



**University Hospitals  
of North Midlands**

**NHS Trust**

# Job Description and Person Specification

**PROUD  
TO  
CARE**



# Join the UHNM Family

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research.

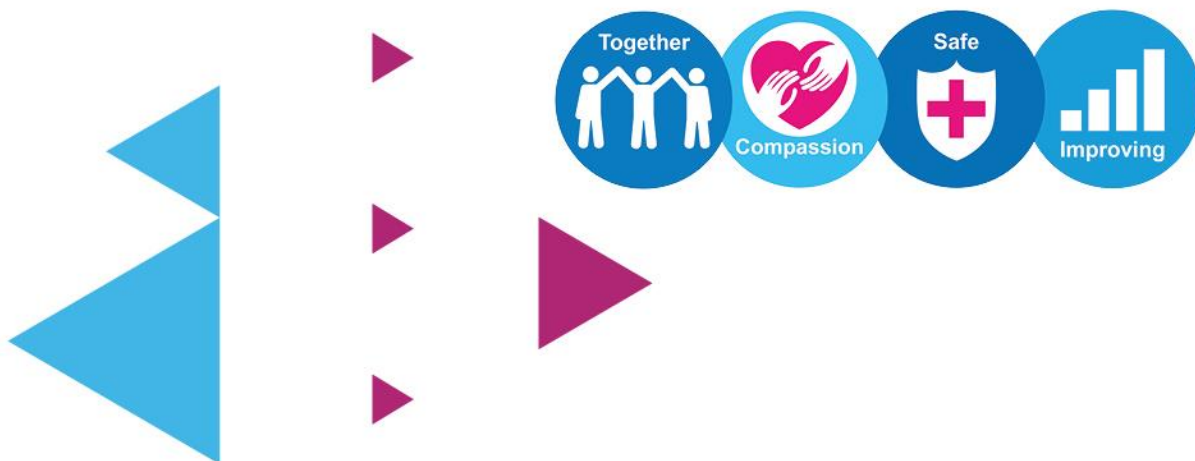
The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are a specialist Major Trauma Centre for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone at the Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research.

The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort.

Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at [www.uhnmcharity.org.uk](http://www.uhnmcharity.org.uk)



# Values & Promises

We have four core values and promises that were co-created by our staff, patients and carers.



## Together

- We are a Team – I will be considerate, help others to achieve our goals and support others to make positive changes
- We are Appreciative – I will acknowledge and thank people for their efforts and contributions
- We are Inclusive – I will be open and honest, welcome people's views and opinions and involve people in decisions that affect them



## Compassion

- We are Supportive – I will be empathetic and reassuring. I will support and encourage people when they need it
- We are Respectful – I will treat people fairly, with respect and dignity, protect their privacy and help them to feel comfortable
- We are Friendly – I will be welcoming and approachable. I will make eye contact, say hello and introduce myself #hellomyname is



## Safe

- We Communicate Well – I will explain clearly, share relevant and timely information and keep people updated
- We are Organised – I will plan ahead, manage my time well and be prompt in what I do
- We Speak Up – I will contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values



## Improving

- We Listen – I will welcome people's views and ideas, invite people to ask questions and share their opinions and respond to what I hear
- We Learn – I will share best practice, celebrate good performance and support others to use their skills, learn and grow
- We Take Responsibility – I will have a positive attitude, act and encourage people to take the initiative and make improvements

**Division:** Surgical

**Job Title:** HSDU Team Leader

**Band:** 4 - pay is enhanced for unsocial hours as per Agenda For Change

**Location:** HSDU - UHNM – Royal Stoke University Hospital / County Hospital

**Hours:** 37.5

Royal:

Day Shift - 06:00–14:00/ 07:00-15:00/08:00-16:00

Twilight Shift – 14:00 – 22:00

Night Shift – 22:00 – 06:00

Saturday – 08:00 – 16:00 / 11:00 – 19:00

Sunday – 07:00 – 15:00 / 08:00 – 16:00 /

County:

