

WORCESTERSHIRE ACUTE HOSPITALS NHS TRUST



#WAHT...

amazing opportunities
in our **Urgent Care Team**

#WAHTALIFECHANGINGCAREER

INTRODUCTION TO WAHT

Worcestershire Acute Hospitals NHS Trust provides hospital-based services from three main sites:

- ➔ Alexandra Hospital in Redditch
- ➔ Kidderminster Hospital and Treatment Centre in Kidderminster
- ➔ Worcestershire Royal Hospital in Worcester

We provide a wide range of services to a population over 590,000 people in Worcestershire as well as caring for patients from surrounding counties and further afield.

In 2022/23, we provided care to more than 250,000 different patients – that's 40% of the Worcestershire population that received care at one of our hospitals, including:

- ➔ 165,086 A&E attendances
- ➔ 143,956 inpatients
- ➔ 593,451 outpatients
- ➔ 4,875 births

We employ over 7,000 people and over 130 local people volunteer with us helping to deliver care. We have an annual turnover of nearly £600 million.



OUR VISION AND VALUES

The 4ward values are at the heart of everything we do. It is our strategy behind how we deliver both our strategic objectives and our vision for **#PuttingPatientsFirst**.

Our focus going 4ward is twofold. We want to transform our culture whilst at the same time improving our performance across the whole of Trust, particularly around our wide- ranging quality improvement programme, improving the flow for patients who attend our Emergency Departments, our preparations for winter and our efforts to achieve financial stability.

4ward is about creating an environment where staff can make decisions, be personally accountable for their outcomes and celebrate together collective achievements. 4ward will help us create a winning culture and improved performance throughout the entire organisation.

4ward uses proven, evidence-based methods to help us all behave at work in ways which will support more effective team working, build a shared sense of purpose and empowerment and promote a more positive working environment – for the benefit of colleagues, our patients and the community that we serve.

The Trust recruits against these values for every post and they guide our behaviours to help us deliver the best possible care and services for our patients. These values are non-negotiable and all of us, regardless of grade or job title, are required to support them.

Putting Patients First



Our signature behaviours:



We Do What We Say
We Will Do



We Plan For No Delays,
Every Day



We Listen, We Learn,
We Lead



We Work Together,
We Celebrate Together

WHY CHOOSE US?

At WAHT our purpose is simple – Putting Patients First.

Here in Urgent Care, our teams share a dedicated passion for patient safety and high-quality care. We strive to create an environment in which patient experience is paramount and where excellence in clinical care can flourish.

With state-of-the-art developments and innovative projects in both Emergency Care and Acute Medicine, there has never been a more exciting time to be part of Urgent Care. Right now, we are looking for exceptional colleagues who can help deliver extraordinary care every single day.

Working in Urgent Care offers substantial benefits. Our patient centred approach allows colleagues the tools to make a significant difference in the lives of each patient. Our on- the-job education packages will prepare you for a variety of medical emergencies which in time will give you a fantastic opportunity to develop your professional portfolio.

We want to support you in your career. Our staff in Urgent Care are like a family, the community feel shapes personal and professional relationships building a support network to continuously improve our practices and promoting a well-led, competent, motivated and highly-valued team.



You'll get an experience like no other and an opportunity to further your skills on a daily basis.

We ensure that the care our patients receive is safe, clinically excellent, compassionate and an exemplar of positive patient experience.

Why work anywhere else?

Faisal Fasih, Consultant, Emergency Medicine



HERE'S WHAT SOME OF OUR STAFF SAY...



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The team here in Worcestershire have really helped me to improve my skill set as a practitioner.

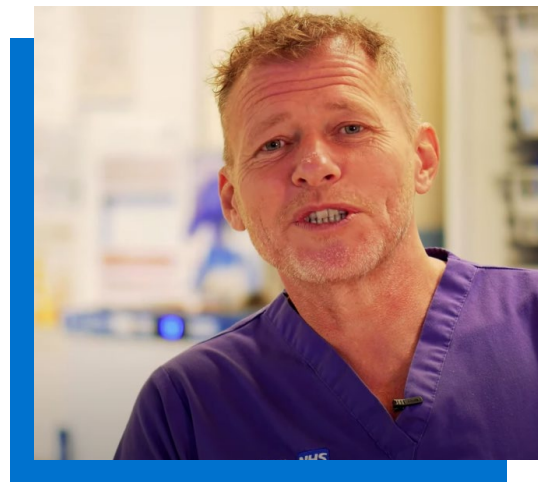
I have been encouraged by all staff and supported to really develop and progress down the path that I want to follow.

