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| **JOB DESCRIPTION** |  |
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| **Job Title:** | **Temporary Staffing Assistant** |
| **Band:** | **3** |
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| **Responsible To:** | **Head of Medical Staffing (Northern Services)**  |
| **Accountable To:** | **Head of Medical Staffing - RDUH** |
| **Section/Department/Directorate:** Detail as appropriate) | **People Directorate**  |

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| **Job Purpose:** |
| To provide a comprehensive temporary staffing support service to all Divisions and to contribute to the enhancement of a high quality, responsive service to all managers and staff within the Royal Devon University Healthcare NHS Foundation Trust (RDUH). To coordinate all temporary staffing requirements for Medical, Dental and AHP via agencies and internal bank and ensure it is delivered efficiently and effectively adhering to the Trust and adheres to the NHS Employers guidelines for all pre-employment checks.The post holder will have their own workload and will fulfil all administrative tasks, preparing personal records, filing documents, entering information onto computer systems, distribution of correspondence and other general office duties as part of a wider team and in accordance with Trust policies  |

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| **Context:** |
| The Temporary Staffing Assistant will be based in the Medical Staffing Department at Devonshire House in Barnstaple and will provide a full temporary staffing service and fulfil general administration tasks and work as part of a wider transactional medical recruitment team. To meet the needs of the service, the post holder may be required to work in other administrative areas as appropriate as directed by the line manager.No budget responsibility  |

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| **Key Working Relationships:** |
| The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider Healthcare community, external organisations and the public. This will include verbal, written and electronic media. |

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| Organisational Chart: |
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**Key duties and responsibilities:**

* To co-ordinate the recruitment for temporary medical, dental and AHP staff and advise managers on all associated recruitment issues in line with agreed timeframes via NHS Jobs, Locum Agencies and electronic booking system (TempRE)
* Undertake all mandatory recruitment checks in line with Safer Recruitment checks
* Raise associated employment contracts and payroll paperwork as required in a timely manner.
* Undertake ID & RA checks and produce ID badges and Smart Cards as required
* An ID checker and Applicant User within the Capita on-line system for the Trust in respect of the Disclosing and Barring Service (DBS) for all M&D/AHP Staff as required
* Update ESR system with all recruitment checks as required
* Liaise with clinical and service leads to ensure appropriate temporary cover requirements are accurate and raise any non—availability of temporary cover in line with the agreed escalation process
* Upload all temporary staffing requirement onto the electronic booking system & monitor progress of all bookings providing regular updates to service and clinical leads
* To update/review the Temporary departmental Standard Operating Procedure as required
* Maintains absence information (annual leave, sickness absence and special leave) for all M&D staff on Health Roster
* Ensure annual leave cover is maintained within the Medical Staffing Team
* Undertake general administrative duties for the department such as filing, photocopying, distribution of mail as required
* Maintain an efficient, accurate and confidential filing system ensuring documents are stored in accordance with the Trust’s policies and procedures;
* Any other clerical duties which may be required under the guidance of the Medical Staffing Officer and/or Medical Staffing Manager

**Communication and Relationship skills**

The post holder will be required to adhere to the organisations standards of customer care when receiving and welcoming clients, taking messages and dealing with enquiries in a confidential and sensitive manner this could be face to face or over the phone, for example dealing with appointments and admissions.

The post holder will be responsible for distributing and re-directing mail and ensuring messages are passed on to the appropriate person**.**

The post holder will be expected to behave in accordance with the Trust's values of demonstrating compassion, striving for excellence, respecting diversity, acting with integrity and to listen and support others.

**Analytical and judgement skills**

There is a degree of analysis and judgement required to assess and prioritise verbal, electronic and written information and assist as far as possible with enquiries with staff, external clients/agencies on a limited range of day to day matters with some limited communication about difficult or sensitive matters. Make judgements on facts or situations, some of which require analysis, such as resolving appointment and temporary booking issues.

**Planning and Organisational skills**

Deliver day to day activities and plan straightforward tasks that may impact outside of the post holders department e.g. amendment to temporary bookings. The post holder will be responsible for organising their own work load.

**Physical skills**

The post holder will have the standard keyboard skills in day to day activities to operate a number of computer software and would be expected to possess a level and knowledge and command of IT systems i.e. typing skills, Microsoft Office including Word, Excel and Outlook.

**Responsibility for Patient/Client Care**

The post holder is required to put the patient, as the first priority, at the centre of all activities. The post holder will not have direct responsibility for patients but will have regular contact with clients/agencies by phone or face to face.

**Responsibility for Policy and Service Development**

To adhere to Trust policies and contribute to the continuous improvement in the efficiency and effectiveness of the service and own practice by attending and participating in meetings as necessary.

**Responsibility for Financial and Physical resources**

To monitor stock levels of stationery, receive deliveries and to ensure the efficient and effective use of all resources used within the course of one’s own duties, maintaining an awareness of the financial impact of inappropriate use.

**Human Resources Responsibility**

Take an active part in the development and review of own work, suggesting areas for learning and development in the coming year.

**Responsibility for Information Resources**

Daily use of relevant IT programmes related to department activity and be responsible for the effective inputting, storing (paper based and electronic) and maintenance of information.

Daily use of electronic booking system (TempRE) for temporary staffing requirements

Daily review of Health Roster and departmental rosters for temporary staffing (M&D) requirements

**Responsibility for Research and Development**

Comply with Trust requirements and undertake surveys as necessary to own work.

**Decision Making**

The post holder is guided by Standard Operational Procedures and will organise own workload on a day to day basis and work within Trust policies and procedures. Use initiative to deal with routine matters and refer more complex queries to a supervisor or other appropriate colleague.

**Physical Effort**

Frequent requirement to sit in a restricted position at display screen equipment for the majority of the working day.

