



TRAUMA 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



A MESSAGE FROM OUR DIRECTOR OF NURSING

Thank you for your interest in this role.

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

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

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

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

Hayley Flavell

HAYLEY FLAVELL
DIRECTOR OF NURSING

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Trauma Nurse Practitioner
Band	Band 6
Directorate	Service Delivery Directorate
Accountable to	Ward Manager/Senior Trauma Nurse
DBS Required?	Yes, Enhanced DBS

JOB OVERVIEW

The post holder will act as a clinical expert and professional resource, managing a caseload of patients admitted to the trust with traumatic orthopaedic conditions, using specialist trauma/orthopaedic knowledge.

Main Duties and Responsibilities

The post holder will support the provision of the highest quality patient care through personal actions and continuous improvement. This will include:

- Assessing, developing, implementing, and evaluating programmes of care for patients who are referred with orthopaedic trauma including but not limited to hip fractures.
- Participating in daily multi-disciplinary reviews of orthopaedic trauma patients.
- Participating in the co-ordination and monitoring of all clinical activities throughout the patient pathway, ensuring all patient's data is available to be entered into the National Hip Fracture Database (NHFD) and driving forward evidence-based practice.

They will assist in the introduction of new modes of therapy, formulation of policies, procedures and standards relating to the orthopaedic trauma service and will ensure the efficient and effective utilisation of resources to deliver optimum quality care and ensure that performance targets such as decreased length of stay are met.

The post holder will be responsible for their own professional development, using in service training, to gain further advanced skills and knowledge.

Responsibility for staff:

- Be an expert clinical practitioner, providing strong clinical leadership, inspiring, empowering, and energising others in a shared vision to ensure the provision of optimum patient care.
- To be a specialist practitioner, leading innovation and demonstrating clinical expertise in the Trauma/ Orthopaedic field
- Plan and allocate staff considering available expertise, resources and patients' needs.
- Act as a role model for all staff promoting standards of care, being an educational leader for ward nursing staff, advising, supervising, and teaching multi professional clinical teams throughout the Trust.
- Be a role model.
- Lead junior staff to undertake difficult conversations.
- Participate in the audit of care standards and documentation, in conjunction with the Lead Nurse. Ensure the quality standards are maintained, taking appropriate first line action in the event of continued non-compliance.

Responsibility for patients/clients:

- Be an accountable professional, acting in the best interests of people by providing, evidence based, person centred, compassionate care.
- Ensuring that all patients who are referred have their needs assessed, that programmes of care are developed and monitored to meet these needs and are delivered in accordance with agreed policies and procedures.
- Ensuring continuity of care, by providing specialist advice, training, and liaison within the clinical area (including Consultants and GP's), in order to provide a high standard of patient care.

- To monitor and advise in the care of all patients with orthopaedic trauma conditions, ensuring appropriate treatment and nursing care is provided from their referral, from ED or other inpatient areas. This would include regularly monitoring the Emergency Department and identifying patients who can have their patient journey facilitated.
- To facilitate appropriate and timely investigations for orthopaedic trauma patients, to ensure patients are in their optimum physical condition prior to theatre and to ensure the best possible recovery and outcomes.
- To support patient and family communications, ensuring accurate expectations including the delivery of bad news and changes to plans or treatment. Ensuring all patients are psychologically prepared for theatre and educated about their injuries, the intended management and discharge plans.
- To effectively liaise with the multidisciplinary team, working with surgical, medical, and anaesthetic teams to ensure that theatre space is used effectively and patients awaiting theatre are prevented from unnecessary pre-op fasting.
- To attend or facilitate the ward nurses, to attend daily board round and appropriate other ward rounds with trauma consultants and care of elderly specialists.
- To take responsibility for the Trauma Patient Initiated Follow-Up (PIFU) line as a specialist advisor to patients who require telephone advice following their discharge.
- Utilise the approved manual handling strategies to move patients safely using procedures taught by the manual handling team, including the safe use of mechanical and non-mechanical manual handling aids.

Responsibility for Administration:

- Maintain accurate, legible, and holistic nursing records according to NMC guidelines and unit guidance. Take the lead in audit of documentation, in conjunction with the Lead Nurse. Ensure the documentation of junior staff within the team adhere to the same standards, taking appropriate first line action in the event of continued non-compliance.
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- *What administrative functions are key duties?*
- *Does the post holder have administrative responsibilities for any committees/groups?*
- *Is the post holder responsible for keeping records updated?*

Strategic and Service Responsibilities:

- Ensure that all local and national HR policies, procedures, and guidelines are adhered to and report any failure to do so appropriately.
- Ensure appropriate first line management of staff and support the Nurse Manager in dealing with the management of Sickness absence, disciplinary and grievance procedures.
- Will participate in the formulation, implementation and review of clinical policies and procedures relevant to the team. Ensure that information regarding new policies and procedures is disseminated at all levels.
- Will collate and interpret statistical information relating to patient care.
- Assist the Centre Management Team in the implementation of the departments strategic objectives and business plan taking on specific areas of responsibility.
- Demonstrate an awareness of developments and current issues in nursing and specialist knowledge areas, for example, hip fracture patient pathways.
- Monitor the performance of the hip fracture service against its agreed objectives and in association with the management team, identify the need for corrective action to ensure improvement in current practices.
- Together with the multidisciplinary team develop auditable standards of care and initiate and participate in ongoing trauma/ orthopaedic research, audit and projects as agreed with the team.

