NHS
Maidstone and Tunbridge Wells NHS Trust

CANDIDATE BRIEFING PACK

Nursing and Midwifery



MTW
Exceptional people, outstanding care

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Message from Miles Scott

I am delighted you are interested in a career at Maidstone and Tunbridge Wells NHS Trust.

We are looking for people who will live our values and work together to deliver our vision of Exceptional people, outstanding care. It's a vision I am serious about achieving – and I firmly believe that together we can accomplish it. Our staff have told me this is what they want too.

You will be joining us at a time when the opportunities to make a real difference for the future have never been greater, nor so important. The ability of our people to support each other, to take the opportunity to think differently and adapt to continue to provide compassionate, inclusive, high-quality care to our patients, have transformed MTW into one of the leading trusts in the country.

We are one of just a few trusts to meet the national cancer standard, were one of the first trusts to reduce the number of patients waiting over 52 weeks for surgery from 1,000 to zero and are consistently in the top five in the country for our Emergency Department performance.

We have exciting plans to continue to develop our services and patient care, including the new Kent and Medway Orthopaedic Centre at Maidstone Hospital, the expansion of the West Kent Community Diagnostic Centre, and our academic teaching building and student accommodation at Tunbridge Wells Hospital.

Join MTW and you will find a fantastic team spirit and a commitment to developing you and your skills. I started my career in the NHS more than 30 years ago and it has been an exciting and hugely fulfilling three decades. I want everyone who joins us to have an equally enjoyable career.

Thank you for your interest in MTW and I hope to meet you soon and welcome you to our Trust.

Best wishes,
Miles Scott, Chief Executive

Welcome from the Chief Nurse

Dear applicant,

Our nursing and midwifery staff are exceptional people who work together to provide outstanding patient care. They are ambitious, innovative, compassionate and instrumental in developing the way we work at MTW.

We are growing our teams and looking for people who share our vision of providing outstanding care to our patients and their families. From newly qualified, to those with experience, join Team MTW and you'll be surrounded by a team of dedicated, supportive colleagues. The skill, passion and pride of our nursing and midwifery team will inspire you and their encouragement will give you confidence to be the best you can.

We are committed to providing working environments which care, support and value the people who work for us; this includes recognising that innovative, flexible working arrangements ensures we treat everyone as an individual. We are passionate that all staff have equal opportunities to develop personally and professionally in order to progress their careers and want to promote inclusivity at all levels.

The Trust has also been awarded `Practice Status' for the Improving Working Lives standard – a mark of our commitment to more flexible, supportive and family friendly working arrangements to improve diversity, develop staff skills and improve patient services.

We offer career development for all staff, detailing how the most junior members of staff can progress to senior management positions within the Trust. Working closely with our partner universities at Canterbury Christ Church, Greenwich and Brighton, we support both undergraduate and postgraduate studies. And we are in the top 20% of acute trusts nationally for providing learning and development opportunities according to the annual Staff Survey. We are dedicated to the training and education of our staff, recognising that supporting development and learning is vital to ensure you can be the 'best you can be' and be one of our 'exceptional people.'

And finally, I can't sign off without mentioning what a beautiful part of the world we are based in. With its vibrant towns and cities, picturesque villages, beautiful countryside and stunning beaches, Kent has something for everyone. What better place to live and work. Maidstone itself, the business capital of the county, is in the heart of Kent with the River Medway running through it. Tunbridge Wells is one of the oldest and most sophisticated boroughs in the county. The area is actually made up of three main towns, Royal Tunbridge Wells, Cranbrook and Paddock Wood, as well as having many beautiful Wealden villages scattered throughout the countryside between.

So, come and join us at MTW, a trust which will nurture, empower and support you to achieve your ambitions and deliver outstanding care to the people in our communities.

Our warmest wishes,



Jo Haworth Chief Nurse

Our nursing and midwifery strategy 2024 - 2027
Skilled, kind and proud





About our Trust

Maidstone and Tunbridge Wells NHS Trust is a large acute hospital trust in the county of Kent, in the south east of England.

The Trust provides a full range of general hospital services and some areas of specialist complex care to around 500,000 people living in the south part of west Kent and the north part of East Sussex. The Trust's core catchment areas are Maidstone and Tunbridge Wells and their surrounding boroughs. We have a team of over 7,000 full and part-time staff.

