ambassador for excellent neonatal, infant and family care, promoting good networking with the key tertiary centres and all other neonatal units.

Contribute to Urgent and Critical Care Group work streams to improve patient care, patient flow within the neonatal network

14. Quality

Contribute to improving quality

The post holder must at all times work in accordance with the NMC Code of Professional Conduct (2015)

Leads in research, audit and quality initiatives, e.g., Essence of Care

Participates in developing evidence-based practice and ensures that clinical practice is based on the latest available clinical evidence to provide optimum patient care.

Demonstrates knowledge and understanding of the Trust's programme of nursing audit and leads as appropriate in the quality audit cycle.

Evaluates the quality of own and others' work and raise quality issues and related risks with the relevant people.

Supports introducing and maintaining quality systems and processes in own work area.

Ensures documentation is accurate and up to date and monitors and promotes high standards of nursing documentation within the team.

Makes informed decisions in providing care to the patient group by using knowledge of resource management information.

As an expert practitioner evaluates the quality of patient care and ensures that the results are used to sustain or improve the quality of patient care.

15. Equality and Diversity

Support equality and value diversity.

The post holder must at all times carry out duties and responsibilities with regard to the Trust's Equal Opportunity policy

Identifies and takes action when own or others' behaviour undermines equality and Diversity



Information Collection and Analysis

Gather, analyse and report a limited range of data and information.

Demonstrates knowledge and understanding of research and development and how this influences nursing practice

Input patient data in the correct form and manner, whether this be primary or secondary information, onto the supporting computer system

Analyse and report information provided through appropriate clinical equipment and act upon this gathered information (e.g., blood pressure monitoring)

Maintain the integrity of information using agreed methods and procedures

Reports the data/ information clearly in the required format and at the time agreed

Demonstrates the ability to use research enquiry and scholarship to plan, implement and evaluate concepts and strategies leading to improvement

Learning and Development

Enable people to learn and develop.

Provides formal teaching sessions to Directorate/Trust and University staff as required.

Creates and sustains a teaching and learning environment in conjunction with the Matron, Senior ANNP and PDN

Evaluate the effectiveness of learning activities and agree on how learning and development may be improved.

Demonstrates awareness of individuals learning needs and styles and how to develop education and training to meet these needs.

Financial Management

Monitor Expenditure

Monitors expenditures against agreed budgets to support effective financial management consistent with legislation, policies and procedures.

Identifies any actual or potential budget deviations and reports these to the appropriate person.



People Management

Plan, allocate and supervise the work of a team in conjunction with the Matron for the service.

Develops an understanding of effectively managing all resources, including staffing, supplies, budget etc.

Assists with the recruitment and selection of staff.

Takes responsibility for the organisation for managing individual patient load and overseeing the rest of the nursing team's patient load in conjunction with the matron & Senior ANNP.

Objectively assesses the work of a team and provides clear, constructive feedback to the team in a manner most likely to maintain and improve performance.

Supports team members effectively during the NHS KSF development review process and enables them to meet their development objectives.

Agrees with team members courses of action to address issues with their work.

Arranges appraisals with the junior team in conjunction with the matron of the service.

Further information

The post holder may be required to undertake duties at any location within the Trust to meet the needs of the service.

This job description is intended as a guide to the main tasks involved with the post and is not an exhaustive list of duties and responsibilities. The post holder may be required to undertake other duties appropriate to their role, which are not listed, at the discretion of their manager

This job description is subject to amendment and may be changed from time to time after consultation with the post holder

The Trust operates a no-smoking policy

Working conditions

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Criteria	Description
Physical	<p>The postholder requires physical skills that include, eye and sensory co-ordination.</p> <p>Standing for long periods of time.</p> <p>Movement involving pushing, lifting and pulling of heavy equipment</p> <p>Bag carrying and back pack across shoulders.</p> <p>The postholder will require stamina</p>
Emotional	<p>Exposure to staff management and grievance, employment tribunals and difficult change management issues.</p> <p>Will have to deal with staff and occasionally patients and their families who are angry/upset/tearful.</p> <p>To be able to cope with the emotional stress of managing patients who are dying, often after prolonged therapeutic relationships have been developed, and their distressed relatives.</p> <p>To also be able to manage clinical situations where visually distressing sights of open wounds and injury occur and to ensure the support of other team members in this situation.</p> <p>The postholder has to be able to work successfully under pressure of time and resources in and out the clinical environment alongside all clinical groups and the wider MDT.</p> <p>Undertake SI investigations and at times take the governance lead on incidents and SI reporting.</p>
Mental	<p>The postholder requires high levels of concentration at all times, as they deal with heavy demands from a variety of sources.</p> <p>.</p> <p>The postholder will be subject to frequent interruptions due to the nature of the role.</p> <p>The work is often unpredictable and the postholder may have to adapt to change in short time frames and be able to deliver outcomes.</p> <p>The postholder is an essential part of the medical and nursing workforce and will be required to teach and disseminate good practice/benchmarking/audit.</p>



