

Recruitment Pack



Welcome

Karen James OBE, Chief Executive

I am very pleased that you are thinking of working at Stockport NHS Foundation Trust.

It's an exciting time to become a member of our team as we move forwards in our vision to work with our health and social care partners to improve the health outcomes for the population of Stockport and the surrounding areas.

The people who work for us are very important to us, so it's really important that we look after you, just as you care for our patients. We offer a wide range of benefits including a generous pension scheme, five weeks annual leave increasing to six weeks, and many health and wellbeing services. We are flexible in supporting your career, and helping you to develop.

Our organisation employs around 6,100 members of staff who work in many roles! Not just doctors and nurses; porters, domestics, administrators, maintenance, managers, healthcare assistants, data analysts and more...

I hope you find this information pack useful, but if you would like more information please contact the relevant recruiting manager to discuss this role further – their details will be on the advert. We look forward to hearing from you.

With warm regards, *Karen*



About us

We are one of the biggest employers in Stockport and we provide hospital and community services for the people of Stockport, East Cheshire and the High Peak.

Our main hospital is Stepping Hill, which provides emergency care, surgical and medical services. We offer a range of core hospital services such as orthopaedics, stroke and urology that have a national reputation for excellence. Our stroke services are consistently rated as one of the best in England.

We are also one of four designated specialist sites for acute and general surgery in Greater Manchester.

Our other sites include the Bluebell ward in the Meadows centre in Stockport which is a community Discharge to Assess, intermediate nursing care facility, and Swanbourne Gardens, a respite centre which provides overnight breaks for children and young people with severe learning disabilities.

Our community health services run across 24 health centres and community clinics in Stockport.

We work closely with our health and care colleagues across Greater Manchester, Stockport, Tameside & Glossop and East Cheshire.



About Stockport

It is an exciting time to be living and working in Stockport. A town with a big heart and big ambitions, Stockport really is a destination of choice for many.

With extensive regeneration of our town and district centres, proud local business and communities, access to great education and some of the best health outcomes in the North West, we really are going places.



Our values

Our values are very important to us, they reflect our culture and behaviours, how we interact with each other and how we work together.



Health and Wellbeing

We believe that it's important to look after the health and wellbeing of all of our colleagues, so that you can feel fit and well to look after your patients. We offer a wide range of benefits and services, designed to help you stay happy and healthy.

Social wellbeing



We offer a host of social wellbeing so that you can stay connected with your colleagues:

- Regular events
- Virtual check ins
- Virtual team building (Team Time)
- Staff networks
- Virtual coffee breaks
- Staff Facebook group

Emotional wellbeing



We know how important it is for you to feel safe at work, so our wide range of emotional wellbeing support includes:

- Staff sanctuaries and safe spaces
- Virtual team huddles / check ins
- Free mental health training
- Mindfulness
- Schwartz Rounds
- Bullying and harassment advice
- Hate crime guidance
- Freedom to Speak Up guardian

Physical wellbeing



We offer advice and practical help with your physical health:

- Lifestyle advice – eating, drinking, smoking and exercise
- Free online exercise classes
- Free health and wellbeing assessments
- Access to physiotherapy
- Display screen equipment assessment
- Subsidised exercise classes

Mental wellbeing



We know that working in the NHS can be hard, so we offer mental health support for you when you need it most:

- Staff psychology and wellbeing service (SPAWs)
- Staff counselling service
- Mental health first aiders
- Psychological support from the Greater Manchester Resilience Hub
- Free access to wellbeing apps

Health and Wellbeing

We believe that it's important to look after the health and wellbeing of all of our colleagues, so that you can feel fit and well to look after your patients. We offer a wide range of benefits and services, designed to help you stay happy and healthy.