Tunbridge Wells Hospital

Tunbridge Wells Hospital in Pembury is the first NHS hospital in England to provide en-suite, single rooms for all inpatients, most of which have woodland views. The hospital provides a range of complex and routine surgical and medical services. It has a Trauma Centre, Accident and Emergency Department, Orthopaedic Centre and Women's and Children's Centre, all of which serve patients from across Maidstone and Tunbridge Wells. The hospital is seen nationally as an example of best practice in the design of patient-safe facilities and has attracted widespread international interest.

The hospital is a short distance from Tunbridge Wells town centre and there are good public transport links with buses running to the hospital seven days a week.

Maidstone Hospital

Maidstone Hospital provides a wide range of complex and routine surgical and medical services. It also has the latest diagnostic facilities. Maidstone Hospital is the base for the Kent Oncology Centre, one of the largest providers of specialist cancer services in the country, providing care to around 1.9 million people across Kent and East Sussex.

The hospital is a short distance from Maidstone town centre and there are good public transport links with buses running to the hospital seven days a week.

The Trust provides a shuttle bus between the sites for all staff.

Fordcombe Hospital

Fordcombe Hospital is near Tunbridge Wells and became part of the Trust in October 2024. It focusses on planned care and has two operating theatres, 28 inpatient and day care beds, diagnostic services including X-ray, MRI, CT and endoscopy, and a number of consultation and treatment rooms.



The place and the package: what we can offer you

We recognise that our staff are our most valuable asset and provide a range of benefits to support them throughout their career and time with us.

Pay related

- Up to 12 months of sickness benefit
- Enhanced maternity, paternity and adoption pay
- NHS Pension Scheme
- Ill health retirement benefit
- Total Reward Statement (TRS)
- Fleet Solutions car benefit scheme (via salary sacrifice)

Development focused

- Comprehensive induction programme
- Training and development of staff
- Leadership development programmes for all levels of management
- Return to nursing practice opportunities
- Wide range of Apprenticeships
- Annual staff appraisal
- Personal development plans

Health related

- Occupational health service
- Flu and COVID vaccination scheme
- Fast track physio referrals
- Fast track referrals to other clinical services
- Health and wellbeing checks
- Employee Assistance Programme including counselling for staff and families
- Multi-level psychological support in-house

Equity and inclusion

- Networks and groups for BAME staff; staff who identify as LGBT+; carers; staff with disabilities/long term health conditions/chronic pain; people with or caring for those with ASD, and allies of those with ASD; and senior women leaders
- Freedom to speak up guardians
- Safe space champions
- Early conflict resolution offerings

Physical

- On-site canteens
- Night café
- Breakout areas
- Staff picnic areas
- Free staff shuttle bus between Tonbridge station and Tunbridge Wells Hospital
- On-site Library
- Film club
- Cycle to work scheme
- Long service awards
- Employee and Team of the Month Awards
- Staff Star Awards

Staff discounts

- NHS staff discounts
- Blue Light Scheme discounts
- Discounted gym memberships



Life in the local area

Ideally situated between the Kent coastline and just 30 miles from London, the Maidstone and Tunbridge Wells area is a great place to live and work.

Maidstone

Maidstone is located in the heart of Kent and is surrounded by beautiful countryside on all sides. The River Medway runs through the town and Maidstone is the business capital of the county. The town has been ranked as one of the top five shopping centres in the south east and the Fremlin Walk shopping centre houses a range of high-end fashion labels. Maidstone also boasts a multiplex cinema, a selection of stylish bars and restaurants, as well as nightclubs and an historic market square.

Tunbridge Wells

Tunbridge Wells is one of the oldest and most sophisticated boroughs within the county. The area is actually made up of three main towns: Royal Tunbridge Wells, Cranbrook and Paddock Wood, as well as having many beautiful Wealden villages scattered throughout the countryside in between. Tunbridge Wells was made famous by its historic spa, which was discovered in 1604 and is still open to visitors today. The borough is also home to some excellent theatres and frequently hosts the top London shows. Tunbridge Wells now boasts some of the best shopping in the county, as well as superb schools, with a full calendar of sporting and cultural activities for the whole family to enjoy.

Education

In west Kent, there are many high-performing schools from pre-school and primary to secondary school education, including grammar schools and special needs schools. For higher education there is the University of Kent and Canterbury Christ Church University, with most London universities at a commutable distance. Local colleges include Mid Kent College, South and West Kent College and Canterbury College, each of which offer a range of programmes from vocational courses to higher education qualifications.

