



## SPECIALIST NURSE - STROKE

### 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

<b>Job Title</b>	<b>Specialist Nurse - Stroke</b>
<b>Band</b>	<b>Band 6</b>
<b>Directorate</b>	<b>Stroke Services</b>
<b>Accountable to</b>	<b>Team Leader</b>
<b>DBS Required?</b>	<b>Enhanced</b>

## JOB OVERVIEW

In partnership with members of the multi-disciplinary team the post holder will develop individual competence and knowledge which will support the provision and evaluation of seamless specialist nursing services, ensuring patients receive the highest standards of clinical care. Through work-based learning and development the post holder will develop specialist knowledge and skills, demonstrated through the provision of advice /education and support to staff, patients, families and carers. Whilst undertaking the role the post holder will be supported by a more experience nurse or nurses to enable them to achieve competence in agreed areas of specialist practice through exposure, training and education to agreed levels of competence to enable autonomous practice within the speciality. The post holder will actively undertake and participate in clinical audit and service evaluation within their specialist area.

The post holder is responsible for contributing to the ongoing development of clinical practice, standards of care within the service including the development of policies and procedures, protocols and guidelines.

They will contribute to service development in collaboration with multi-disciplinary colleges. The post holder is accountable for their safe, effective clinical practice working as part of a defined team and supporting team performance, ensuring efficient and effective use of physical and human resources. They will provide / deliver a range of educational and training packages to health care staff and patients.

The post holder may be based within a site or service or may be community based and work in a range of practice settings across health and care providers. The post holder may be required to practice in premises/ settings outside of NHS care providers as part of their role and travel to and from a range of practice settings across an agreed locality this may include secure units / prisons and other regulated settings where patients may reside.

## Main Duties and Requirements:

- The post holder will be professionally accountable for the maintenance of standards and professional practice as set by Trust policies/Procedure, the NMC code of Professional Standard of Practice and Behaviour and relevant professional guidelines.
- Provide specialist nursing advice to a cohort of patients referred for specialist intervention care and support within the services, being a point of contact for assessment, information and advice for the patient, family and carers and all staff involved in the care of the patients.
- In liaison with others support the development of staff caring for patient's through support, formal education, practice development and role modelling.
- To teach and act as a facilitator and supervisor of other staff.
- As a Specialist Nurse the post holder will practice under the direction of the Clinical nurse specialist Team /Service leader, working towards achieving agreed levels of competence, skills and knowledge to enable independent autonomous practice with their scope of clinical practice.
- In conjunction with other relevant clinical staff the post holder will assist with clinical development in maintaining and improving all aspects of clinical governance, evidence
- Based practice and quality assurance and monitoring within the service.
- Use a range of techniques to ensure and monitor standards of clinical practice, audit, research and teaching to continually improve standards of care and patient, experience.
- Ensure safe and effective clinical practice.
- Enhance patient experience.
- Ensure effective delivery of organisational objectives.

## Clinical Practice

- Under the direction of a more experienced Clinical Nurse Specialist the post holder will work towards achieving agreed competency's, skills and knowledge through work-based practice, education and training to enable the provision of specialist nursing. Through agreed process's the post holder will work towards independent autonomous specialist nursing practice, where the post holder will assume responsibility for managing a caseload of patients within a speciality whilst working as part of a multidisciplinary team (defined or virtual), delivering



individualised and personalised direct patient care, advice and support to patients, staff , families and carers..