Career wellbeing



Our career development framework offers opportunities to progress in your career, whatever you choose to do:

- Coaching
- Training and development
- Annual appraisals linked to our values
- Support for managers
- Staff awards – our annual 'Making a Difference' awards, quarterly 'Above & Beyond' awards and long service recognition acknowledge the great work of our colleagues

Financial wellbeing



We recognise the importance of looking after your money, and offer the following support:

- Salary 'maxing' schemes*
- Staff discounts
- Cycle to work scheme
- Salary finance – loans, savings, budget planning and tips on managing debt
- NHS Money Advice Service
- Stockport Credit Union – local financial advice

Salary 'maxing' schemes



We have a number of salary sacrifice schemes available to help make your salary go further by typically reducing tax, National Insurance and, where appropriate, pension contributions.

Current schemes:

Car leasing salary sacrifice, with NHS Fleet Solutions, which offers a brand new, insured and serviced vehicle for worry free motoring

Cycle to Work salary sacrifice scheme

Additional annual leave salary sacrifice scheme

Fleet Home Electronics Salary Sacrifice Scheme which allows you to save money on the latest home technology and spread the cost

Supporting your career

Here at Stockport, we believe that learning is lifelong, and we support everyone to be the very best they can be now and for the future. You may be at the beginning of your NHS career or you may have lots of experience to share. Wherever you are in your career, we are here to help you explore and achieve your potential.

Rotational packages



Rotational packages – working in different areas and departments, finding out which suits you best.

Flexible working



We offer family friendly contracts – working to fit around your own needs. We can also consider agile working where appropriate, including some days working from home.

We also offer the opportunity to buy additional annual leave, so that you can enjoy the time off you need.

Our learning and development services



- Access to our library services, training rooms, skills labs and computer facilities.
- Clinical practice-based educators for clinical skills training
- Access to our online e-learning programmes and modules with the ability to book your own training and development using our employee self service platforms.
- For our newly registered colleagues and healthcare assistants, a digital portfolio which will support you in your learning journey, making it easier to record your learning, achievements and the ability to access modules and materials.
- Support with digital skills.
- Targeted training for new managers or if you are just new to the NHS.
- Access to the Stockport Leadership Programme with modules and programmes for every level to support you in your career and deliver innovative, compassionate and collective leadership throughout our Trust.
- Flexibility to learn through a blended approach with digital, classroom, and work-based opportunities.
- Opportunities to undertake an apprenticeship to obtain nationally recognised qualifications in a range of topics from health and social care, IT, training nursing associates, coaching, management and administration, and many more.

Equality, diversity and inclusion

We aim to create an inclusive interview experience, where candidates feel welcome and comfortable so that you can be your full, authentic selves. For all interviews we provide candidates with a guide to what you can expect at interview from the venue and facilities description to an overview of the questions you will be asked.

Our commitment

- We will celebrate and harness our unique, rich and diverse communities and workforce
- We want everyone who comes into contact with the Trust to feel valued and respected
- We will provide services to all our communities in a fair and appropriate way
- We want to remove any barriers for people when they are accessing our services



We are a Disability Confident and Armed Forces Covenant employer. These are government schemes designed to encourage employers to recruit and retain disabled people, those with health conditions and candidates from the armed forces.

- If a candidate declares they have a disability or have worked within the armed forces on their application form and when shortlisting, they meet all essential criteria, we must invite to interview.
- Shortlisters will recognise an application with a declared disability by the two ticks symbol or an armed forces candidate by a medal symbol.

Next steps

From the exceptional opportunities we offer, to the remarkable care we provide for our patients, we think there is something special about working here.

If you feel like you would like to be a part of our friendly team, please complete an application and start your journey to become a part of Team Stockport.

If you need any help or would like to discuss anything further before starting your application, please contact the relevant recruiting manager – you'll find all the contact details on the advert.



Find out more



www.facebook.com/StockportNHS



www.twitter.com/StockportNHS



www.instagram.com/StockportNHS



www.stockport.nhs.uk

Stockport NHS Foundation Trust,
Stepping Hill Hospital,
Poplar Grove,
Stockport SK2 7JE



Stockport
NHS Foundation Trust