Day Shift - 07:00 – 15:00 / 08:00 – 16:00

Twilight Shift – 14:00 – 22:00

Night Shift – 22:00 – 06:00

Saturday – 08:00 – 16:00

Sunday – 10:00 – 18:00

**Managerially accountable to:** Sterile Services Manager

**Professionally accountable to:** Deputy Sterile Services Manager

### **Role Summary**

The Hospital Sterilisation and Disinfection Unit services include the supply and maintenance of surgical instruments used in surgical and medical procedure. These items include flexible endoscopes and robotic instruments (RSUH). These items are checked into the department after use, they are cleaned, disinfected, packaged, sterilised and delivered back to operating theatres, wards, departments, clinics and GP surgeries.

To provide assistance to the Production Coordinator with the progression and monitoring of production within Sterile Services to our customers. To ensure that procedures and quality standards are maintained at all times through shift patterns in line with the departmental quality system, which includes national standards and Medical Devices Directive.

### **Key Areas/Tasks**

- Required to liaise with users regarding day to day issues or queries.
- Provides advice, instruction and training to staff where the subject matter is straightforward.
- Liaise with the team as appropriate updating communication logs in a timely manner to ensure production runs smoothly.
- To ensure that potential supply problems are highlighted in a timely manner.
- Advise the Production Coordinator of all matters likely to affect the smooth running of the department.

- Advise of any changes in practice that would enhance the service delivery, to the Production Coordinator and highlight any changes to training aids etc.
- Required to work within Saturday /Sunday rotas / Bank holidays and integrate between all shift patterns where possible.
- To provide cover for “on call” rota.
- These duties will vary to meet the needs of the developing service and it is expected that the post holder will assimilate to requirements in a spirit of cooperation and flexibility.
- Attend meetings as required.
- To be fully competent in the range of duties of a Technician. This involves understanding of a range of work procedures and practices, some of which are non-routine, which requires a base level of theoretical knowledge. This is normally acquired through formal training or equivalent experience.
- Highly developed physical are required for the manipulation of surgical instrumentation, including the assembly / disassembly.
- To work within the department’s policies and procedures at all times to ensure that the requirements of the department Quality Systems are met. In particular to ensure that all documentation is completed accurately at all times. This requires a high standard of work and personal discipline. Reporting any issues to the Production Co Ordinator.
- To operate all plant and equipment essential to produce the work, this will include: Washer disinfectors, sterilisers, computers, heat sealers etc.
- Attend training as required.
- Ensure that all plant, equipment and vehicles are functioning correctly on a daily basis; ensuring faults are reported immediately to the Production Coordinator.
- You are expected to manage your workload in your defined area which includes the planning & organisational of straight forward tasks, activities or programmes, some of which may be on-going.
- Organise training and development sessions with new and old staff as when required in conjunction with the Production Coordinator
- Responsible for maintaining stock control and security of stock. Including the end of month stock checks are undertaken.
- Assist with the production and implementation of future service developments, including proposals for change to working practises / procedure.
- To be responsible for the day to day management of Technicians within the department, controlling work flows and delegating staff work areas depending on workload and sickness and absence.
- Deal with minor matters in relation to sickness /absence, under achievement, low production and disruptive behaviour.
- Ensure that all absences are co-ordinated through the Production Coordinator.
- Assist in the recruitment of staff.
- Participate in mentoring Team leaders, identifying strengths, weaknesses and training needs, and endeavour to meet those needs in conjunction with Production Coordinator.
- Participate in the delivery of the induction programme and training / assessing for all the new and existing staff
- To carry out personal development reviews with staff as directed by the Production Coordinator

- To undertake any mandatory training i.e. fire, manual handling, department training programme.