Stephanie Garwood, Senior Healthcare Assistant

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“

I've been here for 17 years. I came in as a student and never left because I found exactly what I was after from nursing, which is a fast paced changing environment with different patients always coming through the doors and now I'm the Matron and I still love it.



We have an amazing team here that are very open and that provide an excellent training structure for our new nurses, whether that be newly qualified nurses or nurses joining the team for the first time.

We make this a great place to work, where our staff want to come to work. We are a very supportive team, that people want to work with, but we also have fun too!

Marc Tarrant, Matron, Emergency Medicine

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LEARNING AND DEVELOPMENT

We want you to hit the ground running, therefore your learning and development starts the moment you join us.

Whatever stage you are at in your career, we will encourage you to advance your skills to do your job at the best of your ability. We invest in our people to ensure we attract, retain and develop passionate staff with the right skills who care about, and take pride in, putting patients first.

We offer all our staff a wide range of life-long learning opportunities which range from; internal and external study days, preceptorship programmes, advanced nursing courses and so much more!

Got an interest in a specialist area?

We'll encourage you to pursue any specialist interest within Urgent Care, from major trauma to paediatrics, you'll be soaking up endless amounts of expertise from your colleagues.

We will put you centre stage, with excellent opportunities to progress, improve and consolidate your skills as you develop your career with us.

We also offer bespoke rotations to other clinical areas such as acute medicine, surgery and paediatrics.



We are really supported to have extra training and up-skill. In a really short space of time I have been able to do really exciting courses like Advanced Life Support and European Paediatric Advanced Life Support.

I wish I had done this earlier, A&E here in Worcestershire is a really supportive, vibrant and exciting environment.

Vicky Hall, Senior Staff Nurse



CAREER PROGRESSION

The development of our workforce is key to delivering caring, safe and excellent services to our patients.

Our division is committed to offering development and learning opportunities for all employees. No matter where you start with the Trust, you will have access to extra training and be given the opportunity to progress within the organisation.

Registered Nurse

If you are early in your nursing career, there is no better place to start than Urgent Care. Each year you are with us you will receive an annual personal review and development plan to support your career progression.

Alongside the mandatory aspects of training, the Division offers a competency framework packed with enrichment to provide you with the skills and knowledge you need to progress in your career including:

- ➔ Departmental Induction including a protected Supernumerary Period
- ➔ Preceptorship
- ➔ Advanced Resuscitation Courses (ILS, PILS, ALS, EPLS)
- ➔ Trauma Immediate Life Support
- ➔ Paediatric Competencies
- ➔ ECG Workshops
- ➔ Emergency Triage
- ➔ Away Days
- ➔ Leadership and Management Courses
- ➔ 4WARD Improvement System Training
- ➔ Acute Simulation Courses
- ➔ Rotational Posts