View local OFSTED reports at www.ofsted.gov.uk



About our journey past and future

Over the last 10 years, MTW has become one of the leading trusts in the south east.

While responding to increases in demand we continue to be one of the best performing hospital trusts in the country. We are one of the few trusts in England to have no long waiting patients (reduced from almost 1,000 to zero in less than a year), are regularly in the top five for ED performance and have delivered the 62-day cancer standard each month for over four years.

In 2023 we welcomed over 1,300 new staff and we have upgraded and opened new facilities including the new West Kent Community Diagnostic Centre at Maidstone.

Our vision, Exceptional people, outstanding care, builds on our achievements so far. It connects everything and accelerates how we do things to get to outstanding. It's about a series of improvements and starts with leadership and culture, because at the heart of outstanding care for our patients are our people and leaders.

The right process and tools will help but it's how we show up and learn together, to call out opportunities for improvement, that will really make an impact on the care we provide for patients and the performance of our Trust.



About our structure

Executive Directors



Miles Scott
Chief Executive Officer



Steve Orpin
Deputy Chief Executive and Chief Finance Officer



Dr Sara Mumford
Medical Director and Director of Infection Prevention and Control



Jo Haworth
Chief Nurse



Sarah Davis
Chief Operating Officer



Rachel Jones
Director of Strategy, Planning and Partnerships

Our Chiefs of Service are also members of the Executive Team



Helen Palmer
Chief People Officer

What we are proud of

We are clinically-led

In 2018 we moved to a clinically-led structure to put our expert clinicians at the heart of everything we do and enhance our ability to improve our patient and staff experience.

Our executive team are supported by six clinical leadership teams who oversee each of our clinical divisions: Medicine and Emergency Care, Fordcombe and Wells Health, Core Clinical Services, Surgery, Cancer and Women's, Children's and Sexual Health.



Our staff



We have over **8,000** staff across the Trust including doctors in training



Our diverse staff are from **84 countries**



Some staff have over **50 years** service with us

Your development

We are committed to the ongoing development of our clinical and non-clinical staff, investing in supporting staff on their career and development journeys.

Over the last year we recorded around 250 in-house learning activities including courses on time management or leadership skills; Microsoft Word and Excel skills; e-learning passes for subjects, eg. the safe use of insulin, supporting breastfeeding and competency assessments on various medical devices. There are development opportunities available including our 'Exceptional Leaders' programme, which supports MTW leaders to develop an inclusive and compassionate culture to better enable outstanding patient care and engage with colleagues to deliver the transformation agenda. If you are coming to us as a leader, we want to support and develop you to grow a culture in which your staff thrive. If you are coming to us without leadership responsibilities, we are committed to developing a culture in which you thrive and we deliver outstanding patient care together.

Each hospital has an education centre and library giving dedicated space to staff. The libraries are available 24/7 to all staff and learners working or studying across the local healthcare economy. Providing materials and academic support, the libraries have a range of resources including books, journals, and databases. Many of these are accessible online via apps on smartphone or tablet, or via a laptop or desktop PC, to suit your needs. The libraries also offer quiet spaces and access to PCs on both sites, so if you are not following a programme of study or training, you can still take advantage of calm, quiet, uninterrupted environments to read emails, finalise rosters, or complete e-learning modules. We provide headsets for listening to e-content, whether that is for training and CPD or personal purposes.

There are development opportunities available including our 'Exceptional Leaders' programme.