Working conditions	<p>Office based clinical working environments with periods of VDU usage.</p> <p>To work effectively in an environment that is physically unpleasant e.g., cramped, hot and requires the sharing of equipment such as computers or desk space and the neonatal environment.</p> <p>To cope with exposure to patients with communicable diseases/pathologies.</p> <p>To also cope with exposure to bodily fluids to comply with Trust infection control procedures in the handling and disposal of such products.</p> <p>To work with all clinical and non-clinical teams alongside varying patient groups, conditions and gestational ages.</p>
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As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, and consultant (October 2002). www.nmc-uk.org/



Person Specification

Domain	Criteria	Essential/ Desirable Criteria
Qualifications	Registered nurse/RN/RSCN/RM NMC current registration	E
	Relevant post basic qualification in neonatal nursing	E
	ENB A19 course/ ENB 405 or equivalent.	E
	NLS Provider	E
	NLS Instructor	D
	ARNI Course Provider	D
	Masters degree	E
	Information Technology/Word Processing certificates	D
	Teaching Diploma or equivalent e.g. ENB 998 or Assessment in Practice, PGCE.	D/E
Experience	Considerable neonatal nursing at Senior Clinical Nurse level in a neonatal unit which regularly provides intensive care at L3	E
	Neonatal Surgical experience.	D
	Ability to understand and respond in emergencies	E
	Participation in service development and implementation of change.	D
	Experience of teaching and assessing in the clinical area.	E



	<p>Child protection awareness Training</p> <p>Independent Prescribing or aim to work towards.</p> <p>Experience of external teaching, presentation at courses, conferences etc.</p> <p>At least 2 years' experience on Tier 2 medical rota as an ANNP.</p> <p>Neonatal Transport experience</p>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>D</p>
Personal & people development	<p>Ability to demonstrate enthusiasm towards teaching and sharing knowledge.</p> <p>Understanding of own knowledge and Skills Framework and ability to identify learning needs and interests.</p> <p>Ability to self-reflect, carry out tasks of own job and identify what their needs to learn to able to do their current job better.</p> <p>Ability to take an active role in agreed learning activities and keeps a record of them for personal and revalidation.</p> <p>Demonstrates a greater understanding of learning needs and evidence of facilitations skills.</p> <p>Effective interpersonal</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>



	relationships with colleagues in health care settings.	E
	Able to manage work autonomously, but also to work within a team	E
	Ability to assess the work of the team and provide constructive feedback in order to maintain and improve performance.	E
Knowledge & Skills	Advanced skills in all aspects of Neonatal Care top allow medical registrar cover and rota.	.E
	Ability to work as part of a multi-disciplinary team and lead clinical workload.	E
	Experience of service improvement	E
	Competent IT skills use of Excel Word PowerPoint	E
	Ability to audit and survey to improve clinical/non-clinical outcomes.	E
	Able to prioritise and meet deadlines.	E
	Able to use own initiative.	E
	Proven oral and written communication skills demonstrate the ability to compile complex written information.	E
	Experience in group teaching or public speaking	E



Communication	<p>Ability to work as part of a multi disciplinary team.</p> <p>Ability to communicate effectively at all levels across the Department and Directorate/Trust/Organisations.</p> <p>Superior communication and interpersonal skills.</p> <p>Can demonstrate an enthusiastic, approachable and friendly manner.</p> <p>Good telephone skills, clear voice and ability to construct information clearly on the telephone.</p> <p>Able to communicate sensitive information to parents and families</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Specific Requirements	<p>The post holder will be required to work shifts, on call, flexible hours.</p> <p>However, whilst on the NICU the expectation would be approximately 30 hrs on medical rota and 7.5 hrs shared between management day and nurse education and rota.</p> <p>The post holder must be able to deal with stress of the environment, people manage, patient group manage, work closely with the junior, senior Dr's, consultants all nursing bands and transport service, be skilled as listed above.</p>	<p>E</p> <p>E</p> <p>E</p>

