

JOB DESCRIPTION

Job Title:	Maintenance Craftsman (Electrical)
Band	Band 5
Care Group	Operations & Strategy
Directorate:	Support Services
Department:	Estates
Location:	The Royal Bournemouth Hospital
Accountable to:	Head of Maintenance (RBCH)
Accountable for:	Estates Supervisor/Officer)
Main Purpose	To operate and maintain the Trusts mechanical/electrical installations and services, in an economic, efficient and safe manner, in accordance with legislation and agreed standards.

General Duties

- To undertake fault finding/diagnostics, test, installation and repair work associated with complex mechanical, electrical and electronic installations and equipment in an economic, efficient and safe manner.
- Maintain and repair installations, plant and equipment to keep unplanned downtime to a minimum.
- To carry out work appropriate to the core specialist skills assigned to this post.
- Provides technical advice to other Estates maintenance staff and contractors to ensure compliance with safety standards and procedures.
- Undertakes condition surveys and evaluates inspection reports.
- To maintain patient safety through rigorous and consistent compliance with Trust policies.
- Maintain quality and performance standards to ensure that allocated work is completed effectively and efficiently.
- Demonstrate own activities to new or less experienced employees, providing advice, training and technical support to trainees/apprentices and maintenance assistants
- Work from and understand detailed engineering drawings and specifications and to ensure that current regulations are followed at all times.
- Learn new techniques to develop skills as appropriate to ensure that the most effective methods are used in the course of your work.
- Maintain quality and performance standards to ensure that allocated work is completed effectively and efficiently in accordance with ISO9001.
- To carry and use Trust supplied mobile communication equipment, as required by

management

- Participate in Estates service on-call rota, to ensure that emergencies and major problems occurring out of hours are attended and resolved.
- To carry out the duties of an Authorised/Responsible and/or Competent Person and apply specialist skills in one or more of the following specialism's:-
 - LV Electrical Systems
 - HV Electrical Systems
 - Heating and Ventilation Systems
 - Decontamination
 - Safe Water Systems
 - Medical Gas Pipeline Systems (MGPS)
 - Confined Spaces

Communication and Working Relationship Skills

To provide and receive technically complex information to and from other staff suppliers, contractors, consultants, statutory and legislative bodies, orally, in writing and electronically. Provide technical/practical training to Estates staff and equipment users.
To form effective working relationships with relevant third parties and with colleagues throughout Estates and the Trust.

Analytical and Judgemental Skills

Assess the safety/operational situation, problem solve technical issues, carry out analysis and fault diagnosis of complex, multi-faceted equipment, building services plant and systems; finding and then, implementing the solution. Interpreting technical issues and formulating technical solutions to improve performance and maintain delivery of service.

Planning and Organisational Skills

Plan and organise maintenance activity to ensure cost-effective outcomes, activities and/or programmes, some of which may be ongoing, e.g., prioritising emergency repair requests, requesting spare parts and materials. Ensuring allocated work is undertaken and followed through to completion and satisfaction of the service user.
Co-ordinate with other members of the Trust, ensuring compliance with statutory and Trust mandatory policies and legislation

Responsibility for Patient/Client Care, Treatment and Therapy

Incidental contacts with patients/clients whilst working in Wards, Clinical/Medical areas.

Responsibility for Policy / Service Development

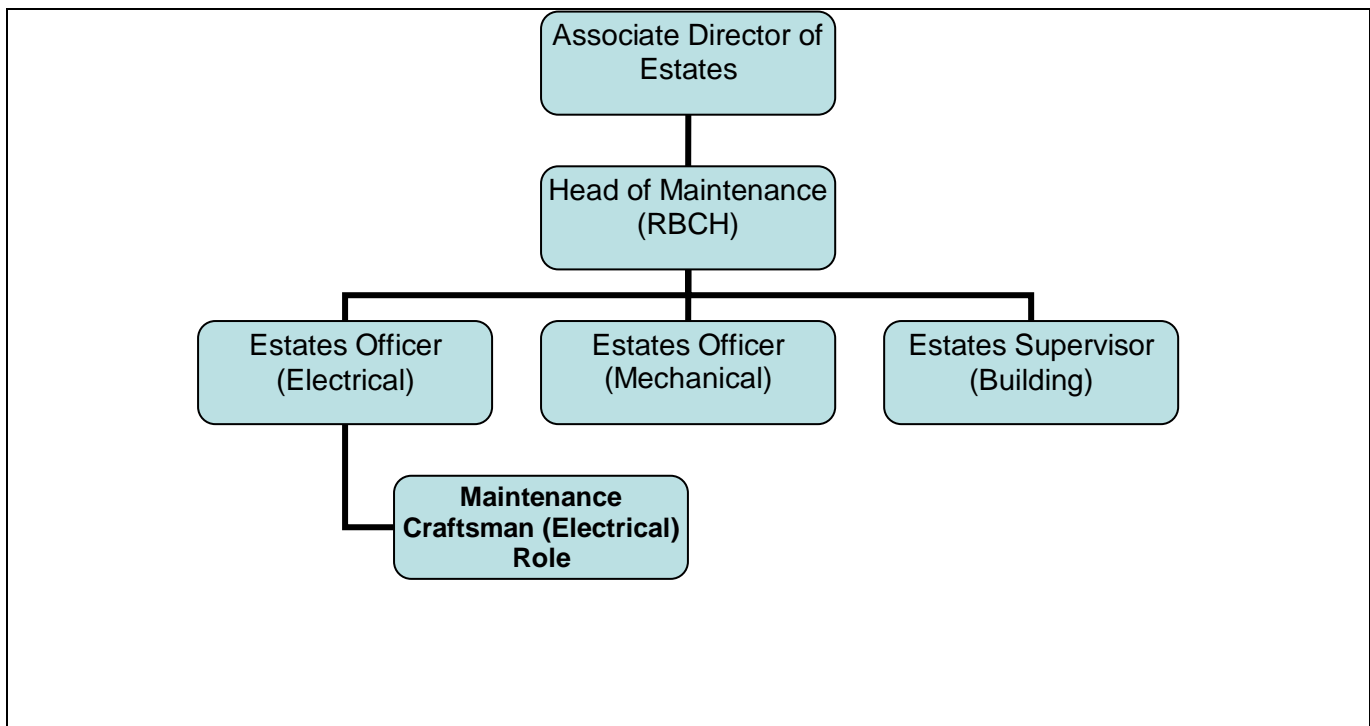
Propose changes to protocols and procedures to improve service, quality and cost reduction. To follow policies for own role, commenting on policies, procedures or developments which affect the Estates operations team and supporting the implementation of departmental procedures

