

**1234  
JOB DESCRIPTION**

**1. JOB DETAILS**

**Job Title:** Secretary

**Band:** 3

**Responsible To:** Administrative Line Manager/Department Line Manager

**Accountable To:** Administrative Line Manager/Department Line Manager

**Department/Division:** Renal Service

**2. JOB PURPOSE**

- To provide a good quality professional secretarial service to senior managers
- To provide support/cover to other secretaries within the team
- Specifically, this post will work with colleagues and team leaders to ensure that they provide a professional, efficient, accurate and timely service
- Ensure the professional image of the Trust is maintained at all times

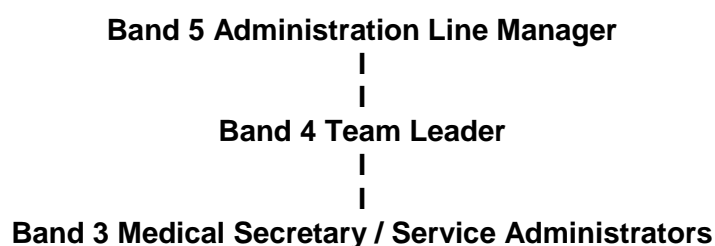
**3. KEY WORKING RELATIONS (Examples below are not exhaustive)**

- Senior Management Teams
- Trust Executive members
- Non-Executive Directors
- Board of Governors
- Consultants and other members of the medical team
- Senior Nursing staff and other ward staff
- Administration and secretarial teams across the Trust
- External NHS organisations
- External organisations/providers

**4. DIMENSIONS**

- The post holder will be part of a Trust Administration team. This post may involve some evening/weekend working as required.

**5. ORGANISATIONAL CHART**



## **6. KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES:**

### **Administrative functions**

- To manage Senior Managers and team diaries
- To organise and co-ordinate meetings including sourcing of suitable venue, time, equipment.
- To provide minute/note taking at meetings, ensuring typed notes are circulated to attendees within the timeframes stipulated within Trust policies/standard operating procedures.
- To ensure that all documentation is produced to an excellent standard. This may include audio typing and personal dictation.
- To maintain records and filing systems in line with Trust policies.
- To operate an effective bring forward system, ensuring necessary range of papers are available to management team.
- To undertake photocopying and distribution of papers as required.
- To set up and maintain accurate and effective filing systems both paper based and electronic filing systems.

### **Service delivery/improvement**

- To work with the team to ensure adequate cover is in place during periods of leave
- Contribute to the NHS service improvement/modernisation agenda e.g. service redesign
- Work as part of the team in developing processes within the department to meet the demands of a growing service
- Participate in team and directorate meetings as required
- Contribute to audits regarding departmental procedures
- To have a flexible approach to working hours to meet the demands of the service
- Adhere to the Trust Access Policy and Health Records Policy and appropriate standard operating procedures, Key Performance Indicators, government targets and standard operational policies

### **Communication**

- To communicate with staff, external organisations and colleagues in a courteous, professional and timely manner at all times
- To deal with all day to day correspondence within the department – initiating appropriate responses in order to provide, staff and other parties with required information in a friendly and professional manner
- To contact staff when meetings need to be rescheduled
- Make and receive telephone calls both external and internal according to Trust standards
- Take messages, ensuring they are actioned and/or received by the correct recipient
- Communicate effectively including discussion and written communication
- Proactively manage email communication in line with the RD&E's Email Best Practice guidance
- Provide excellent customer care, in a calm and professional manner – some situations may be challenging
- Organise and/or support meetings through effective communication

### **Governance**

- Undertake training as required to maintain competency/comply with trust policies
- Work within Trust policies – including those for confidentiality, data protection, health and safety fire protection, and annual appraisal
- Adhere to the Trust Access Policy, Key Performance Indicators, government targets and standard operational policies and procedures

### **Resource Management**

- Provide cover in periods of absence as directed by department manager, this may involve moving to other areas

- Monitor use of supplies and stationery and ensure this is done efficiently and cost effectively in line with the needs of the service

### **Additional Responsibilities**

- The post holder will be expected to carry out any other duties as required, commensurate with their pay band
- The post holder will be required to facilitate and support new starters to carry out their role
- The post holder will understand the limitations of the role and how to access support

## **OTHER RESPONSIBILITIES**

Take part in regular performance appraisal.

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

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.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

## PERSON SPECIFICATION

**POST: Secretary**

**BAND: 3**

REQUIREMENTS	Essential / Desirable at:	
	Recruitment	1 <sup>st</sup> PDR or (award of) increment
<b><u>QUALIFICATIONS / TRAINING:</u></b> Minimum of 3 qualifications, to include GCSE grade A-C/4-9 or equivalent in Maths and English RSA III Typing or equivalent Audio Typing qualification or equivalent experience NVQ Level 3 in Business Admin or equiv. Clinical Document Management (CDM) ECDL, CLAIT or equivalent	E  E E E D D	E  E E E E E
<b><u>KNOWLEDGE / SKILLS:</u></b> Excellent planning & organisational skills Ability to prioritise workload to respond to changing demand Ability to co-ordinate complex diary management Ability to liaise and communicate with staff at all levels Motivation and negotiation skills Excellent interpersonal & communication skills inc. demonstrating empathy & sensitivity to patients and relatives Ability to promote good working liaisons (staff, patients, relatives) Extracting information / Listening Skills Ability to handle complex enquiries - distressed & anxious patients Ability to deal with challenging behaviour Ability to provide excellent customer care Knowledge of IT databases and computer systems Comprehensive PC skills - databases, word-processing, email, Excel Understanding of hospital IT systems Knowledge of PAS or equivalent information system Analytical skills & ability to problem solve Proven strong administration skills Accurate data entry Excellent telephone manner Accurate Audio Typing Knowledge of Trust procedures Able to work independently, with minimum supervision	D D D E D E  E E E E E E E E D D D E E E D D	E E E E E E  E E E E E E E E E E E E E
<b><u>EXPERIENCE:</u></b> Previous clerical experience Working in an NHS/clinical environment e.g. hospital, GP surgery, CCG	E D	E E
<b><u>PERSONAL ATTRIBUTES:</u></b> Enthusiastic highly motivated & committed to delivering a service Understand team work and work within a team Able to plan and organise workload Able to prioritise own work load and meet deadlines Ability to work un-supervised Can remain calm and professional in a busy environment Empathetic, but able to understand professional boundaries Smart appearance, adhering to the Uniform Policy Welcoming friendly and approachable manner An adaptable approach to work	E E E E E E E E E E	E E E E E E E E E E

Flexible approach to working hours	<b>D</b>	<b>E</b>
Commitment to continual development to Inc. relevant new systems, policies and procedures	<b>E</b>	<b>E</b>
Adheres to relevant Trust policies & procedures	<b>E</b>	<b>E</b>
Adheres to confidentiality & data protection requirements	<b>E</b>	<b>E</b>

<b>Hazards within the role, used by Occupational Health for risk assessment</b>					
Laboratory specimens		Clinical contact with patients		Dealing with violence & aggression of patients/relatives	
Blood / Body Fluids		Dusty environment		VDU Use	✓
Radiation / Lasers		Challenging behaviour	✓	Manual Handling	✓
Solvents		Driving		Noise / Vibration	
Respiratory sensitisers		Food Handling		Working in isolation	
Cytotoxic drugs		Electrical work		Night working	