



# South Tees Hospitals NHS Foundation Trust

Job description & person specification



# We're thrilled you're thinking of joining our journey

**Getting good NHS services is the most important thing to more than 1.5 million patients, carers and families in the Tees Valley, North Yorkshire and beyond who depend and rely on them. It is the most overriding thing to everyone who works at South Tees Hospitals NHS Foundation Trust too.**

Since the autumn of 2019, we've been empowering our clinicians to take the decisions about how we manage our resources and deliver care across our hospitals and services – supported by our amazing scientific teams, administrative, support staff and volunteers. This is important – not just for our local communities in Teesside and North Yorkshire but for patients across the North East and beyond who rely on us as a specialist centre and regional major trauma centre.

By enabling clinicians to come together to shape and deliver the care they want for their patients, we were rated by our colleagues in the 2020 NHS Staff Survey as the most improved Trust in the country. This clinically-led approach has been at the heart of our response to COVID-19 and the overriding goal set by our experienced clinicians to help keep colleagues, patients and service users safe.

We are an anchor tertiary provider – delivering world-class cancer, cardiothoracic, spinal, cochlear implant, neurosciences, gynaecology and urology care for patients across the region – and one of only three hospital trusts in the UK operating three robotic surgical systems. Our major trauma centre sees half of all trauma cases in the North East and Cumbria. Our role as an anchor tertiary provider is also crucial in ensuring that specialist care is available to patients across our region and that health inequalities are not exacerbated in our local patient populations.

Our laboratory colleagues were amongst the first in the country to develop round the clock on-site testing for COVID-19 and James Cook was one of the world's first COVID vaccination centres.

Our significant contribution to the COVID-19 research effort is a mark of our determination to remain at the forefront of clinical research as a driver of safe, quality care. Alongside our commitment to research, our position as one of the country's highest ranked medical training organisations, and as a Top 100 Apprenticeship Employer, characterises our commitment to our people and communities.

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**By joining the South Tees family, you are joining a team who are committed to putting safety and quality first.**

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# Clinically-led

Since October 2019, we have been empowering our clinicians to make the decisions around how we allocate our resources and deliver care – supported by the wealth of experience and professional knowledge that exists within our operational, estates, human resources and other administrative and support teams.

We have done this through our Clinical Policy Group (CPG) which draws its membership from our clinical directors, nursing and allied health professional leaders, chief medical officer, executive team, operational managers, chairs of staff-side, our senior medical staff forum, and our BMA representative.

Our CPG has created ten clinically-led improvement collaboratives (service groups) - natural care communities of surgeons, physicians, nurses, midwives, scientists, allied health professionals and administrative and support colleagues, which have come together to make their services even better for our patients.

At the heart of our clinical collaboratives is our Leadership Improvement and Safety Academy which encompasses our patient safety faculty and provides a range of support, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.



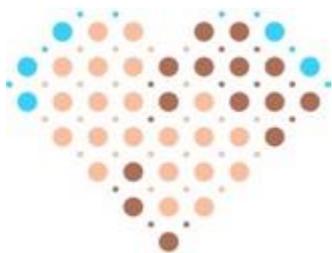
# Welcome to the South Tees Way?

The values and behaviours of our nurses, midwives, doctors, allied health professionals, scientific teams, administrative, support staff and volunteers has been instrumental in helping our services to meet the challenges presented by COVID-19.

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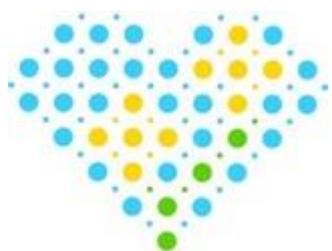
They are the words we want our patients, service users and colleagues to be able to use to describe how it feels to receive care or work in our hospitals and services.

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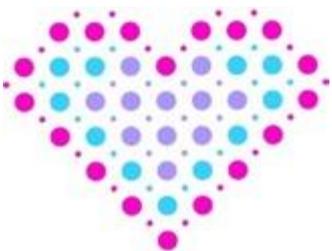
## Respectful

I am respectful because I listen to others without judgement. I promote equality and diversity and treat others as they wish to be treated. By holding myself and others to account I demonstrate my professionalism and integrity to my colleagues.



## Supporting

I am supportive because I acknowledge the contribution of my colleagues. I support my colleagues and our trainees to develop themselves in order to deliver the best possible care to our patients and families. Being part of a team requires me to be honest, available and ready to help others and myself.



## Caring

I am caring because I show kindness and empathy to others through the delivery of individual and high quality care to our patients, families and my colleagues.



# Supporting you

## Recognising our fantastic colleagues

Each month hundreds of colleagues are nominated for our South Tees Appreciation Reports – known as STARS. The STARS Awards help us celebrate the individuals, teams and services that deliver outstanding patient care or go the extra mile in their job.

## Staff networks

One of the fantastically important strengths of our South Tees family is our diversity. We currently have five staff network groups which support BAME, Disability and Long-term Health, Faith, LGBTQ+ and Menopause. Our support network groups provide a forum in which issues that matter to colleagues are raised and cascaded for action through to the Equality Diversity and Inclusion (EDI) strategy group. They enable individuals to come together, to share ideas, raise awareness of challenges and provide support to each other.

## Health and wellbeing

We have an in house Occupational Health Service which is there for colleagues to access to seek support across a range of areas such as mental health and physiotherapy. We also have dedicated staff psychologists alongside wellbeing coordinators to support colleagues and deliver psychological first-aid and empathetic listening. In 2020 all our colleagues received an extra day of annual leave in recognition of the amazing work that everyone has done during the pandemic.

# Education training and development

## Leadership Improvement and Safety Academy

As a clinically-led organisation, the safety and wellbeing of our patients, service users and colleagues, and Improvement and Safety Academy is clinically-led and brings together training and education, clinical leadership, improvement and safety in to one support function for a common purpose.

The academy encompasses our patient safety faculty and utilises existing teams and experience to provide a range of support to specialties and departments, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.

## Our special partnership with the armed forces

We are proud of our strong ties with the Armed Forces as one of the nation's seven Ministry of Defence Hospital Units.



# Living in South Tees

From the breath-taking beauty of The North York Moors National Park to a world-class public art gallery and designer boutiques, and from the stunning North East coastline to the warm welcome of our historic villages, we have it all. Welcome to our world.



As well as the fantastic variety of career opportunities with us, you will never stop enjoying the amazing quality of life that our region has to offer.

## Short commutes and great transport

We are minutes away from stunning countryside and unspoilt coastline. And if that isn't enough, the Lake District is just a two-hour drive away and Teesside International Airport has destinations across the UK and the Mediterranean. London and Edinburgh are less than three hours away by train.

## Schools

Our region is home to lots of excellent schools that can provide any child with a solid foundation for a great and happy future.

## Housing

We have some of the lowest house prices in England and living costs in England, making your money go further.

- London – £517,686
- West Midlands – £200,176
- North West – £168,414
- North East – £125,947