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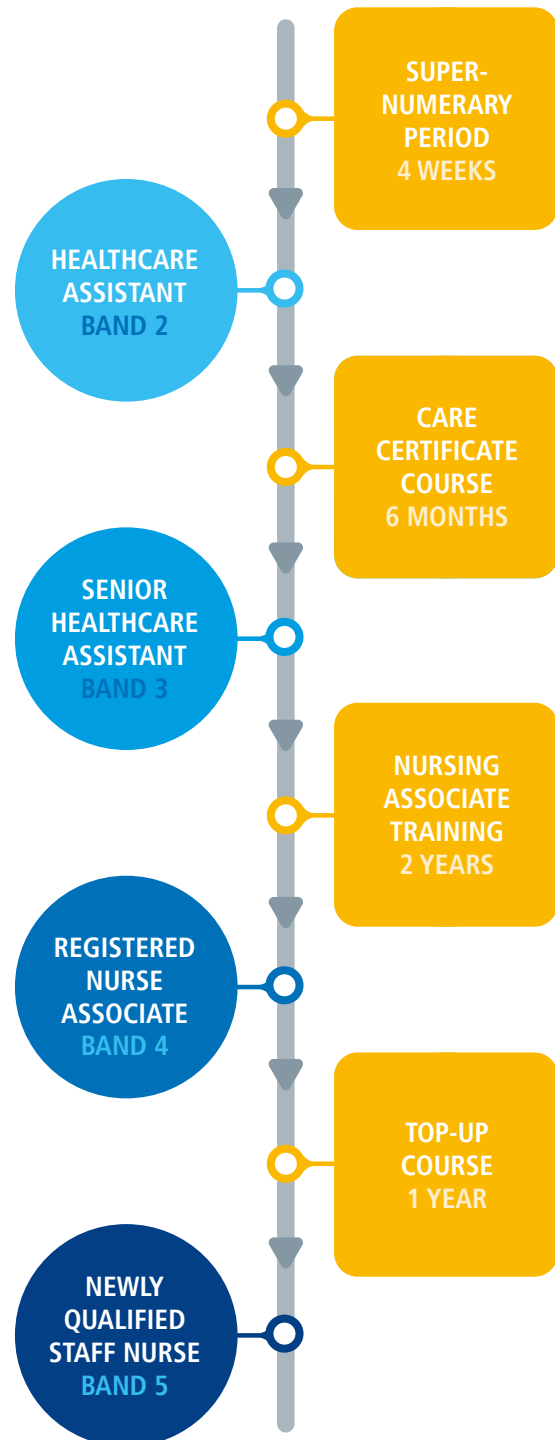
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Healthcare Assistant

Wherever you are in your healthcare career, there is no better place to start than Urgent Care. Each year you are with us you will receive an annual personal review and development plan to support your career progression.

Alongside the mandatory aspects of training, the Division offers a competency framework packed with enrichment to provide you with the skills and knowledge you need to progress in your career including:

- Departmental Induction including a protected Supernumerary Period
- Venepuncture and Cannulation
- Basic Resuscitation Course (BLS)
- Wound Management
- Plastering (ED only)
- ECG Workshops
- Away Days
- 4WARD Improvement System Training
- Acute Simulation Courses



APPRENTICES

With an ever-increasing number of Levy Funded Apprenticeship Standards available to our workforce there has never been a better time to develop your career through an Apprenticeship.

Apprenticeships combine academic study through lectures and training sessions, alongside practical workplace learning using methods such as workplace improvement projects, coaching and mentoring, shadowing, research and reflection. With Apprenticeships available in a wider range of career pathways and from Level 2 (GCSE) right up to Level 7 (Masters) there really is something for everybody.

If you are looking to develop your knowledge and skills as well as boost your career options, Worcestershire Acute Hospitals NHS Trust has a range of apprenticeships available for both clinical and non-clinical staff. We value every employee working in every team across the organisation whether on the front line delivering acute services or supporting clinical teams behind the scenes.

Our development opportunities are available to both new and existing staff. If you want to grow and develop your knowledge and skills and/or achieve a recognised qualification we will support you to find out what's available and what is best for you in your role and your future career plan.



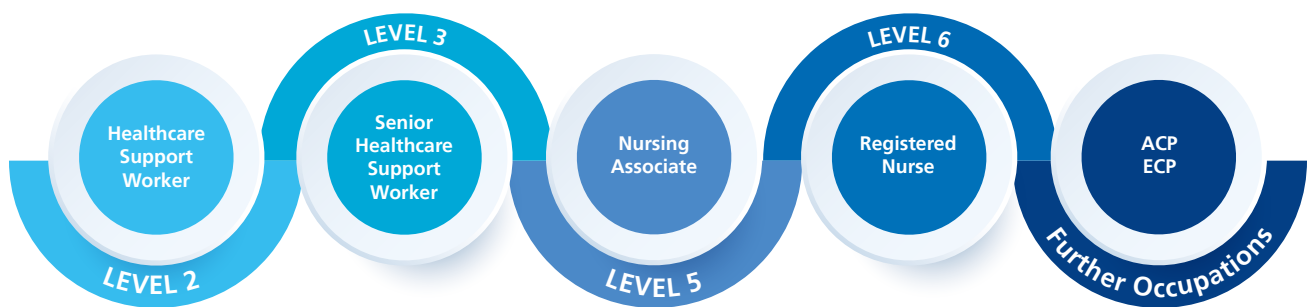
Get qualified

We can support you to achieve nationally recognised vocational qualifications (NVQs and Diplomas). These can sometimes be available as standalone qualifications however most are supported by the apprenticeship route.