### **Personal/Professional Development**

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence.
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process

### **Health and Safety**

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work.
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to.
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

### **Equality and Diversity**

UHNM is committed to the implementation of the Equality, Diversity and Inclusion Policy Which ensures equal opportunities for all. UHNM is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. All staff are required to observe this policy in their behaviour to other workers and patients/service users

### **Infection Prevention**

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

#### **Trust Dress Code**

- Trust approved uniform/dress code must be adhered to
- When in clinical areas **all** staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties

### **Hand Hygiene**

- Decontaminate your hands as the per 'The five moments of hand hygiene'

### **Own Practice**

- Lead by example
- Encourage and praise good practice
- Be prepared to accept advice about your own practice

### **Decontamination**

- Ensure that equipment you have been using or about to use has been decontaminated effectively
- Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works

### **Trust Policies**

- Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet

## **Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality**

All staff are responsible for ensuring they are familiar with and adhere to the Trust's policies, procedures and guidelines with regards to the Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality. This includes confidentiality, information security, cyber security, secondary use and management of records.

Staff have a responsibility in protecting the "rights and freedom" of natural persons (i.e. live individuals) and to ensure that personal data is not processed without their knowledge, and, wherever possible, that it is processed with their consent. Processing includes holding, obtaining, recording, using and disclosing of information and applies to all forms of media, including paper and images. It applies to both patient and staff information

Hence staff must ensure confidentiality is maintained at all times, data is recorded accurately and you only access this information as part of your job role

## **Safeguarding Children, Young People and Adults with care and support needs**

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines. All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role.

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate

## **Sustainability**



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNM) work. The Trust has developed a Sustainable Development Management Plan (SDMP): '*Our 2020 Vision: Our Sustainable Future*' with a vision to become the most sustainable NHS Trust by 2020. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

*SWITCH to a Sustainable UHNM* is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact [switch@uhns.nhs.uk](mailto:switch@uhns.nhs.uk)

## **Disruptive Incident & Business Continuity**

The Trust needs to be able to plan for, and respond to a wide range of incidents and emergencies that could affect health or patient care. These could be anything from severe weather to an infectious disease outbreak or a major transport accident.

All staff are required to have an awareness of the Trust's business continuity arrangements, as a minimum. All staff will be required to;

- To know how to identify a business continuity incident and the method for reporting;
- To have an awareness of local business continuity arrangements;
- To participate in awareness, training and exercises, as required;

In the event of a disruptive incident, all Trust employees will be required to attend work if they are fit and well and able to do so in line with a Trust risk assessment. Those who are clinically qualified will be required to work flexibly across the Trust to meet the service need

in clinical areas. This will include front line clinical staff who will be expected to cover alternative duties as and when required in order to ensure that all essential services are maintained.

Signed Employee \_\_\_\_\_ Print \_\_\_\_\_ Date \_\_\_\_\_

Signed Manager \_\_\_\_\_ Print \_\_\_\_\_ Date \_\_\_\_\_

**Job Title** HSDU Team Leader**Person Specification**

	Specification	Criteria		Evidence
		Essential	Desirable	
<b>Essential Qualifications</b>	Can demonstrate competency in all areas within Sterile Services	✓		
	Min GCSE Level qualifications - Level C	✓		
	Diploma level qualification or equivalent experience.	✓		
	Management Qualification		✓	
<b>Knowledge, Skills, Training and Experience</b>	Worked within Sterile Services with recent experience and can demonstrate they are fully conversant in Sterile Services Methods and product range with extensive instrument knowledge.	✓		
	Computer Literate	✓		
	Highly developed physical skills are required for the manipulation of surgical instrumentation, including the assembly / disassembly of products.	✓		
	Good people management and interpersonal skills	✓		
	Ability to plan own and other workload	✓		
	Good communication skills	✓		
	Ability to work under pressure with time constraints and to promote a positive attitude	✓		
	Problem solving and decision making skills	✓		
	Supervisory experience			✓

Personal Qualities	Excellent time keeping	✓		
	Professional appearance with pleasant manner and social behaviour.	✓		
	Ability to work as part of a team	✓		
	Declared fit by Occupational health to undertake all duties.	✓		
	Ability to acknowledge own limitations and know when to refer an issue to a more senior team member.	✓		