Responsibility for Finance, Equipment and Other Resources

Responsibility for the safe use, installation, testing maintenance and repair of property, plant and equipment used throughout the hospital.
Upkeep of high-value test and calibration equipment.
Ensuring supplies/stores/consumables are correctly booked /charged.

Responsibility for Human Resources, e.g. Supervision, Training, HR Advice and Management

Supervise maintenance assistants, monitor maintenance contractors as required, demonstrate own activities to new or less experienced employees, providing advice, practical training and technical support to trainees/apprentices & maintenance assistants.
Responsibility for Information Resources and Administrative Duties
<p>Complete service reports where necessary and work from oral and written instructions including completion of service sheets.</p> <p>Provide feedback to customers on work status. Utilising departmental computerised systems.</p> <p>Update planned and reactive maintenance management information. data.</p> <p>Carry out risk assessments when required, in accordance with health and safety procedures and safe systems of work</p>
Responsibility for Research and Development
Undertake equipment testing on a regular basis making adaptations where needed, ensuring equipment serves the purpose intended.
Freedom to Act
<p>Guided by policies, procedures, maintenance procedures and codes of conduct and act independently,</p> <p>Refer to supervisory team for additional guidance as required</p>
Mental, Physical, and Emotional Effort
<p>Highly developed physical skills to fulfil maintenance duties requiring accuracy, dexterity and co-ordination.</p> <p>Standard driving skills to use Trust vehicles.</p> <p>Standard keyboard skills / use of handheld computers / wireless devices</p> <p>There is a frequent requirement to exert moderate physical effort for several long periods during the course of the daily maintenance activities.</p> <p>Frequent concentration with an unpredictable work pattern required for fault finding on technical equipment, generally predictable work pattern, subject to interruptions from carrying a pager, mobile telephone or two-way radio.</p> <p>There is a requirement to work under pressure to meet deadlines and targets.</p> <p>Occasional exposure to distressing or emotional circumstances, which can include working in close proximity to patients in both a wide range of acute care situations and cadavers/post-mortem rooms.</p>
Any Other Specific Tasks Required
<p>Frequent exposure to highly unpleasant conditions, e.g., sewage/gases during the course of duties. Requirement to work on site, sometimes out of doors. Regular exposure to dust [building site], noise [plant rooms] and high temperature [plant rooms /boiler houses]. All of which are to be managed in line with the relevant health and safety regulations and guidance.</p> <p>Participate in the out of hours on-call rota.</p>
Organisational Structure of Department



Transforming our Hospital Services in Dorset

This is a very exciting time to join our hospitals in Dorset. We are in line to receive a significant national investment of £201 million to help transform our services and redevelop Poole Hospital and the Royal Bournemouth and Christchurch Hospitals, now merged as University Hospitals Dorset. We have been able to access these national funds because we have such a good plan in Dorset.

Our vision is to join up our services so they can be delivered in a more integrated way. We have a great opportunity together to improve outcomes for patients, make better use of all our resources, and ensure our services can be provided on a sustainable basis.

For developing our workforce, the aim is to establish modern, well-equipped centres of excellence with sustainable roles for staff, standardisation of education and training so that we can attract and retain skilled clinical and non-clinical staff to Dorset. This is a great opportunity for you to be part of the transformation change activity taking place following the merger of two hospital trusts to form University Hospitals Dorset NHS Foundation Trust last October.

Partnership with Bournemouth University

We are proud to be affiliated with Bournemouth University, and working closely in partnership with them, this provides us with the opportunity for establishing joint posts, shared learning and training, sharing facilities, and joint project work.