Our apprenticeships are available in a variety of subjects from:

- ➔ **Clinical** – Senior Health Care Support Worker; Nursing Associate; Advanced Clinical Practitioner
- ➔ **Non-clinical** – Business Administration; Medical Administration - including AMSPAR; Customer Service

Apprenticeship standards in nursing



Apprentice success story...



I joined the trust back in 2017. I started as a band 2 and worked my way up, completing different courses and competences to become a band 3 senior Healthcare Assistant (HCA). I love working in the Emergency Department as I enjoy the fast-paced environment as well as working in a fantastic team helping people with their acute illnesses.

I knew that I wanted to progress my career and was encouraged in my personal development reviews to reach for my goals. I applied for the foundation degree nursing associate apprenticeship and was accepted on to the course. I joined the course as I saw a new opportunity to work on my current skills, building on the knowledge I had gained over the years.

The Nursing Associate Apprenticeship was a great entry way for me to start my nursing career. Having the flexibility of attending university and work in my primary placement area as well as other placements really appealed to me. This, along with the flexibility of the course and knowing my schedule well in advanced also helped me regarding childcare for my daughter as I was able to plan ahead.

I hope to qualify as a Registered Nursing Associate, gain my NMC pin and work within the Emergency Department in Worcester. I am aiming to consolidate my skills and gain some experience in my new role before hopefully joining the Registered Nurse Degree Apprenticeship.



Savannah Richards
Nursing Associate Apprentice



ADVANCED CLINICAL PRACTITIONER (ACP)

We recognise the value and expertise all our colleagues can bring to the Urgent Care team and we are proud to offer opportunities for career progression, development of knowledge, skills, and experience such as clinical reasoning, diagnostic decision making, and leadership in practice.

We are currently looking to expand our team of Advanced Clinical Practitioners.

ACPs are educated to Masters level education and have obtained the skills and knowledge to allow them to take on expanded roles and scope of practice in caring for patients.

If you are interested in applying for a Trainee ACP position, you will commit to undertaking an apprenticeship programme comprising a 3-year MSc in Advanced Practice and the development of an ePortfolio to demonstrate your capability across the four pillars.

If you are interested in applying for a Band 8a Trained ACP, on successful completion of the MSc, you will be expected to submit evidence of your portfolio to a cross-organisational review panel.



The career progression opportunities here at the Trust are excellent. I joined the trainee ACP programme and the Trust supported me throughout my Masters. After three years of training I am now an ACP in Medical SDEC. My colleagues and Manager have been very supportive, and I'm really happy here.

