



TRAINEE MIDWIFE SONOGRAPHER

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

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

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett
CHIEF EXECUTIVE OFFICER

COLLEAGUE BENEFITS

GENERAL

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

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

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

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service
- Free eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

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

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

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

Secondment and acting-up opportunities

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



JOB DESCRIPTION

Job Title	Trainee Midwife Sonographer
Band	6
Directorate	Maternity
Accountable to	Superintendent Midwife Sonographer
DBS Required?	Enhanced

JOB OVERVIEW

We are looking to recruit an experience midwife who has an interest in Training in Obstetric Ultrasound. With post-registration experience you must have a desire to train in obstetric ultrasound, committed to the work involved and an aptitude for ultrasound. The midwife trainee sonographer will work a minimum of 30 hours within the maternity ultrasound department during the training period these hours will include screening duties and an allocated university day in term time.

The trainee will undertake the Post Graduate Certificate/ Diploma in medical ultrasound at Birmingham City University commencing the course in September 2024. The Trainee will be allocated a mentor for the training period.

On successful completion of the Certificate/Diploma the Trainee Sonographer will be required to work a period of preceptorship to consolidate their practice. A minimum post of 30 hours per week as Band 7 Midwife Sonographer will be offered to the successful candidate committing to working in the department for a minimum of 2 years post qualification.

Scope and Rang

- The trainee sonographer will be expected to scan in a variety of settings and locations during the period of training.
- Proactively support and participate with a multi-disciplinary team to ensure an effective, efficient delivery of service in order to maintain departmental standards.
- Effectively and efficiently plan and organize their own workload

Main Duties and Responsibilities

Under direct supervision and on his/her own responsibility, undertake care of antenatal, intrapartum and postnatal women and their babies, as per policies and procedures, and according to NMC Rules and Codes.

Provide verbal and written information to clients and maintain accurate and contemporaneous written records in Trust notes as appropriate.

Cooperation and use of other agencies may be required where there is a barrier to communication e.g. arranging for interpretation or translation services according to Trust Policy.

Complete all legal documentation and statistical returns as required by the Trust.

Under direct supervision and under her/his own responsibility, instigate appropriate clinical action where a deviation from normal is detected, in accordance with Trust policies and NMC Rules and Codes, keeping the client and family informed and gaining consent as appropriate. This may include the collection of facts and/or conveying sensitive information.

Provide appropriate services in response to emergency situations and participate as appropriate.

Ensure continuity of care by communicating information about clients to relevant agencies e.g. other midwives, Specialist Midwives, Obstetricians, Fetal Medicine Consultants, GP's, Health Visitors, Mental Health Teams, Social Workers, Police etc. This may include highly contentious or sensitive information e.g. Safeguarding issues, domestic violence and/or substance misuse.

Be responsible for the safe use of equipment e.g. ultrasound scanning machines, IT systems and lease vehicles, reporting any faults to relevant agencies, and ensure adequate stock levels within the area of work.

Working on her/his area of work, have an unpredictable workload with a need to be flexible within the framework of Family Friendly Working Time Directives/Improving Working Lives/Working Time Directives.

Participate in the training of new staff and other health care professionals as well as providing mentorship for student midwives. This includes seeking and providing formative appraisals as per Trust policies.

Participate in audits, research and/or clinical trials on a regular basis.

Participate in service development, policy and protocol development, attending working groups, departmental meetings as required.

Observe and abide by all Trust policies including critical incident reporting, complaints procedure, health and safety policies and take action when necessary.

Be responsible for own continuous professional development and participate in all mandatory study events in accordance with Trust policy and NMC Rules and Codes.

Be responsible for the effective deployment and development of staff. This includes reporting staff sickness and absence where appropriate and taking appropriate action to cover any deficiencies.

Provide verbal and written information to clients and maintain accurate and contemporaneous written records in maternity electronic systems and if applicable in maternity notes.

Participate in the development of guidelines and pathways and will review them in relation to maternity ultrasound department.

Participate in the review of screening results and any referrals that may be required

Systems and Equipment

holder is required to be competent in the use of various computer software packages including Microsoft Office (Word, Excel, PowerPoint). Includes input analysis, report generation and information presentation.

- Requires knowledge and competency required to contribute to the design and operational management of Incident Reporting System including its software e.g. Datix. This includes security, coding, data capture, data storage and data analysis.

Decisions, judgements and freedom to act

holder reports to and is accountable to the Head of Patient Safety but operates with a significant degree of autonomy and discretion, managing their own workload, immediate priorities and diary schedule within a framework of agreed objectives.

holder will be expected to manage their workload and work flexibly to meet changing operational requirements requiring immediate attention and make decisions about incident management and policy development across the Trust.

holder will make judgments on what they recommend to be included in policies, annual reports and external self-assessment reports on behalf of the organisation.



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"> • Degree level qualification or equivalent level of knowledge and experience. • Registered Midwife current NMC registration. • Evidence of ongoing professional development acquired through CPD and experience. 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Substantial experience as a practising midwife. • Excellent communication skills, verbal written and IT • Strong analytical skills to consider the wider picture • Able to assess, plan and evaluate care • Ability to organise and prioritise workload to meet deadlines • Ability to keep full and accurate records. • Clear understanding of midwifery issues and up to date knowledge of current NHS developments within maternity services • Up to date knowledge of National Standards • Evidence of clinical and professional expertise acquired through CPD and experience 	<ul style="list-style-type: none"> • Understanding of obstetric ultrasound • Knowledge of Regional pathways and guidance related to

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Demonstrates specialist expertise underpinned by theory.• Have an awareness of current national and local drivers in obstetric midwifery ultrasound.• Excellent communicator with good interpersonal skills.• Effective organisational skills.	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Flexible and positive approach to work.• Understanding and demonstration of the Trust Values	

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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