- Provide a specialist nursing service and advice in a variety of clinical settings and disciplines for staff, patients, their families and carers, effectively liaising with multidisciplinary colleagues. Receive referrals via a variety of media including (where defined) direct patient referral. Triage case load and clinical priorities according to agreed protocols and working practices.
- Participate in multidisciplinary clinics, ward rounds, patient reviews and multidisciplinary team meetings, where the post holder will work towards autonomous practice and co-ordinate treatment independently or in conjunction with a wider multidisciplinary team. Undertake and provide treatment / advice as per speciality and scope of practice. These may be face to face, virtual or telephone, and incorporate the use of agreed protocols clinical and professional guidelines. This service may be provided within an acute secondary health care facility or in a primary, community or home care settings.
- Responsible for carrying out highly visible specialist clinical practice within a designated group of patients as part of a multidisciplinary team. Ensure that high quality, current evidence-based nursing care underpins all actions and interactions with patients and is aligned to the professional values of care, compassion and respect. Responsible for the application of knowledge across a range of work procedures and practices, underpinned by theoretical knowledge and practical experience.
- Have accountability for the correct administration and custody of medicines according to the Trust Policy to include the safe administration of medicines , controlled drugs intravenous drugs, transfusion of blood and blood products where this is a requirement of the clinical area. Where there is a requirement utilise scope of practice to undertake Non-Medical Prescribing role and or advise on medicines management issues associated with the patient group.
- Provide a seamless, high quality service from referral through to assessment, diagnosis, treatment and review, referring to other specialists as required. Provide guidance to staff, patients, their families and carers on pathway navigation. Seek support, guidance and advice from more experienced colleagues from within the team or affiliated teams as required.
- Contribute to the development and updating referral guidelines for the service, demonstrate competence in assessing and prioritising referrals and planning clinical and educational workload.
- Demonstrate safe, appropriate practice and specialist nursing advice using up to date knowledge and evidence to assess, plan, deliver and evaluate care, communicate findings, influence changes and promote health and best practice. Make person centred, evidence-based judgements in partnership with others involved in the care process to ensure high quality care.
- Communicate with patients and their relatives/carers, making reports and liaising as required with medical staff and other members of the multidisciplinary team both verbally and in writing. Where there is a requirement undertake training to support and enhance effective communication ability.
- Continuously assess the communication, educational and information needs for patients and their families and devise plans to ensure needs are met; ensure instructions/information are understood. Observe changes in patient's attitude, behaviour and emotional state, physiological observations and report findings as required. Be mindful of own and others body language and barriers which may affect communication.
- Facilitate the active engagement of service users through facilitation of patient family and carer feedback via user groups, open days, support groups and ensure feedback informs service development
- Use professional judgment to intercede and act as advocate for patients to ensure a patient

focused approach to the delivery of care. Support and enable patients and carers to make informed decisions relating to their treatment and management, escalate concerns within nursing / professional structures as required.

- Demonstrate critical analysis and decision-making skills, ensuring patients receive high quality clinical care and a good patient experience, having regard to their customs, beliefs and doctrines.
- Recognise and act to avoid situations that may be detrimental to the health and wellbeing of patients. Advise on the promotion of health and prevention of illness escalating concern as required to appropriate members of the multi-disciplinary team.
- Take a clear and concise history from patients by assessing their health and well-being, complete documentation (paper based and electronic systems) ensuring all entries are accurate, legible and timely and in accordance with Trust standards.
- Carry out those activities required to conduct and record a comprehensive assessment of a person's nursing requirements. Be mindful and record relevant details of cognitive understanding, spiritual and religious beliefs and patient's wishes.
- Undertake a range of physical observations appropriate to the scope of practice using a range of equipment, record and report and escalate exceptions as required to relevant multi-disciplinary team members.
- Recognise significant observations made and use them to develop and initiate and devise plans of care. Within own scope of practice request/undertake diagnostic procedures/clinical investigations within expanded practice protocols and clinical competence.
- Monitor patients progress, ensuring accurate records of all relevant observation and clinical assessments are, take appropriate action as indicated.
- Work towards safe and timely discharge and or transfer of care of patients from or between hospital and services and health care professionals and ensure barriers to discharge/ transfer of care are identified and acted on appropriately.
- Report and raise concerns about Safeguarding, accessing advice and support at the point of need. Be conversant with Trust policies, procedures and systems for safeguarding including the assessment of Mental Capacity, the process for consideration requests for Deprivation of Liberty Safeguards (DOLS) and the application of the principles of Prevent (counter terrorism awareness).
- Supervise, carry out and assist with clinical procedures / practice as required, ensuring optimal recovery to health of the patient in accordance with Trust Policy, procedures, guidelines and expanded practice protocols. Delegate these tasks as appropriate.
- Ensure effective handover of patients between health care professionals using a range of communication aids such as verbal handover, email, IT systems, written documents, reports and letters.
- Facilitate high-quality cost-effective specialist service through monitoring and audit and other quality initiatives, this includes the use of consumables associated with the service. Actively contribute to the evaluation and feedback of equipment and consumables ensuring economic use.
- Local area variation to core job description To achieve and maintain skills and clinical competencies specific to the post/ department /role, including equipment training, expanded practice, non-medical prescribing in accordance with Trust protocols , guidelines , polices and associated procedures.