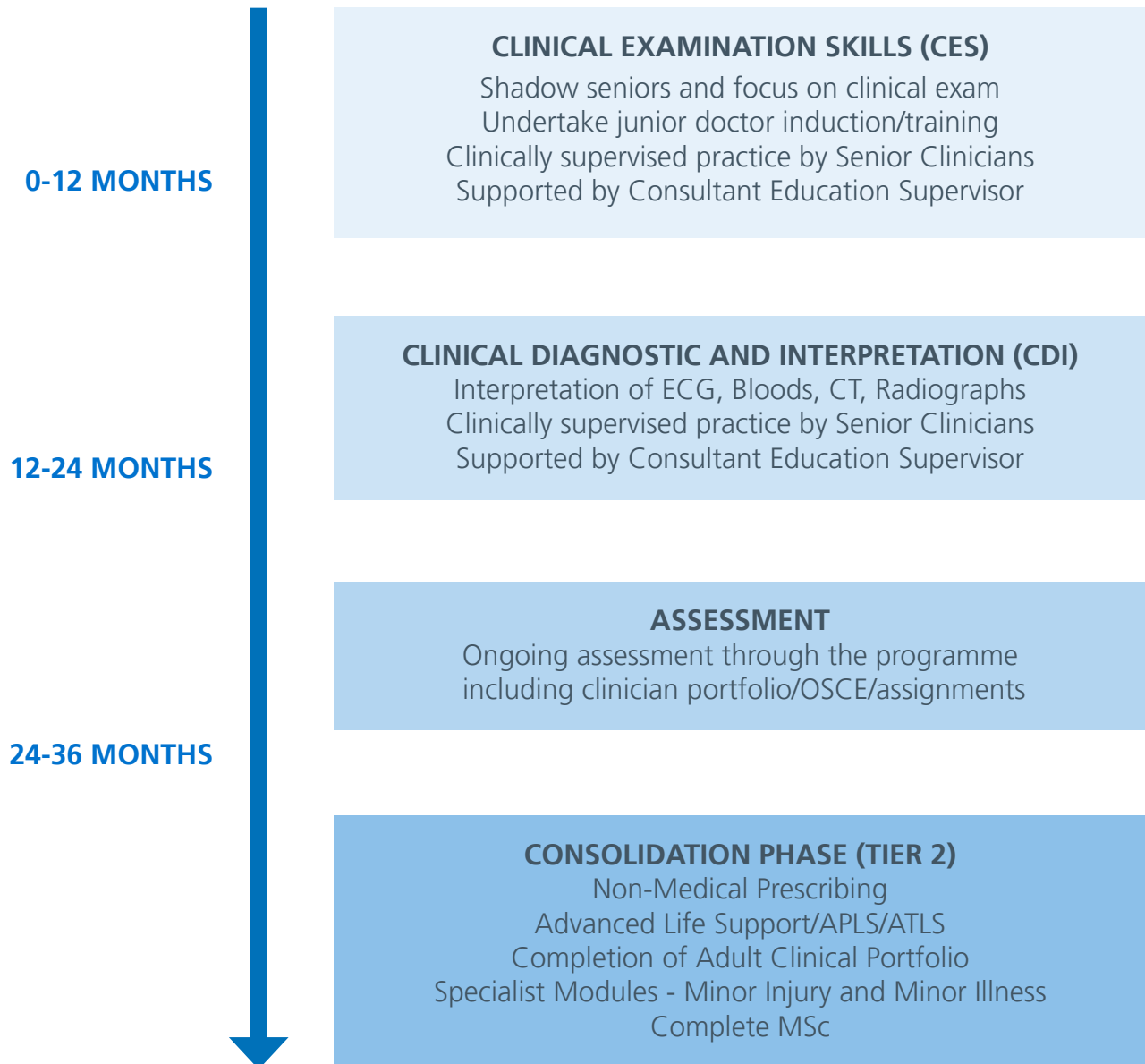
Hannah Harries, Advanced Clinical Practitioner in Medical SDEC (Same Day Emergency Care)



ADVANCED CLINICAL PRACTITIONER (ACP)

This is an example of a career progression pathway through our Emergency Departments:

Pathway for Trainee ACP to Tier 2 (SHO Rota)



Pathway from Tier 2 SHO Rota to Tier 3 (Middle Grade Rota)

36-60 MONTHS



CHILD MODULE

Research Methods Module - Develop Research Proposal
Continued Clinical Development - Competent to work in ALL areas

TRANSITION TO SENIOR ACP/TIER 3

Completion of Professional Project
Develop and Demonstrate Leadership - Mentor to Trainee ACPs
Contribute to audit, teaching and competent to lead all areas

MEDICAL CAREERS

Consultant Workforce

Our exceptional team of Emergency Medicine Consultants are passionate about continuously improving the patient experience and ensuring that the Trust really is putting patients first.

The role of Consultants in Urgent Care extends far beyond that of shop-floor cover. With a large directorate, there are extensive opportunities to develop and collaborate into lead roles within a variety of areas: Governance, Paediatrics, Research, Workforce, Quality Improvement, Education and so much more!

Expansion of the Consultant workforce provides the opportunity to really start looking at the patient experience and driving the leadership aspects of Emergency Care forwards. With dedicated time allocated to such roles, the directorate will be in a stronger position to deliver optimum patient care and achieve our aim to become an employer of choice for future generations of Consultants.

