NHS
Tameside and Glossop
Integrated Care
NHS Foundation Trust

Recruitment Pack



Welcome

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Karen James OBE, Chief Executive

I am very excited that you are thinking of joining Tameside & Glossop Integrated Care NHS Foundation Trust.

We are entering an exciting time. Our vision is to work collectively with our health & social care partners to improve health outcomes for the population of Tameside & Glossop.

Our workforce is important to us. We offer competitive annual leave and salary packages. We are keen to support our staff's health and wellbeing, and have a number of classes and links to local gyms. We are also flexible in terms of supporting your career aims, and have a training budget completely dedicated to staff development.

I hope you find the following information pack useful. Please do not hesitate to contact the relevant recruiting manager to discuss this role further.

We look forward to hearing from you.

With warm regards,

Karen



About us

Tameside & Glossop Integrated Care NHSFT employ about 4,000 staff. The Trust provides a range of services, including general and specialist medicine, general surgery, full Consultant-led obstetric and paediatric services and most Community services across the borough.

We have lots of different groups of staff here – not just nurses and doctors. We employ porters, domestics, administrators, plumbers, managers, healthcare assistants, data analysts, to name just a few!

The Trust has been rated “Good” by the Care Quality Commission with some areas rated as “Outstanding. We continue to deliver good performance against national standards and have seen continuous improvement in staff and patient national survey results.

We work closely and collaboratively with our health and care colleagues at Stockport NHS Foundation Trust.

For more information on our strategy and corporate objectives visit https://www.tamesideandglossopicft.nhs.uk/about-us/our-vison-values-and-behaviours/objectives

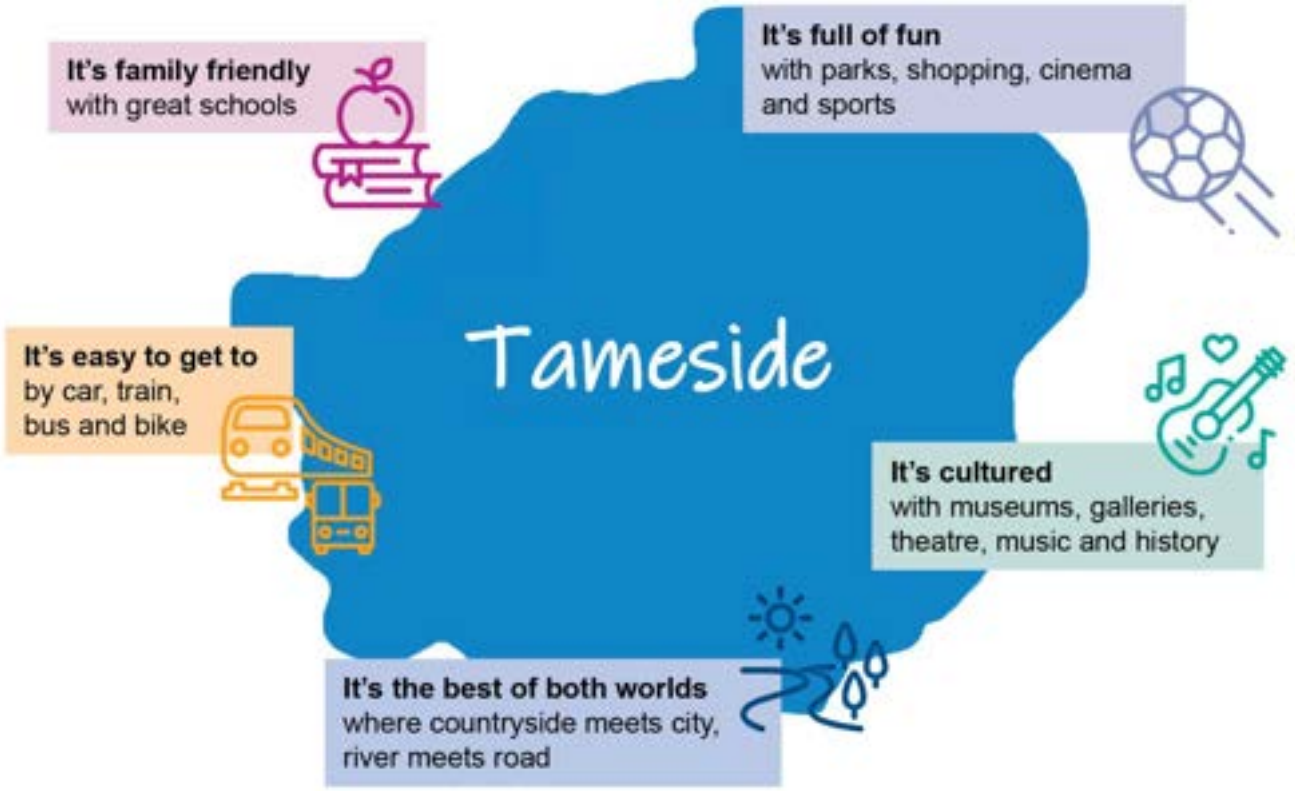


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About Tameside

Tameside is an attractive place to live, mid-way between the Pennines and the city of Manchester. It combines a mix of urban and rural landscapes and the area includes historic market towns, a canal network and industrial heritage areas.