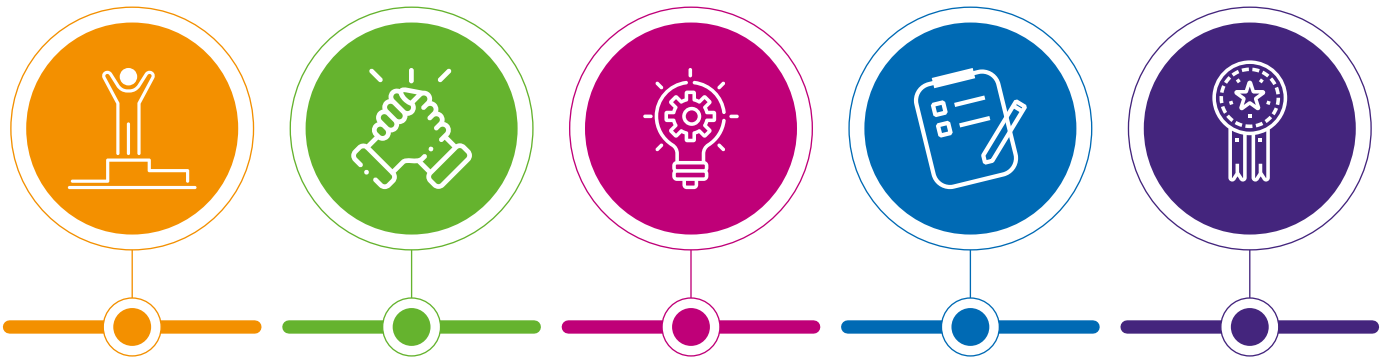


Our vision and values

Our vision

Exceptional people, outstanding care.

Our PRIDE values are at the heart of what we do.



Patient first

We always put the patient first.

Respect

We respect and value our patients, visitors and staff.

Innovation

We take every opportunity to improve services.

Delivery

We aim to deliver high standards of quality and efficiency in everything we do.

Excellence

We take every opportunity to enhance our reputation.

We have three objectives

To be recognised as a caring organisation

To provide sustainable services

To be improvement driven across all areas

Our strategic themes – all our improvement efforts and projects fall under one of our six strategic themes and these are what we focus on.

Patient experience
To meet our ambition of always providing outstanding healthcare quality we need people to have a positive experience of care and support.

Patient safety and clinical effectiveness
Working together to put quality at the heart of all that we do. Achieving outstanding clinical outcomes with no avoidable harm.

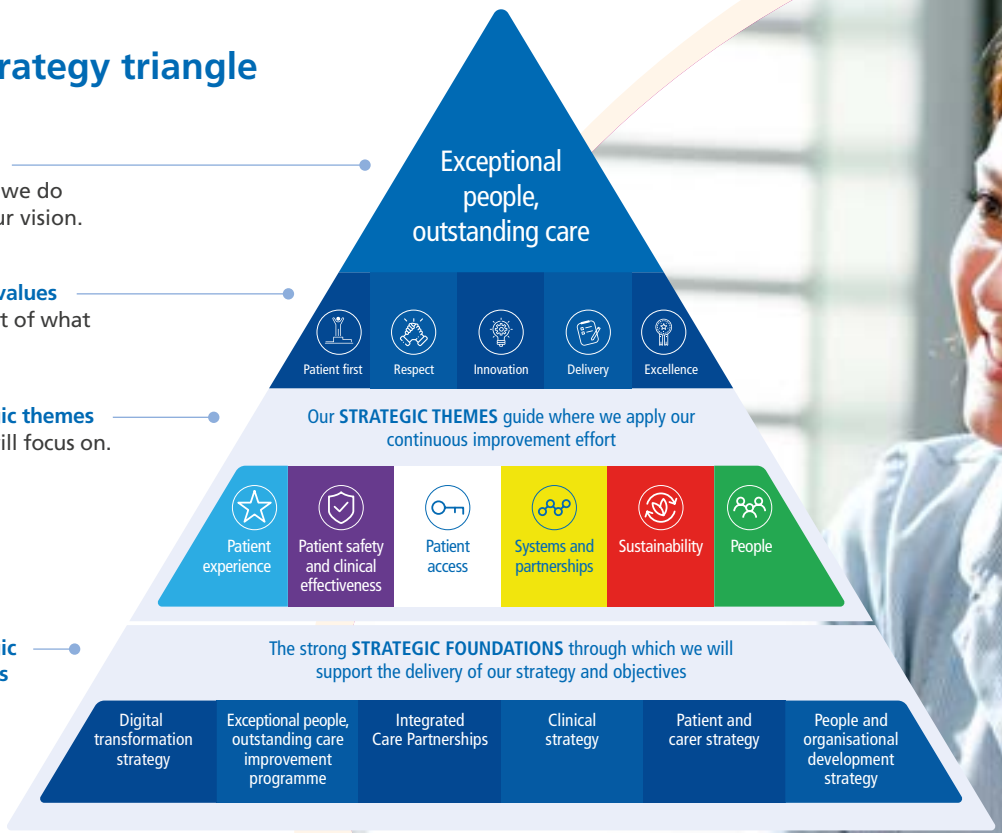
Patient access
Ensuring all of our patients have access to the care they need to ensure they have the best chance of getting a good outcome.