The post holder will undertake filing on a daily basis and complete photocopying, as and when required.

The post holder may be required to exert light physical effort (loads of not more than 5kg.) on a frequent/occasional basis for several short periods/several long periods during the shift.

**Mental Effort**

The work pattern will be unpredictable with frequent interruptions. There will be an occasional requirement for concentration for data entry.

The post holder will be expected to provide cover for other administration and clerical staff during busy periods, including cover due to sickness absence and annual leave. This may require the post holder to involve travelling and working in other areas within the Trust.

**Emotional Effort**

Occasionally exposed to difficult situations which may arise with abusive clients and telephone callers; occasionally these may need to be referred to a senior member of staff.

**Working Conditions**

Use display screen equipment for substantial proportion of working day.

**GENERAL**

This is a description of the job as it is at present constituted. It is the practice of this organisation periodically to examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager in consultation with those working directly to him or her. You will, therefore, be expected to participate fully in such discussions. It is the organisations' aim to reach agreement to reasonable changes, but if agreement is not possible management reserves the right to insist on changes to your job description after consultation with you.

We are committed to serving our community. We aim to co-ordinate our services with secondary and acute care.

We aim to make all our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so. We will share our knowledge with neighbouring healthcare agencies and professionals.

We recruit competent staff whom we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.

The Trust operates a 'non smoking' policy. Employees are not able to smoke anywhere within the premises of the Trust or when outside on official business.

All employees must demonstrate a positive attitude to Trust equality policies and Equality Scheme. Employees must not discriminate on the grounds of sex, colour, race, ethnic or national beliefs, marital status, age, disability, sexual orientation, religion or belief and will treat patients, colleagues and members of the public with dignity and respect.

If the post holder is required to travel to meet the needs of the job, we will make reasonable adjustments, if required, as defined by the Equality Act 2010.

**SAFEGUARDING**

To be fully aware of and understand the duties and responsibilities arising from the Children’s Act 2004 and Working Together in relation to child protection and safeguarding children and young people as this applies to the worker’s role within the organisation.

To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker’s role, which will include recognising the types and signs of abuse and neglect and ensuring that the worker’s line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding adults and/or child protection.

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.

**HEALTH AND SAFETY AT WORK**

The employer will take all reasonably practical steps to ensure your health, safety and welfare while at work. You must familiarise yourself with the employer's Health & Safety policy, and its safety and fire rules. It is your legal duty to take care for your own health and safety as well as that of your colleagues.

**INFECTION CONTROL - ROLE OF ALL STAFF**

It is the responsibility of all members of staff to provide a high standard of care to patients they are involved with. This includes good infection prevention practice.

All staff have a responsibility to comply with Infection Prevention and Control policies and procedures, this includes:

* Attending mandatory and role specific infection prevention education and training.
* Challenging poor infection prevention and control practices.
* Ensuring their own compliance with Trust Infection Prevention and Control policies and procedures for example, standard precautions, hand hygiene, prevention & management of inoculation incidents

**CONFIDENTIALITY**

You may not disclose any information of a confidential nature relating to the employer or in respect of which the employer has an obligation of confidence to any third party other than where you are obliged to disclose such information in the proper course of your employment or as required by law. Any failure to comply with this term of your employment will be treated as an act of misconduct under the employer's disciplinary procedure.

**JOB DESCRIPTION AGREEMENT**

**Job holder’s Signature: .....................................................................................**

**Date: .....................................................................................**

**Manager’s Signature: .....................................................................................**

**Date: .....................................................................................**

**PERSON SPECIFICATION**

**POST : Temporary Staffing Assistant**

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| REQUIREMENTS | E/D\* | HOW TESTED?Application Form/Interview/Reference/Test | INTERVIEW COMMENTS | SCORE(1 Low – 10 High) |
| QUALIFICATIONS/SPECIAL TRAINING :Good Standard of EducationRelevant keyboard qualification/ computer experience NVQ 3 or equivalent experience in Business Administration or Customer Care  | EED | Application FormApplication FormApplication Form  |  |  |
| KNOWLEDGE/SKILLS:Effective interpersonal, organisational and communication skillsIT/Keyboard skills and computer literate.Knowledge of Employee Staff record (ESR) and Health Roster management systemsAbility to prioritise and manage own workload within busy environment.Good working knowledge of Microsoft Office  | EEDED | InterviewApplication Form/InterviewApplication Form/InterviewInterviewApplication/Interview |  |  |
| EXPERIENCE:Proven clerical/administrative experience within customer care environmentPrevious NHS/Recruitment experience | ED | Application Form/InterviewApplication Form |  |  |
| PERSONAL REQUIREMENTS:Reliability and Flexibility, able to contribute to changing demands of the service.Willing to undertake training relevant to the post.Ability to work within a team Ability to demonstrate a diplomatic caring attitude whilst maintaining confidentiality.Occasional involvement working in challenging situation e.g. dealing with difficult , anxious or distressed people | EEEED | InterviewInterviewInterviewInterviewInterview |  |  |
| OTHER REQUIREMENTS:The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.Willing to travel to other locations as required | ED | InterviewInterview |  |  |

\* Essential/Desirable

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| **HAZARDS :** |
| Laboratory SpecimensProteinacious Dusts |  | Clinical contact with patients |  | Performing ExposureProne Invasive Procedures |  |
| Blood/Body Fluids |  | Dusty Environment |  | VDU Use | x |
| Radiation |  | Challenging Behaviour | x | Manual Handling | x |
| Solvents |  | Driving |  | Noise | x |
| Respiratory Sensitisers |  | Food Handling |  | Working in Isolation |  |
| Cytotoxic drugs |  | Night working |  |  |  |