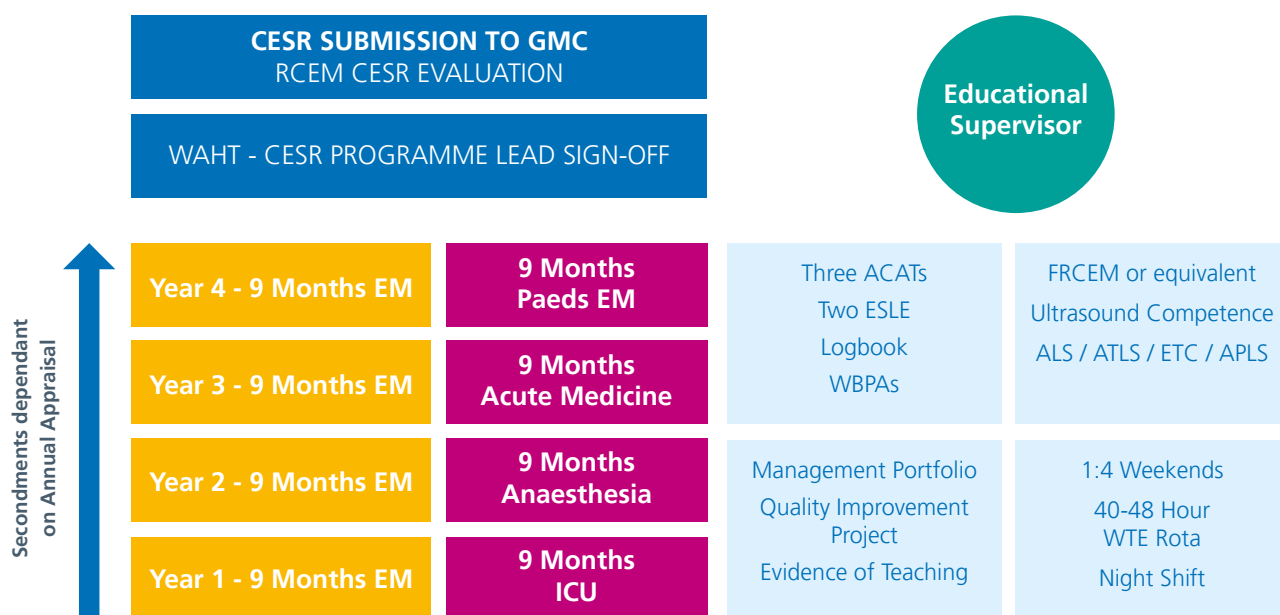
Tier 4 Clinicians

In Urgent Care we are keen to expand our current clinician numbers to provide modern high quality care. We are continuously seeking opportunities to invest in strategies to retain and develop our Tier 4 workforce and are pleased to offer our support in the CESR Programme (Certificate of Eligibility for Specialist Registration).

Absolute Requirements for Tier 4 Clinicians:

- ➔ ALS Provider
- ➔ APLS/EPALS Provider
- ➔ ETC/ATLS Provider
- ➔ FRCEM Primary or Equivalent Qualification

TIER DEVELOPMENT PATHWAY



Other opportunities for Speciality Doctors working to a Tier 4 level include an enhanced package:

- ➔ Pay scale starting point – higher pay scale for applicants who hold MRCEM or FRCER Intermediate Exam (Threshold Two)
- ➔ Golden Hello/Retention Bonus - £3000 on signing a substantive contract with a minimum of 12-month commitment with an additional £3000 for the second year
- ➔ Senior Leadership bonus payment of £200 per night shift

➔ Study Leave budget of £600 per year.

➔ Study Leave of 12 days per year

Further benefits include: annual formalised job planning; CPD and revalidation support; bespoke departmental education teaching.

HEALTH AND WELLBEING

We value our staff, and we work hard to maintain an environment where our staff thrive. Here are some of the ways in which we support our staff's health and wellbeing.

Civility and Respect

Freedom to Speak Up Guardians providing an opportunity to raise concerns in a safe and supportive environment.

Equality, Diversity and Inclusion

LGBTQ+ Staff Network, Faith and Spirituality Network, BAME Network, Disability Network - We want to encourage a positive working culture, listening to our staff and promoting a more diverse and inclusive workplace.

Financial Support and Advice

Financial Wellbeing Hub - Whether you want to understand more about budgeting or build your future wealth, this is a great place to pick up tips, tricks and tools to support your Financial Wellbeing.

Psychological Wellbeing

The psychological wellbeing of our staff is of vital importance in enabling us to fulfil our purpose of Putting Patients First. Free counselling services (NOSS), wellbeing conversations, clinical psychologists, spiritual and pastoral support and bereavement support are just a few of the services available.

Physical Wellbeing

Working Well Service offering impartial advice about issues including pre-placement health screenings, disability support and telephone/clinical based physiotherapy services.