Systems and partnerships
Working with partners to provide the right care and support, in the right place, at the right time.

Sustainability
Long term sustainable services providing high quality care through optimising the use of our resources.

People
Creating an inclusive, compassionate and high performing culture where our people can thrive and be their best self at work.

Our strategy triangle





Values-based recruitment

We are recruiting talented, committed and compassionate people to improve the service we provide for our patients.

We have adopted values based recruitment to connect the right person to the right role: recruiting individuals whose values match our own. Our PRIDE values act as our benchmark for success when it comes to creating a team of like-minded people who reflect our values in the way they work and interact with each other.

To help us to assess these attributes during the selection journey and to make sure the role is right for you we are encouraging more of our recruiting managers to use values based interviewing techniques such as pre-screening assessments, role playing, presentations and assessment centre approaches whenever possible, which will embed values based recruitment within the organisation. Each method helps us to assess what skills and values you can demonstrate to us. Showing that you can uphold some of our key values of putting the patient first, being respectful and always striving for excellence is as important to us as your qualifications and experience. Taking this approach to recruitment ensures that we can build a workforce that has the right set of skills and values so we can continue to deliver outstanding care for our patients.



Equality, diversity and inclusion

MTW Exceptional people, outstanding care | Disability Network | Cultural and Ethnic Minorities Network | MTWProud Network

We value all our staff as individuals and promote diversity and equity to develop an inclusive environment where everyone feels able to participate and achieve their potential.

Our EDI strategy focuses on providing transparent and inclusive recruitment practices; the development and management of our people; creating a kinder workplace for everyone; having a culture that values the views, thoughts and opinions of all; developing our leaders as role models; and developing a culture where supportive challenge is the norm and discrimination is eradicated.

Our staff networks provide a platform for addressing concerns specific to the group and providing mutual pastoral support to each other. They are all active groups who host inclusive events throughout the year, provide educational sessions for staff outside of the networks and help to shape organisational policy at a corporate level by providing stakeholder engagement. All the networks are endorsed by the Trust Board with Executive sponsorship – the work of the networks is regularly reported through the People and Organisational Development Committee, a sub-committee of the Trust Board.

We have a vibrant LGBT+ Network, a supportive Disability Network, a Cultural and Ethnic Minorities Network and newly formed Senior Women Leaders Network, Autism Support Group, Carers' Support Group, and Chronic Pain Support Group. The networks are always recruiting new members – you can find out more about their work and how to join on our website.

You can also be part of the networks by being an ally. Anyone can be an ally – you just need to be able to listen, support and take action, where necessary, to ensure that people are treated with fairness, kindness and respect.




33.3
Giraffe



Our divisions and departments

Our nurses work across our hospital and community sites in a range of roles and specialties, from staff nurses on our inpatient wards to theatre nurses, paediatrics and Emergency Departments.

There are five divisions you might work in:

1. Medicine and Emergency Care
2. Surgery
3. Cancer
4. Women's, Children's and Sexual Health
5. Fordcombe and Wells Health

Medicine and Emergency Care

This includes Emergency Care, Acute Medicine and Geriatrics and Medical Specialties.

The Trust has two Acute Assessment Units (AAU). The Ambulatory Emergency Care (AEC) service has been developed as part of an emergency care improvement programme helping patients to get the treatment they require sooner to avoid unnecessary hospital admissions

The care of the elderly element of the directorate comprises frailty, stroke and care of the elderly wards. The Frailty service runs on both sites with dedicated ambulatory frailty units.

The Stroke Service is based on the Maidstone site and comprises 46 acute stroke beds. These beds serve stroke patients from the local area, as well as from Medway.

There are dedicated respiratory ward at both hospitals (Ward 21 at Tunbridge Wells Hospital and John Day at Maidstone Hospital). We also provide a Respiratory Physiology service at both sites. The Cardiology Department provides comprehensive non-invasive cardiac diagnostic and treatment services at both hospitals.

A Gastroenterology service is provided at both Maidstone and Tunbridge Wells Hospitals. We are national leaders on the bowel cancer screening programme and one of the first units in the country to extend this with BowelScope (flexible sigmoidoscopies for patients over 55-years-old). Future plans include establishment of a Digestive Diseases Unit at Tunbridge Wells Hospital.