With extensive regeneration of 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

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Our values are very important to us, they reflect our culture and behaviours, how we interact with each other and how we work together. For full information on our our vision, values and behaviours visit https://www.tamesideandglossopicft.nhs.uk/about-us/our-vison-values-and-behaviours

C	A	R	E
Compassion	Accountability	Respect	Excellence
We show kindness, caring and willingness to help others.	We take responsibility for our actions, behaviours, performance and decisions.	We value people's lived experience, feelings, qualities and views.	We support research, innovation, improvement and learning.



Health and Wellbeing

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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
- Staff networks
- Staff Facebook group
- Regular virtual stress awareness sessions
- Monthly virtual/face to face menopause awareness sessions

Emotional wellbeing

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

- My Mind Pal App
- Free mental health training
- Mindfulness
- Sexual Safety in Healthcare Organisational Charter
- 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
- Reduced cost gym membership
- Free health and wellbeing assessments
- Display screen equipment assessment

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 counselling service
- Psychological support from the Greater Manchester Resilience Hub
- Free access to wellbeing apps
- Employee assistant programme

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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 'Everyone Matters' awards, quarterly
  'Who's your hero' 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
- The NHS Pension Scheme offers several valuable benefits, making it one of the most secure and generous pension schemes available:

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

Supporting your career

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Here at Tameside, 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.
- Targeted training for new managers or if you are just new to the NHS.
- Access to the Tameside 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

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

Our objectives

- Inclusive Recruitment: Being an inclusive employer enabling all talent to successfully apply for roles, by recognising and removing barriers to employment
- Career Progression For All: Improving and investing into our talent pipeline removing barriers to career progression so individuals can thrive in a career that they love
- Our Colleague Experience: Recognising and understanding the different experiences of all of our colleagues , proactively working to improve those experiences where there are differentials
- Embedding and Mainstreaming EDI: Putting EDI at the heart of everything we do and building EDI into all our employment related policies, processes and systems in a meaningful way

disability confident EMPLOYER

COVENANT EMPLOYER RECOGNITION SCHEME GOLD AWARD

BRONZE STATUS

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.

- For disabled candidates or candidates who have worked in the armed forces, who demonstrate the essential criteria, we will guarantee an invite to interview.
- As an organisation, we will unapologetically and purposely anti-racist. A copy of our anti-racism statement can be found on our website: Equality, Diversity and Inclusion :: Tameside and Glossop Integrated Care

What our employees said about us in a recent staff survey…….

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Next steps

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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 Tameside.

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.



How to find us

Tameside and Glossop Integrated Care NHS Foundation Trust is located on **Fountain Street, Ashton-under-Lyne (OL6 9RW).**

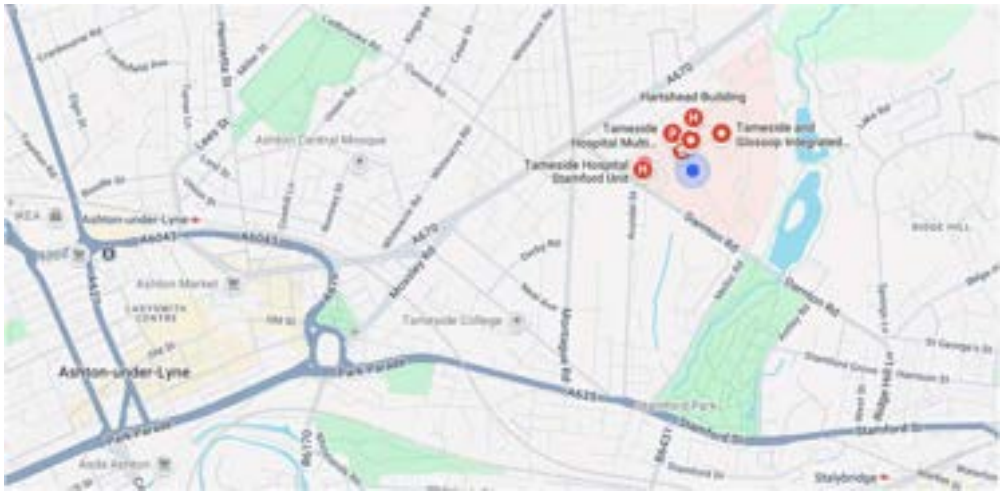
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Public Transport Access:

- **Rail:** The nearest train station is **Ashton-under-Lyne**, which connects to Manchester Victoria and Stalybridge.
- **Tram:** The **Metrolink Ashton-under-Lyne stop** offers direct tram services from Manchester city centre.
- **Bus:** The **Bee Network** provides regular bus services throughout Ashton-under-Lyne, linking to Manchester, Stockport, and Oldham. Many routes pass near Fountain Street, making public transport a convenient option.

Driving & Accessibility:

- **Major roads like the M60 and A635** provide easy access to the area.
- **Parking:** Local parking facilities are available nearby.
- **Accessibility:** The building typically has **step-free access**, and public transport accommodates wheelchair users.



The Trust delivers community services from a number of different locations across Tameside and Glossop. More information and directions can be found at

https://www.tamesideandglossopicft.nhs.uk/patients-and-visitors/being-patient/our-community-clinics

For more information about Manchester transport links click Bee Network | Powered by TfGM

Find out more

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www.facebook.com/tandgicft

www.x.com/tandgicft

www.instagram.com/tandgicft

www.tamesideandglossopicft.nhs.uk

Tameside and Glossop Integrated Care also work collaboratively With Stockport NHS Foundation Trust. To find out more about what additional vacancies they can offer visit https://www.stockport.nhs.uk/jobs/default.aspx