CONDITIONS OF SERVICE

As laid down by the University Hospitals Dorset NHS Foundation Trust.

Smoking

The Trust has a responsibility to provide a safe and healthy environment for everyone who is working, visiting or living on hospital premises. Smoking is NOT allowed on site except for within the designated smoking areas and shelters for staff and patients.

The Trust will not tolerate smoking in undesignated areas and there is a zero tolerance approach to all staff who continue to do so. We will continue to provide support to staff, patients and visitors who want to give up smoking.

In the interests of promoting responsible healthcare all staff should refrain from smoking when off-site in uniform or wearing an identifying NHS badge in any public place.

Data Protection

All staff are required to comply with the Data Protection Act and the Trust's Data Protection Policy. Staff are responsible for ensuring that any personal data which they hold is kept securely; that personal information is not disclosed either orally or in writing to any unauthorised third party; that personal data is only accessed where there is a legitimate business need and only where such processing is consistent with the purposes for which the data was collected.

Equality and Diversity

The Trust is positively committed to the promotion and management of diversity and equality of opportunity. Equality and diversity is related to the actions and responsibilities of everyone – users of services including patients, clients and carers; work colleagues; employees; people in other organisations; the public in general.

All employees have a responsibility to ensure that they act in ways that support equality and value diversity and must comply with the responsibilities placed upon them by employment legislation and the equality duties.

Health and Safety at Work

Everybody within the Trust has a legal responsibility for the health, safety and welfare of themselves and others at work. These duties are set out within the Health and Safety at Work etc. Act (HASAWA) 1974, the Management of Health and Safety at Work Regulations (MHSAWR) 1999, and in other relevant regulations and guidance notes.

All Staff

In accordance with HASAWA and the Trust Health & Safety policy, all staff have legal responsibilities;

- to take reasonable care for themselves and others that may be affected by their acts/ omissions
- to co-operate with their manager/ supervisor to enable them to carry out their legal duties e.g.
 - shall report all hazards and defects to their line manager/ supervisor
 - shall report all accidents, incidents, near-miss events to their manager/ supervisor and via an adverse incident report (AIR) form (Trust policy)
- to use all work equipment, materials and substances in accordance with any training and instruction provided (e.g. medical devices, chemicals, mechanical aids, machinery, plants, vehicles, and personal protective equipment)
- to ensure they attend all annual mandatory training and attend health and safety training as required for the post.
- to comply with trust and department health, safety & risk policies and procedures
- not to interfere with or misuse anything provided to secure health and safety .e.g. wedge fire doors open, remove first aid equipment, break locks off systems

All Managers/ Heads of Department and Clinical Leaders

In accordance with the Trust's Risk Assessment policy and Risk management strategy, all managers/heads of department and Clinical Leaders are responsible for ensuring that they and their staff, comply with all Trust and department health and safety policies and procedures.

Safeguarding

The University Hospitals Dorset NHS Foundation Trust is fully committed to safeguarding the welfare of all children and young people, and vulnerable adults by taking all reasonable steps to protect them from harm. All staff will receive appropriate training and induction so that they understand their roles and responsibilities and are confident about carrying them out.

Infection prevention and control

The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff. It is the responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control Policies.

The Health Act 2008 establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections. It sets out criteria by which NHS managers ensure that patients are cared for in a clean environment, with a safe water supply, where the risk of Healthcare Associated Infections (HCAI) is kept as low as possible.

Managers, Heads of departments and Clinical Leaders are responsible for ensuring that:

- The necessary equipment and mechanisms are in place to support infection prevention
- health care workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI

Carbon sustainability

The Trust is committed to continual improvement in minimising the impact of its activities on the environment and expects all members of staff to play their part in achieving this goal and in particular to work towards a 28% reduction in carbon emissions by the end of 2020/21 (based on a 2013 baseline).

DBS/Disclosure and Barring Service (CRB)

As part of our recruitment procedure this post will be subject to a Criminal Record Disclosure. A Disclosure is a document containing information held by the police and government departments. Disclosures provide details of a person's criminal record including convictions, cautions, reprimands and warnings held on the Police National Computer. Where the position involves working with children, Disclosures will also contain details from lists held by the Department of Health and Social Care and the Department for Education and Skills (DfE) of those considered unsuitable for this type of work.

This post is subject to the policies, procedures and rules approved by the Trust and as varied from time to time. All staff are required to familiarise themselves with, and comply with the Trust's policies, procedures, rules or statements of practice. These can be accessed through the Intranet, your Department Manager, or through Human Resources.

Job Description Agreement

All job descriptions which are developed for job matching purposes must be signed by both the line manager and the staff member and the effective date of when the role changed entered. Please see re-grading and job evaluation policy.

Any job descriptions amended or updated through the results of a personal review should also be signed and dated by both the line manager and staff member and a copy retained on the personal file.

Signed..... Date.....Manager

Signed.....Date.....Employee

Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description will be reviewed in conjunction with the post holder on an annual basis at appraisal.