We have an Emergency Department (ED) at Maidstone Hospital and an ED and Trauma Unit at Tunbridge Wells Hospital seeing approximately 500 patients per day. MTW has one of the five best performing EDs in the south region for the last 18 months and in September 2020, MTW was rated the best performing trust for emergency care in the country against the four-hour standard.

Tunbridge Wells Hospital has a purpose-built Paediatric ED situated adjacent to the main ED with co-location benefits including easy access to support from adult ED staff and resuscitation facilities. The new department supports COVID pathways.



Surgery

The Division undertakes 26,000 surgical procedures and over 252,000 outpatient appointments a year along with 16,500 diagnostic procedures. We have the only Paediatric Orthopaedic Unit in the county, providing services to all other trusts in Kent and Medway. We have an Intensive Care Units at both Maidstone and Tunbridge Wells hospitals.

Within the Division of Surgery, we have five directorates;

Head and Neck | **Surgical Specialties** | **Theatres and Critical Care** | **General Surgery** | **Trauma and Orthopaedics**

Our services are run at Fordcombe, Maidstone and Tunbridge Wells sites. Ophthalmology also runs a service from Medway Maritime Hospital.

Trauma and Orthopaedics

The Orthopaedic department is one of the largest and most advanced elective orthopaedic departments in the south east. There are specialist teams for hip, knee, foot & ankle, shoulder, hand and upper limb conditions. We also have the only Paediatric Orthopaedic Unit in the county. In September 2024 a new elective orthopaedic centre – Kent and Medway Orthopaedic Centre opened at Maidstone Hospital.

Theatres and Critical Care

There is an Intensive Care Unit (ICU) at Maidstone and Tunbridge Wells hospitals caring for intensive care and high dependency patients. We have theatres at Maidstone, Fordcombe and Tunbridge Wells hospitals, running non elective and paediatric services on the Tunbridge Wells site, on the Maidstone site we offer elective surgery with state of the art equipment available for a number of specialities. We began robot-assisted sugery in 2024 at Maidstone Hospital, with a second robot arriving at Tunbridge Wells Hospital in 2025.

General Surgery

Our General Surgery directorate offers both non elective and elective surgery for conditions such as upper and lower gastro intestinal conditions, also offering a surgical bariatric service.

Head and Neck

The Ear, Nose & Throat department offers a comprehensive range of treatments in thyroid surgery, endoscopic sinus surgery, advanced adult and paediatric ear problems, and surgery for head and neck cancers and trauma to the nose, head and neck.

The department of Ophthalmology is the largest specialised eye unit in the south east of England and is fully equipped with all the latest diagnostic and surgical technology. The department is staffed by a multidisciplinary team of consultant ophthalmologists, speciality doctors, Specialist Nurses, Ophthalmic Nurses, Eye Clinic Liaison Officers, Ophthalmic Technicians, Optometrists and Orthoptists.

Surgical Specialties

Our Breast Care units offer a range of specialist services, including one-stop clinics which aim to diagnose and treat patients within 2 weeks of a GP referral. There is also a range of support services including breast cancer support groups and a counselling service at the Kent Oncology Centre.

The Urology departments at our hospitals care for patients with conditions affecting kidneys, urinary tracts and the male reproductive organs. The clinical team includes a number of clinical nurse specialists who are able to advise and support patients both pre and post operation.

Cancer

The Kent Oncology Centre at Maidstone Hospital receives approximately 8,000 new patients every year and this is increasing. MTW is within the top 25% of trusts in the UK for cancer waiting times, meeting the 85% 62-day national standard consistently since August 2019, and our two-week-wait target since September 2019. The Haematology Department receives over 1000 new patient referrals every year. Outpatient chemotherapy is given at Maidstone and Tunbridge Wells hospitals with inpatient care and chemotherapy is provided via our haematology 18-bed ward and specialist nursing team at Maidstone Hospital.