- Promote and disseminate relevant research findings to support clinical practice and education throughout the Trust.

Areas of Specialism:

- Take personal responsibility for maintaining, developing, and acquiring competencies and skills. Identifying personal training needs and together with the lead nurse developing an action plan to achieve them.
- Be willing to work towards Non-medical Prescribing.
- Recognise the need to develop the roles of other team members at all levels, supporting them in gaining the appropriate competencies.
- Participate in the supervision, teaching and effective mentorship of junior staff, student nurses and Health Care Assistants in line with the NVQ system.
- Attend relevant study days/lectures where appropriate, to both update and increase Knowledge.
- Co-ordinate, develop and participate in structured educational programmes for clinicians throughout the Trust regarding: The agreed patient pathways for orthopaedic trauma patients and the role of the Trauma Nurse.
- Identify the training and educational needs for all staff, contributing to the development and provision of staff training.
- Participate in informal and formal teaching sessions for staff, delivering orientation programmes for new staff and provide relevant feedback to all members of the team.

Communication and Working Relationships:

- Maintain accurate, legible, and holistic nursing records according to NMC guidelines and unit guidance.
- In conjunction with the Multidisciplinary team, review clinical patient pathways, standards, and practice, with particular attention paid to the drive for evidence-based practice and the implementation of action plans which address issues such as length of stay.
- Will ensure that they are a visible, accessible, and credible figure to whom patients, relatives and staff can turn for assistance, advice and support.
- Will liaise with other units and divisions, deploying staff appropriately to ensure effective use of staff resources throughout the Trust daily.
- Ensure that all team members report changes in patient progress effectively, both verbally and in written form. Ensure that there are clear and concise instructions for team members to act.
- Present information regarding patients' conditions to medical staff and other members of the multi-disciplinary team.
- Where appropriate interpret and present clinical information to patients and their relatives, demonstrating highest levels of interpersonal and communication skills in what can be a highly emotive atmosphere. Ensure that patients and their carers have sufficient relevant verbal and written information. Take the lead in the development of appropriate information leaflets as required.
- Demonstrate an ability to liaise effectively with all members of the multidisciplinary team and external agencies, building successful links to support and promote effective team working whilst providing professional nursing advice regarding aspects of critical care.
- Will actively support staff working with highly distressing / highly emotional levels of critical illness.
- Demonstrate sensitivity in dealing with complex and confidential information from patients, families and colleagues, giving advice and support when necessary. Respond appropriately to the information given.
- Ensure that information and decisions are cascaded appropriately both to junior and senior staff using tools such as regular timetabled meetings (for which minutes are produced), newsletters, memos and other relevant communication strategies.
- Maintain collaborative working relationships and effective communications between all members of the multidisciplinary team and clinical areas, to ensure a high standard of co-ordinated patient care.



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"> Registered Nurse Evidence of Continuing Professional development Orthopaedic Nursing Experience 	<ul style="list-style-type: none"> Degree level education or equivalent qualification Undertaken leadership training

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<p><i>Appropriate experience acquired to be able to demonstrate.</i></p> <ul style="list-style-type: none"> Managerial ability, High level of clinical skills and knowledge. Teaching ability Preceptor/mentor experience Experience in caring for acutely ill older people. Experience in co-ordinating discharges. Desire for knowledge with a willingness to develop the team and the service provision. Awareness of professional and personal limitations. Evidence to demonstrate a structured approach to continuing professional development. Demonstrate an understanding of the key features of risk management and clinical governance. 	<ul style="list-style-type: none"> Involvement in nursing research. Involvement in nursing quality audits Evidence of extended role training activity Previous project work Computer literacy

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to work and communicate effectively within a multidisciplinary team setting. • Evidence of good communication and negotiation skills including verbal, non-verbal and written. • Excellent interpersonal skills with professional credibility • Ability to demonstrate strong leadership qualities, acting as a positive role model to other members of the team. • Time management skills with an ability to act on own initiative and be both self-directed and motivated in the work environment. • Ability to respond to fluctuating workload patterns. • Positive attitude to change with proven ability to assist in the implementation of change and practice development. 	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Proven experience in acute orthopaedic setting, trauma speciality or ED area. • Ability to work across the Trust locations 	

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.





The Royal Shrewsbury Hospital

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Minicom: 01743 261213

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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