Social Wellbeing

Working Carer Support, Childcare and Onsite Nurseries, Happy Cafes

Covid Support

Occupation Health Rehabilitation Clinics



For more information on Staff Health and Wellbeing, checkout our Wellbeing Booklet.

FLEXIBLE WORKING AT WAHT

We want to make WAHT an even better place to work.

To do this, we are committed to embedding a flexible working culture within our Trust and our commitment has recently been rewarded with Timewise accreditation in 2022.

We recognise that colleagues have different priorities and that providing a greater choice of working patterns helps to balance the challenges of providing a 24-hour service to patients, whilst recognising that you need to make the most out of your life outside of work.

This balance has a positive impact on your overall health and wellbeing. There are a number of options when it comes to flexible working, some of these may be a formal arrangement such as part time working, compressed hours or a more informal arrangement such as mix of shifts or staggered start and finish times.

For a flexible working arrangement to be successful, there must be flexibility on all sides. We always welcome any reasonable requests to work flexibly and will consider individual cases on how they balance with our service needs and the ability of our team to deliver the highest quality of care to our patients.

If you have a working pattern in mind that would be of benefit to you, then please discuss this at your interview.



Worcestershire Acute Hospitals NHS Trust has been absolutely amazing in really understanding the importance of a work life balance. Not only am I supported on a day to day basis and with my career progression, but I am also supported as a mother. Flexible working in particular has really helped me both at home as a mother of three children and at work.



Zelda Sibanda, Physician Associate



“

The flexible working opportunities here at our Trust are great and it is a real attraction for people to come and join us.

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Dr Nick Turley
Consultant and Departmental Lead
for Major Trauma & Incidents



Dr Anisha Iyer
Emergency Department Consultant

“

Working at this Trust is fantastic from a family point of view. I have two children who are thriving, not just because of the wonderful location and great schools, but also in terms of a work place that provides a very supportive environment for people who want to raise their family.

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THE RECRUITMENT PROCESS

We are looking for passionate and committed colleagues who will help us provide high quality care and transform the patient journey.

Continue reading to find out how to apply and what your recruitment journey looks like.

How to Apply



Complete the application form on the NHS Jobs Website.

www.jobs.nhs.uk

Take time to read all the information in the advert; pay particular attention to the job description and person specification. The job description outlines the main duties and responsibilities of the job; the person specification details the qualifications, skills, experience and knowledge that are required to be able to undertake the post. Demonstrate that you can meet all or most of the essential criteria for the role in the supporting statement.

Shortlisting and Interview

The initial selection and interview decisions are made by the individual recruiting managers. The recruiting manager will draw up a shortlist of candidates to invite to interview after the vacancy has closed. They will shortlist the candidates that meet as a minimum the essential criteria of the person specification. If they have received a large number of applications, the manager may shortlist against the essential and desirable criteria detailed on the person specification.

If you are shortlisted for a vacancy we will send you an invitation to attend an interview via email to your NHS Jobs account.

The invitation will advise you of the date and time of the interview and where they will be taking place. The invitation will also include details about the interview panel and any tests or presentations that form part of the selection process.

Our brand new,
bigger and better
**Emergency
Department**
opens later this year.



What happens next...

Candidate Process

The recruiting manager will contact the successful candidate(s) to verbally offer the post to them subject to satisfactory pre-employment checks being received. If you accept the verbal offer of the post you will be sent a conditional offer of employment by email to your NHS Jobs account, indicating what pre-employment checks are required before we can agree a start date with you and ask you to give notice to your current employer.

There are six types of pre-employment checks that may be required, depending on the role you have been offered.

1. Employment history and references
2. Verification of identity
3. Proof of eligibility to work within the UK
4. Professional registration and qualifications
5. Work health assessments
6. Disclosure and Barring Service

These pre-employment checks are in line with NHS Employment Check Standards. All NHS providers are required to comply with these standards.

Any delay in completing and returning the documents will impact upon the start date.

Starting With Us

The recruiting manager will confirm the start date with you once we have received all of the required pre-employment checks and they have been deemed as satisfactory by the Trust.

Your line manager will contact you to agree your start date, what time to arrive and where to meet. In most cases, they will also co-ordinate what happens on your first day – introducing you to your team, helping you to find your way around the base and ensuring that you have all of the information you require.

#WAHTALIFECHANGINGCAREER

www.worcsacute.nhs.uk/jobs



WorcsAcuteNHS



WorcestershireAcute

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