# COMPLIANCE AND GOVERNANCE

- Take an active role in risk assessment, supporting the implementation of strategies to minimise risks. Ensuring incidents and near misses are reported and managed as per Trust Policy / Procedure. Where the management of incidents is delegated have responsibility for the processing of reports as per Trust Policy and Procedures. Take part in clinical incident reviews including the investigation of incidents. Participate in learning from incidents, including provision of feedback, reflection and action in practice. Where required support the development of action plans which lead to systematic change through specialist advice or provision.
- Work according to hospital policies, procedures, clinical guidelines and participate in the updating of these within the specialist field of practice.

# LEADERSHIP, ORGANISATION, TEAM WORKING AND DECISION MAKING

- Act as a clinical role model and demonstrate specialist knowledge and high standards of clinical practice and provide support or advice when necessary.
- Support the development of the role according to patients changing needs, service requirements and research findings.
- Work autonomously, organise own workload, manage own caseload and practice, identifying and maintaining supportive networks for self and others. Identify and articulate workload pressures to line manager and or capacity within case load accepting reallocated work when required to do so.
- Promote team working and collaborative working practices to maintain a harmonious working environment. Ensure effective communication and liaison with all members of the multi-disciplinary team. Actively participate in participation in ward rounds, case discussions and multidisciplinary team meetings. Liaise with inter-hospital departments/personnel across organisational and professional boundaries.
- Actively participate in and facilitate service/departmental projects, audits, quality initiatives and statutory accreditation processes. This will include the setting, monitoring of clinical standards and care on a regular basis and contributing to the updating of protocols, guidelines, policy and procedures. Undertake as required literature searches and reviews to support service development and updating.
- Develop links and collaborative working relationships which enhance the interface between staff, patients, community and visitors across organisational and professional boundaries.
- Participate and contribute to initiatives that are aimed at improving patient quality of care and patient experience. Where appropriate suggest changes which are aimed to improve standards
- Support the development of / and utilise information systems to aid clinical audit and decision making, and provide information and annual activity analysis, statistical returns and service reports.

# Education and Research

- Act as a specialist educational resource for clinical staff, patients' carers and relevant external agencies by providing formal and informal education.
- Ensure the learning environment and specialist training is appropriate for both pre- and post-registration learners.
- Support the development, updating and coordination and delivery of training programmes and seminars based upon agreed protocols, clinical guidelines and standards. Utilise a range of media including teaching packages for students, staff, patients and carers. Ensure appropriate recording of activity to support reporting of service activity.
- Act as a mentor/assessor to staff as required, provide education advice and support to staff. Ensure the departments can access appropriate teaching, support and guidance, in accordance with the clinical area/departmental needs to agreed levels of skill and competence. Support and contribute to the development of standards for education and training associated with the field of specialist practice.
- Contribute to fostering a learning culture that is stimulating, supportive and rewarding to staff.
- Participate in education and practice development on a Trust wide basis and as required in a national and international level by attending, presenting at, and/or assisting with the co-ordination of study days, seminars, forums and conferences.
- Where required ensure staff are fully trained on the range of equipment, consumable products associated with the care and treatment of patients and that they are educated to understand the correct method of clinical assessment before using such items with patients. Maintain own skill and competence with the range of consumables and equipment required to undertake the role and train and assess others to agreed levels of competence in practice.
- Utilise research findings in the delivery of specialist patient care, developing new ways of working to disseminate relevant information to staff.
- Where required assist with clinical trials and research. To promote a progressive attitude to the continual improvement of patient care through research and evidence-based practice.
- Be aware of research/ trials being undertaken within the specialist field of practice.

