

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Senior Accounts Payable Officer |
| **Reports to** | Accounts Payable Team Leader |
| **Band** | 3 (Subject to Banding) |
| **Department/Directorate** | Cash Management/Finance/Corporate |

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| **JOB PURPOSE** |
| The Trust’s Cash Management Department is responsible for providing a quality, accurate and cost-effective Treasury Management service for the Trust. Key functions include the management of the Trust’s cash-flow helping to ensure the Trust has sufficient cash to meet its financial liabilities, providing an effective and efficient accounts payable service and an accounts receivable/credit control service. |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| The Senior Accounts Payable Officer’s main duties will be to support the Accounts Payable Team in providing a reliable, accurate and efficient service with regard to the payment of supplier invoices for goods and services received. |
| **KEY WORKING RELATIONSHIPS** |
| Areas of Responsibility: Accounts Payable  No. of Staff reporting to this role: 0    The post holder is required to deal effectively with staff of all levels throughout the Trust. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Staff in the Cash Management Team | * Non-NHS and Commercial Organisations | | * Staff in the wider Finance Team | * Other NHS Organisations | | * Staff in the Trust | * Patients and Members of the Public | |
| **LOCATION** |
| The Cash Management Department has offices in both Exeter and Barnstaple. This role can be undertaken from either office, but there may be a need to travel to the other office occasionally.  Hybrid working is possible, but it is expected that the post holder will work in the office for at least 50% of their working hours. |

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| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| * Ensure compliance with Standing Financial Instructions, specified controls and agreed systems of internal check. * Work independently, within the Trust’s policies and procedures, with support from their Team Leader or Manager as needed. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * Deal with patients, colleagues, customers and suppliers in a confidential and sensitive manner. This can be by telephone, by email or in person. * Liaise with suppliers as required to resolve queries relating to non-payment, including the investigation of queried invoices and negotiation of payment plans as appropriate. This requires being tactful and sensitive to the situation, whilst ensuring that the Trust’s requirements are met. * Liaise with invoice approvers to ensure payment is made in a timely manner for outstanding invoices. * Adhere to the organisation’s standards of customer care when communicating with a range of clients on a range of matters. * Assist the Team Leaders with the resolution of non-routine enquiries. * Provide a source of expertise to members of the Cash Management Team in the resolution of day to day queries, and the methods and processes of routine tasks and procedures. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Understand and participate in the preparation and monitoring of the daily and monthly cash flow mechanisms, helping to ensure that the Trust has sufficient liquidity to meet its financial obligations. * Assist the Team Leaders with the reconciliation of allocated balance sheet control accounts in accordance with the timetable and laid down procedures. * Investigate posting queries, and correct errors and omissions promptly. * Regularly review outstanding debit balances on the purchase ledger and recommend further action where appropriate. * Monitor supplier invoices, take responsibility for investigating and monitoring all queries, ensuring that disputes are investigated and resolved. * Assist in the reconciliation of supplier statements, and resolve queries and anomalies identified. * Assist in the compilation of reports for information and statistical purposes. * Support and assist the Team Leaders in the compilation of inter NHS agreement of balances spreadsheets. * Assist the Accounts Payable Team Leader with the accurate completion of the monthly VAT return, and complete the return in their absence. |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * Deputise for the Team Leader, to include planning and monitoring the work-flow. * Plan own workload to ensure internal and external deadlines are met. |
| **PATIENT/CLIENT CARE** |
| * Assist with the administration of the General Office duties including reimbursement of travel claims, petty cash, telephone and desk enquiries, recording and banking of monies received. * The post holder is required to remember that patient care is central to all activities undertaken in the Department. * The post holder will have incidental contact with patients, usually in relation to financial matters. |
| **POLICY/SERVICE DEVELOPMENT** |
| * Propose changes to assist in streamlining working practices, to help ensure that processes are effective, efficient and provide value for money. * Update and maintain guidance notes and procedures. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * Register, verify and process supplier invoices prior to payment, in accordance with policies and procedures, including checking to goods received notes and supplier orders. |
| **HUMAN RESOURCES** |
| * Deputise for the Team Leader in their absence, becoming sufficiently familiar with the operation of the section so as to be able to provide guidance to other staff. * Assist in training new members of staff to undertake routine tasks. |
| **INFORMATION RESOURCES** |
| * Assist with the administration of the bank accounts and cash and bank records for the Trust, to ensure they are maintained accurately and promptly in the Banking Administrator’s absence. * Provide cover for the Banking Administrator, including supervising, monitoring and controlling the processing of banking receipts and payments to the general ledger, ensuring all appropriate procedures, conventions and descriptions are used when processing, ensuring that bank reconciliations and associated control accounts are completed in line with timetables, and that any errors or omissions are investigated and corrected. * Reconcile, verify, process and input of petty cash and local imprest accounts, ensuring that holders receive regular reimbursement. * Support the Team Leader to manage and monitor the additions and amendments to the Supplier Masterfile database, ensuring that the correct procedure is followed and that any anomalies, errors or omissions are investigated and resolved. * Use a number of IT systems including Unit 4 and Microsoft Office * Assist the Accounts Payable Team Leader in the supervision of weekly supplier payment runs, ensuring operators understand and follow protocols and procedures, and understand the reasons for the controls. * Support the Accounts Payable Team Leader in the administration and clearing of goods received notes, to include ensuring that any queries are investigated and resolved. * Ensure supplier credit notes are checked and can be traced to original invoices and are appropriately accounted for. * Undertake VAT checking, attend VAT training as required and update the team with any changes. |