Kent Oncology Centre
Treatment centres at Maidstone and Canterbury

Haematology and Lord North inpatients ward

Outpatients

Chartwell and Charles Dickens outpatient chemotherapy units

Treatment Centres at Maidstone and Canterbury

Cancer directorates

Core Cancer services



Women's, Children's and Sexual Health

Maternity
Tunbridge Wells Hospital (acute), Maidstone Hospital (outpatient and birth centre) and Crowborough (birth centre)

Local Neonatal Unit
Tunbridge Wells Hospital

Paediatrics
Tunbridge Wells Hospital (acute, ambulatory and outpatients), and Maidstone Hospital (ambulatory and outpatients)

Early Pregnancy Gynaecology Unit
Tunbridge Wells Hospital

Gynaecology
Tunbridge Wells Hospital (gynaecology ward and outpatients) and Maidstone Hospital (outpatients)

Sonography Service
Tunbridge Wells Hospital, coaligned with the radiology team at Maidstone Hospital

Sexual Health Service
Commissioned to work across west and north Kent, Maidstone Hospital and Gravesham community clinics

The Gynaecology Service provides early pregnancy assessment, gynaecology procedures and inpatient ward, ultrasound and outpatient clinics.

We provide a full range of services for paediatrics, including assessment and management of children and young people from birth to 16 years old. We provide all children and young people with safe and compassionate care while ensuring their stay in hospital is as short as possible. Wards and units are: Hedgehog inpatient ward, woodlands assessment unit, treetops day surgery unit Paeds ED, Riverbank assessment unit and outpatient clinics.

Sexual Health

Sexual Health services are commissioned by Kent County Council to provide integrated services (HIV, contraception. sexual health) across west and north Kent, including at Maidstone Hospital, Gravesham Community Hospital, Dartford and Tunbridge Wells. In addition, the online STI screening service is provided via Sexual Health services at Maidstone for the Kent population.

Fordcombe and Wells Health

The Trust acquired Fordcombe Hospital in 2024. It focusses on elective clinical services in ENT, trauma and orthopaedics and gastroenterology, and has two operating theatres, 28 inpatient and day care beds, and diagnostic services including X-ray, MRI, CT and endoscopy.

The hospital allows us to support the NHS across Kent and Medway by taking on a significant number of the longest waiting patients.

The division also runs Wells Health, the Trust's private services provider – all proceeds from its work are reinvested in the Trust to develop our services.

Wells Health
Outstanding healthcare through partnership

Midwifery

MTW is one of very few trusts nationally that offers women and their families a maternity service with the widest possible range of birth choices, including alternative therapy options to support birth choice and personalisation.

The Trust provides maternity services over three sites. A home birth service is also available. The total number of births in maternity sits on average at 5,567 deliveries per year with a target of 10% out of hospital deliveries per year.

Tunbridge Wells Hospital is responsible for providing antenatal day assessment services for women who require closer monitoring during pregnancy. It also offers antenatal clinics where women can have ultrasound scans and screening tests to identify any health issues that might affect their babies. For women requiring a hospital stay there is an antenatal ward with 16 en-suite rooms and a postnatal ward with 26 en-suite rooms.

A maternity triage facility is available to women from 16 weeks of pregnancy, up to and including 28 days following delivery. The service is open 24 hours a day, seven days a week with a separate telephone triage provision to support.

The delivery suite has 18 en-suite rooms, three of which support birthing pools. There are two dedicated maternity operating theatres which are located within the delivery suite. Each theatre has an adjoining anaesthetic recovery area where mothers are cared for following an instrumental or operative birth.

We also have a self-contained bereavement suite which includes a kitchenette and en-suite facilities for bereaved parents and their families.



5,567

The total number of births in maternity sits on average at 5,567 deliveries per year with a target of 10% out of hospital deliveries per year.

In the community, we support two standalone midwife-led birth centre facilities which are key and strong elements of our delivery ethos and support our choice agenda for families seeking low risk settings to birth. Our community provision provides antenatal and postnatal services across an extensive geographical patch of which hubs are scattered across the areas to support the midwifery teams. Both acute and community teams work together to ensure positive care and birthing outcomes for all.

We have strong strategic objectives to deliver safe, effective, high-quality care aligned with local and national drivers, underpinned by strong organisational values and behaviours. These attributes are key qualities that we look for in professionals to join our dedicated teams.

We are a progressive team with many opportunities for development and succession planning. We have been delighted to receive awards for our breast-feeding commitments, kangaroo care (resulting in a twinning project with international hosts) and BFI level 2 accreditation. The Neonatal unit have also been awarded Bliss and BFI Level 2 accreditations. We were also recognised and highly commended for our birth planning infographics that we utilise to support discussions with women and their families during pregnancy, as part of our choice and personalisation agenda.