# Leadership

- Act as a clinical role model and demonstrate specialist knowledge and high standards of clinical practice and provide support or advice when necessary.
- Support the development of the role according to patients changing needs, service requirements and research findings.
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- Develop links and collaborative working relationships which enhance the interface between staff, patients, community and visitors across organisational and professional boundaries.
- Participate and contribute to initiatives that are aimed at improving patient quality of care and patient experience. Where appropriate suggest changes, which are aimed to improve standards.
- Support the development of / and utilise information systems to aid clinical audit and decision making, and provide information and annual activity analysis, statistical returns and service reports.
- Maintain a safe, clean environment. Ensure that hazards in the practice setting are reported as per Trust procedures and any I equipment in use is in good working order and report appropriately when defective.
- Ensure through good practice that patient experience initiatives are supported. Address any immediate concerns or complaints as they arise and escalate as required.
- Attend and participate in multi-professional meetings and forums as a representative of the service.

## Communication

- To demonstrate good team working within the multidisciplinary team in relation to the SAA Team, including Nurses, therapists, FY1's, SHO's, Medical registrars and Consultants.
- Report on a patient's progress or condition both verbally and in written form to a level where other members of the multidisciplinary team can easily understand.
- Ensure that accurate, legible and holistic patient records are maintained according to NMC standards.
- Improve and maintain good communication between all members of the team, ensuring appropriate referrals and liaisons occur with relevant personnel.
- Where appropriate interpret and present clinical information to patients and their relatives, demonstrating highest levels of inter-personal and communication skills ensure that patients and their carers have sufficient relevant verbal and written information during the patient's stay.
- To respond appropriately to sensitive information from patients and healthcare professionals in an appropriate manner, such as diagnoses, normal treatment plans and social circumstances, referring to senior staff for further support and advice.
- To report clinical incidents and near misses promptly and coherently through the Datix system

- Will actively attend and contribute towards Departmental meetings.

## Professional

- Be fully conversant and wholly accountable for his / her practice, act and uphold the professional standards detailed within the Nursing and Midwifery Council Code of Professional Standards of Practice and Behaviour for nurses and midwives.
- Recognise the limits of individual competence and knowledge, undertake further training and academic qualifications as relevant to the role and service requirements.
- Take personal responsibility for attendance at mandatory/ statutory training and updating as per Trust statutory and mandatory training requirements and inform your manager if there is any deviance from training attendance at mandated intervals
- Provide and accept constructive feedback and use this to reflect on your own practice.
- Recognise signs of stress and the emotional impact of care in in self and others and take appropriate action, escalating to line manager as required.
- Act with personal and professional integrity within professional, ethical and legal frameworks and process to maintain and improve standards of care and practice.
- Take responsibility and maintain professional records for personal and professional updating (portfolio of practice) to support revalidation; take an active involvement in professional development discussions and personal development plan.
- Adhere to all Trust policies ensuring a high standard of personal and professional behaviour and dress is always maintained whilst acting as an ambassador for the trust and a role model to others. The post holder will always act as a positive role model in promoting the personal growth of self, peers and junior colleagues.
- Utilise opportunities to support ongoing professional development by undertaking delegated tasks for your line manager in his / her absence or representing them at meetings and forums.
- The posts holder may be deployed / expected to work in any part of the organisation should the need arise to ensure patient safety is maintained.

## Political and Strategic Awareness

- Develop and maintain a working knowledge of local, national and professional strategy and policy. Ensure organisational goals are reflected in personal objectives and reflected in service development plans.
- Contribute to policy and strategy development at departmental and organisational level.

## Professional Responsibilities

- Be fully conversant and wholly accountable for his / her practice, act and uphold the professional standards detailed within the Nursing and Midwifery Council Code of

Professional Standards of Practice and Behaviour for nurses and midwives.

- Recognise the limits of individual competence and knowledge, undertake further training and academic qualifications as relevant to the role and service requirements.
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- The posts holder may be deployed / expected to work in any part of the organisation should the need arise to ensure patient safety is maintained.

## Physical Skills/Effort

- Computer literate with standard IT / keyboard skills.
- Ability to travel regularly between sites / premises associated with the role and work in NHS and non-NHS settings undertaking the role
- Ability to travel and across the UK to attend meetings associated with the role.
- Light physical effort requires moving small items in association with the role i.e., laptop / stationary items.