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| **RESEARCH AND DEVELOPMENT** |
| * Research and Development activities are not a routine part of the work of the Cash Management Team. However, the post holder is expected to take part in any relevant activities as required and where appropriate. |
| **PHYSICAL SKILLS** |
| * This role includes data entry tasks where both speed and accuracy are essential. * Undertake general filing, photocopying and scanning. |
| **PHYSICAL EFFORT** |
| * This role may include some elements of manual handling. |
| **MENTAL EFFORT** |
| * The post holder is expected to be able to concentrate for prolonged periods of time, and to manage interruptions that occur during the working day. |
| **WORKING CONDITIONS** |
| * This role is an office based role, with high levels of VDU usage. |
| **OTHER RESPONSIBILITIES** |
| * Participate in any other task or projects appropriate to the grade as directed by the Department Manager. * Take part in regular performance appraisals. * Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling * Contribute to and work within a safe working environment * Behave in accordance with the Trust's values * You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection   As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| **GENERAL** |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.  Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E’s track record of excellence in research, teaching and links to the university with NDHT’s innovation and adaptability.  T*his i* |

PERSON SPECIFICATION

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| **Job Title** | Senior Accounts Payable Officer |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  5 GCSE or equivalent, including Maths and English  AAT level 3, or APA Technician level, or equivalent experience | E  E |  |
| **KNOWLEDGE/SKILLS**  Good understanding of accounting principles, including general ledger, double entry transactions and Trial Balances  Good Spreadsheet skills  Good understanding of VAT, preferably within the NHS  Knowledge of banking procedures and methods  Advanced IT skills  Excellent interpersonal/customer service skills  Ability to prioritise  Ability to work to deadlines  Ability to recognise the significance of cashflow information | E  E  E  E  E  E  E  E | D |
| **EXPERIENCE**  A minimum of 12 months experience with computerised sales or purchase ledgers, within the last 3 years  Use of integrated computerised financial systems  Using modern office communications and facilities  Operation of a payments workflow system  Working with short and medium term cashflow models | E  E  E | D  D |
| **PERSONAL ATTRIBUTES**  Ability to lead a team  Ability to adapt to changing circumstances or priorities.  Willingness to take responsibility  Attention to detail  Accuracy  Awareness of confidentiality and data protection  Ability to concentrate for prolonged periods of time and to manage interruptions  Committed to personal and professional development  Good oral and written communication skills  Willingness to contribute to the development of more efficient and effective systems and methods | E  E  E  E  E  E  E  E  E  E |  |
| **OTHER REQUIREMENTS**  The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.  Ability to travel to other locations as required. | E  E |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
| Contact with patients | Y | R |  |  |  |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | N |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | N |  |  |  |  |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use (> 1 hour daily) | Y |  |  |  | F |
| Heavy manual handling (>10kg) | N |  |  |  |  |
| Driving | N |  |  |  |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | N |  |  |  |  |
| Mental Effort | Y |  |  | M |  |
| Emotional Effort | Y |  | O |  |  |
| Working in isolation | N |  |  |  |  |
| Challenging behaviour | Y |  | O |  |  |