



PERFORMANCE OFFICER

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	Performance Officer
Band	Band 4
Directorate	Corporate – Resources
Accountable to	Head of Performance
DBS Required?	No

JOB PURPOSE

The post holder will be responsible for the accurate and timely completion and distribution of all weekly, monthly, quarterly and annual returns for the Shrewsbury and Telford Hospital NHS Trust.

MAIN DUTIES AND RESPONSIBILITIES

- Responsible for the accurate and timely completion of all monthly, quarterly and annual returns and quality monitoring within agreed timescales. This may involve, from time to time, working out of normal hours.
- Support the Senior Performance analyst and Performance analyst in ensuring that statistical and statutory returns are completed for the Department of Health, Trust and other organisation's (e.g. NHS Improvement) within the deadlines for submissions e.g. planning, prioritising and organising of straightforward tasks and activities.
- To provide support/expertise to a nominated division by acting as a Divisional link.
- Produce and update manuals for own area of responsibility e.g. Returns
- Responsible for the processing data ensuring audit checks are regularly carried out and data integrity is maintained.
- Ensure the accuracy and completion of National Data Sets in accordance with official Data Guidelines and definitions.
- Processing of data and producing routine reports and graphs by manipulating the data in a variety of software, including Microsoft Excel, Microsoft Word and Microsoft Access.
- Provide support to other departments (where appropriate) in the use, finding, presentation and supply of information.
- Provide cross cover for the Performance Analyst in their absence for areas of their responsibility.
- Support the Senior Performance Analyst and Performance analyst in the improvement of the quality of the data held on the Trust information systems.
- Undertake any other duties as required by the Senior Performance Analyst.
- To travel between SBP/PRH/RSH sites to support Performance Team staff and attend meetings as demanded by service need.
- To act sensitively at all times ensuring that all contacts concerns are dealt with promptly and effectively.
- Plan effective information storage, sharing and publishing within the organisation.
- Support the delivery of both regular and adhoc information to clinicians and Managers for monitoring of service performance as delegated by the Senior Performance Analyst and Performance Analyst.
- To provide and receive complex and/or sensitive information including the communication of Contract Dataset (CDS) information between different organisations and across different levels of the organisation e.g. regularly acquire data from multiple systems, to form the basis of the Contract Data Set (CDS) or Statutory submissions
- Scrutinise Data sets for accuracy and completeness.
- Examine relevant local databases for accuracy and completeness.
- Identify missing data and modify where appropriate e.g. ensuring information systems are adapted to reflect changes in data collected.

- Responsible for bringing any concerns about data quality to the attention of the appropriate team member, and jointly to develop appropriate action plans to rectify the problems, including proposed changes in Policy and Procedure in own department.
- To be fully conversant with the Trusts Clinical Systems.
- Derive data management structures to ensure consistency of information retrieval, combination, analysis, pattern recognition and interpretation, throughout the organisation.
- Contribute to the development of data sets and processes, and where appropriate communicate with users to ensure data collected reflects information needs.
- Liaise with other internal stakeholders when appropriate to design, scope, analyse and interpret information for specific projects.
- Propose changes to improve existing systems in terms of quality, timeliness and reliability of data
- To be proficient in the use of a full range of Microsoft Office applications.
- Plan and schedule the delivery of learning activities, based on learning objectives.
- Customise formal and informal learning activities and deliver learning activities to specialist audiences, including advising and coaching others.
- Introduce, adapt and improve information systems to meet the specification of others where required.
- To participate in personal objective setting and review, including the creation and achievement of a personal development plan.
- To take personal responsibility for maximising opportunities to improve the use of resources and the quality of services that you provide and ensure that your line manager is engaged in any plans for improvement, particularly where support is required to make the change happen effectively.
- To take personal responsibility to learn lessons and build these into future plans.
- To offer thoughts and ideas to your manager to enable most effective use of resources for the benefits of patients.
- To work with guidance from senior members of the Performance, Analysis and Reporting Team, seeking advice and support as required.
- To actively engage with other team members to achieve results.
- To be responsible for accurate and timely administration using both written and computerised equipment for all information related activity.

COMMUNICATION

- This job description is a summary of the main responsibilities and is not intended to be an exhaustive list of duties or tasks.
- It will be subject to an initial review with the post holder within the first 12 months and thereafter from time to time and may be amended to reflect changes in the Performance Management Division.
- The Department is predominantly based at the Shrewsbury Business Park but the post holder will also be required to work at The Royal Shrewsbury Hospital and The Princess Royal Hospital



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"> Educated to GCSE, A-Level in Mathematics and English, NVQ or equivalent 	<ul style="list-style-type: none"> Certificate in using Microsoft Office applications ECDL

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> Equivalent experience gained working in the NHS Experience of working in Information management. 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Knowledge of Microsoft applications (Word, Excel, Access, Outlook). • Excellent verbal and written communication skills • Excellent attention to detail and high level of accuracy. • Advanced keyboard skills including good Microsoft Office Word, Excel • Evidence of organisational and time management skills • Demonstrates excellent interpersonal skills • Capable of working with high workloads and to strict deadlines • Ability to maintain confidentiality at all times • An understanding of the principles of the Data Protection Act and Freedom of Information. • Ability to build and maintain credibility with managers and other staff through the use of effective interpersonal skills • Ability to compile statistics and reports • An effective and supportive team player • Flexible with an ability to multi-task and work in a fast-paced environment • Able to work on own initiative with awareness of boundaries 	<ul style="list-style-type: none"> • In depth knowledge of NHS data sets and statutory returns • Excellent analytical and numeric skills and methodical approach to problem solving. • Advanced keyboard skills including good Microsoft Office Word, Excel

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Willingness to develop new skills and undertake training as necessary• Flexible approach• To work at PC/VDU for a prolonged period of time.• Ability to travel across both hospital sites.• Willingness to be involved in weekend and extended hours, bank holiday working.	

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.



EMPLOYER RECOGNITION SCHEME

SILVER AWARD

Proudly supporting those who serve.





The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

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