We have been delighted to receive awards for our breast-feeding commitments, kangaroo care (resulting in a twinning project with international hosts) and BFI level 2 accreditation. The Neonatal unit have also been awarded Bliss and BFI Level 2 accreditations.



Your development

We are committed to supporting the ongoing development of our staff.

Maidstone and Tunbridge Wells hospitals have education centres with training and simulation skills rooms as well as libraries providing dedicated space to staff learning, alongside this we have dedicated education staff to support Nurses and HCSW's in practice and with their development. We also recoginise and celebrate our staffs achievments by hosting monthly and annual awards events.

Each year we host over 200 different in-house learning activities such as, courses on Time Management or Leadership Skills; Microsoft Word and Excel skills; e-learning passes for subjects, eg, Safe Use of Insulin or Supporting Breastfeeding and competency assessments on various medical devices.

Induction and preceptorship

On joining the Trust, you will participate in a comprehensive induction. For newly qualified RNs, to support your development you will be enrolled on a six-month preceptorship programme and be allocated a preceptor from your clinical area.
The preceptorship programme is a 12 month programme recognised with the National Quality Mark

Our Healthcare Support workers are placed on a 2 week induction programme and they have ongoing support to complete their care certificates.

Higher education

MTW is supported by three partner universities for its higher education courses: Canterbury Christchurch University, University of Greenwich, and University of Brighton. In the last year MTW has provided:

- MSc – funding support for 40 members of staff
- PG Cert – funding support for 22 members of staff
- 270 HEI courses funded for nursing and midwifery staff

Clinical development

The trust provides an abundance of clinical development opportunities including:

- Venepuncture and Cannulation
- Blood Culture training
- NIV
- AIMS
- BLS/ILS/ALS
- Male Catherisation
- Practice assessor training
- Professional Nurse/Midwife Advocate training
- CBRN and major incident training
- Ward leaders programme
- Foundations of Emergency Care course accredited by University of Greenwich
- ITU course accredited by University of Greenwich
- Respiratory course – currently undergoing accreditation process
- Maternity Enhanced Care Course
- New-born Infant Physical examination course
- Human Factors training
- Minor injuries
- Frailty Nursing Course
- Cardiac Nursing Course
- Shift to Lead Programme

Our Healthcare support workers have the opportunity to complete an apprenticship progreamme, attend our HCSW study days and complete a BEACH course.

Personal development

In addition, open courses in personal development are available via MTW Learning:

- Assertiveness
- Courageous Conversations
- Customer Service & Communication Skills
- Email Etiquette
- Microsoft Word, Excel, Teams
- Coping with Change
- Stress Management
- Professional Telephone Skills
- Mid Career Planning
- Pension Planning Seminar
- Pre-Retirement Seminar

Your nursing career

>= Year 11

Year 5 – 10

Year 0 – 4

Band 8-9

Matron / Advanced Clinical Practitioner / Divisional Lead / Deputy Chief / Chief Nurse



Band 7

Ward Manager / Clinical Nurse Specialist / Practice Development Nurse

24 – 48 months



Band 6

Junior Sister / Charge Nurse / Clinical Skills Facilitator

12 – 24 months



Band 5

Staff Registered Nurse

18 – 24 months



Band 4

Nurse Degree Apprentice

Registered Nurse Degree Apprenticeship
Band 3 (first 2 yrs), Band 4 (remaining 2 yrs

Nursing Associate

24 months



Band 3

Trainee Nursing Associate

Nursing Associate Apprenticeship

24 months

Senior Healthcare Support Worker

48 months

Level 3 apprenticeship 18 months
stand alone apprenticeship



Band 2

24 months

Healthcare Support Worker*

48 months

*For entrants without healthcare qualifications or new to care, the apprenticeship route will be available



Contact us

A full list of our vacancies can be found on our Trust website **www.mtwcareers.com**

When you have discovered a role that interests you, applying is only one click away! Once you have registered your application through our website, the team will be in touch with you about the next step. All of your information is anonymised prior to shortlisting to ensure a fair process and if successful you will be invited to interview for the role.

For any enquiries please contact the recruitment team on **01622 943642** or alternatively via email **mtw-tr.recruitment@nhs.net** and we will be happy to help you.

Maidstone Hospital
Hermitage Lane
Maidstone
Kent, ME16 9QQ

01622 729000

Tunbridge Wells Hospital
Tonbridge Road
Tunbridge Wells
Kent, TN2 4QJ

01892 823535

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