## Mental Effort

- Frequent requirement to concentrate for patient assessment / exchange of information / clinical and nursing procedures.
- There is a requirement for the post holder to input / access and analyse complex health data for periods of time.
- There is a requirement to understand and abide by the local policy / procedure when working on offsite premises.
- Mental effort required moving between meetings/ clinics with different stakeholders in

different organisations during the day / week.

- Deal with complex service providers needs including communication with professionals, key stakeholders and inter agency groups not always associated with or familiar with NHS care delivery systems or across organisational and professional boundaries.
- Required to prioritise and manage own workload and plan this.
- Deliver / facilitate training / education sessions / seminars and prepare for these using a range of media.

## Emotional Effort

- Deal with a complex multi professional working relationship with numerous stakeholders.
- The post holder will occasionally be exposed to distressing and emotional circumstances which may include terminal illness/ poor outcomes or distressing content associated with people.

## Working Conditions

- The post holder will have to travel across sites and or on and off site using road transportation, and may start work on one site and end on a different site within the organisation. Multi-site working may include working in NHS care and practice settings or settings where the service is delivered as part of an agreed service arrangement including local authority / institutional and custodial settings. This may be by car/ rail.
- The post holder may at times be classified as a lone worker.
- To be able to work flexibly as appropriate in order to meet critical, short and long term objectives. This may include varied start / finish times within contracted working hours and patterns.

**The post holder will undertake other duties as may be required to achieve the Trust's objectives, commensurate with the grading of the post.**





## 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"> <li>• NMC Registration Nurse</li> <li>• Degree Level Education</li> <li>• Evidence of post registration CPD/Post registration qualification in (appropriate areas of speciality)</li> <li>• Evidence of professional updating within last 12 months</li> <li>• Non-medical prescribing or ability to complete. (If applicable to specialised area.</li> </ul>	<ul style="list-style-type: none"> <li>• Masters level study</li> <li>• Physical assessment skills</li> <li>• Advanced Life Support training</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Evidence and ability to revalidate as required by the NMC.</li> <li>• Significant post registration experience.</li> <li>• Evidence of knowledge for the associated area of specialist practice.</li> <li>• Evidence of achievements and career development in current post and of ongoing professional development/ competence.</li> <li>• Demonstrate specialist knowledge underpinned by theory and CPD relevant to speciality.</li> <li>• Experience in teaching / assessing.</li> <li>• Experience in service development.</li> <li>• Experience of working in a multi-disciplinary and cross agency work environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience at Band 6 in equivalent or relevant speciality.</li> <li>• Leadership course</li> <li>• Involvement in Nursing Audit and Research</li> </ul>

# SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Ability to work and communicate effectively within a multidisciplinary team setting within and outside the Trust.</li> <li>• Evidence of excellent communication skills including verbal, nonverbal and written.</li> <li>• Evidence of excellent patient documentation and record keeping skills.</li> <li>• Excellent interpersonal skills with professional credibility</li> <li>• Time management skills with an ability to act on own initiative and be both self-directed and motivated in the work environment.</li> <li>• Positive attitude to change with a proven ability to assist in the implementation of change and practice development.</li> <li>• IT literate</li> </ul>	<ul style="list-style-type: none"> <li>• Undertakes regular audit of care documentation.</li> <li>• Has led a change project with demonstrable outcomes.</li> <li>• Ability to use a computer Microsoft Office, and Sema Pas skills</li> </ul>

# OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Awareness of professional and personal limitations.</li> <li>• Ability to inspire confidence in others, demonstrating strong leadership qualities and acting as a positive role model to other members of the team.</li> <li>• Strong team worker</li> <li>• Flexible and adaptable in approach</li> <li>• Ability to work flexibly to meet service needs.</li> </ul>	

# 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.

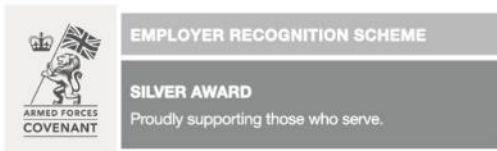
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

# 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](#)

## The Princess Royal Hospital

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[Getting to The Princess Royal Hospital](#)