

#weareNHFT



Northamptonshire Healthcare
NHS Foundation Trust

Welcome to team NHFT

Your guide to Northamptonshire Healthcare



V Valuing our people

Making a difference, together

A message from our Chief Executive

Thank you for expressing an interest in joining Northamptonshire Healthcare NHS Foundation Trust (NHFT). This is a crucial time for the NHS and the Trust and a particularly exciting time to join our team.

We have a clear mission at NHFT, which is 'Making a difference, together'. We want to make a difference for the communities we serve, which we know we can only do by working together, with partners and through co-production with our patients, service users and carers. We aim to provide responsive care, which includes everyone and builds healthy communities. We also value our people and want to ensure our teams have the best possible experience while working for us.

NHFT is committed to continuous improvement and sharing learning. This is evidenced in our Group structure with Leicestershire Partnership NHS Trust which has led us to forming a university association. In addition, we support and lead healthcare collaboratives and associations across the East Midlands and beyond.

I hope that through reading this information and learning more about NHFT, you will be inspired to make an application to join our Trust.

Angela Hillery,
Chief Executive



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About our NHS Trust



Making a difference, together

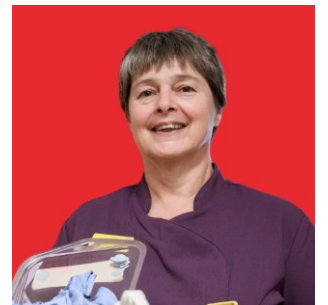
About NHFT

Each day we deliver many of the NHS services that people in Northamptonshire receive, in the community, in homes, workplaces and schools. We offer more than 100 services including mental health, community nursing, sexual health, physiotherapy and a range of specialty services. We also work in partnership with other organisations across the county and the region to deliver care together in an integrated way, providing better outcomes for our patients and communities.

We employ around 5,500 hardworking, dedicated, and skilled members of staff. Services are delivered from over 100 sites including hospitals, children's centres, GP surgeries and clinics. NHFT also provides prison healthcare services across the East Midlands and beyond.

The Trust serves a growing, socially diverse population of close to 785,000 people living in Northamptonshire, a number that has increased by 13.5% over the last 10 years. The population is also getting older, with a 30% increase in people over 65 and a 10% increase in those under 65. This is predicted to rise by another 105,000 people within the next twenty years.

We strive to continually innovate and make a difference to our community and those working for and with us, with a collective vision to provide outstanding, compassionate care to the people of Northamptonshire and surrounding areas. NHFT was proud to be rated 'outstanding' by the Care Quality Commission in 2019, including 'outstanding' in the domains for Caring and Well-Led. The Trust has embedded a culture of proactive leadership and wellbeing is a priority – it has been recognised for work in this area at the Healthcare People Management Awards, the Nursing Times Workforce Awards, and the Chartered Institute of Personnel and Development Awards in 2019.



Our vision, **strategy** and mission

Our vision
what we are aiming for

Together we
thrive, building
compassionate
care and wellbeing
for all.

Our strategy
how we will get there



Our mission
why we do what
we do everyday

Making a
difference,
together



Our values and leadership

Leadership is everybody's business here at NHFT. We all take the lead in different ways in our roles. To reflect this, we have developed four core leadership behaviours for every member of staff, regardless of role and grade, which reflect our vision and values. These are:

- Working Together
- Taking Responsibility
- Being Authentic
- Embracing Change

What do they mean for me?

Whether you are applying for a job with us, are a new employee, or have been here much longer, the leadership behaviours form part of everything you do, and you'll need to be able to demonstrate them through the way you work.

Our PRIDE Values

These are the things we believe in, that are most important to us, these are the values of the organisation.

- People first
- Respect and compassion
- Improving lives
- Dedication
- Equality



About Northamptonshire



Northamptonshire is located in the centre of England, sitting at the south of the East Midlands region. The county is made up of several towns, the largest of which is Northampton, in addition to other towns such as Kettering, Corby, Wellingborough, Rushden, Daventry and Brackley. There are more than 30 villages across Northamptonshire, many set in the heart of the countryside offering a peaceful break from the busy towns and neighbouring cities.



Education

There are over 270 primary and 40 state secondary schools across the county, with 15 special schools. Northamptonshire has several higher education colleges and one University, the University of Northampton.



Health

Northamptonshire has two acute hospital Trusts, Northampton General Hospital and Kettering General Hospital.



Travel

Northamptonshire has good road links to Heathrow, Birmingham and Luton airports through the M1, in addition to great links to the north and south of the country. . Northampton railway station is on the west coast mainline running from Birmingham to London, whilst Kettering and Corby are situated on the midland mainline linking to Leicester and other areas of the midlands.



Housing

The average property price in Northamptonshire is £309,000. Private renting can cost anywhere between £750 a month for a one-bedroom home to over £1200 a month for a three-bedroom home. Other options can be accessed through the relevant local authority.

More about Northamptonshire



Things to do

Northamptonshire hosts a large part of the Grand Union canal and the River Nene, both of which can be enjoyed through a network of footpaths and cycle paths. The county has a large number of parks, country parks, footpaths and cycle paths, making cycling, walking and running popular hobbies amongst those who live there.



Entertainment

Northamptonshire has a range of entertainment venues including the Royal and Derngate theatre in Northampton, the Castle theatre in Wellingborough, Corby Cube in Corby and the Lighthouse theatre in Kettering. Live music can be seen at these venues as well as the Roadmender in Northampton. Wicksteed park in Kettering is the biggest theme park in the county and provides a great day out for the family, there are many smaller activity centres and farms that provide exciting days out for the family. Northamptonshire has a great number of stately homes and historic houses, set in beautiful surroundings.



Shopping

Rushden Lakes is an out-of-town shopping centre set next to the Lakes with food and drink outlets making the venue attractive for shoppers. Each town has shopping opportunities and some of the villages and rural areas have hidden gems supporting local retailers.



Sport

Located just south of Northampton is Silverstone, the home of the British F1 Grand Prix. Northampton Saints rugby union team, who play in the English Premiership, is located in Northampton, close to Northampton Town football club, who currently play in League one of the football league. Northamptonshire County Cricket club play at the County ground Northampton in Division One of the County Championship. There are a range of swimming pools across the county and many different clubs and associations.

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Benefits and recognition



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Making a difference, together

Why work for NHFT?

Valuing our people is one of the key parts of our strategy for the organisation.

We know that to ensure our communities receive responsive, compassionate care, we need to support our teams through workplace benefits and opportunities to grow.



Benefits

Leave & work-life balance



- minimum 27 days annual leave (increasing with service) plus 8 bank holidays
- ability to buy annual leave
- flexible working options including family-friendly policies, job share, compressed hours, annualised hours

Pay, financial benefits and incentives



- enhanced maternity, paternity and adoption packages
- salary sacrifice schemes including vehicle purchase
- use of trust pool cars
- competitive mileage rates
- free parking on sites (subject to conditions)

Professional development and career growth



- development opportunities including coaching, leadership training, recovery college and role-specific courses
- apprenticeship opportunities for new and existing employees
- staff bank for additional experience and income

Health, wellbeing and support



- wellbeing and health promotion services
- discounted gym membership
- services for colleagues supporting mental and physical health including occupational health

Diversity, inclusion and staff networks



- staff network including: disability & long-term conditions, REACH (Ethnic and Cultural Minorities), LGBTQ+, working carers
- support for armed forces veterans, reservists and forces families

Discounts and perks

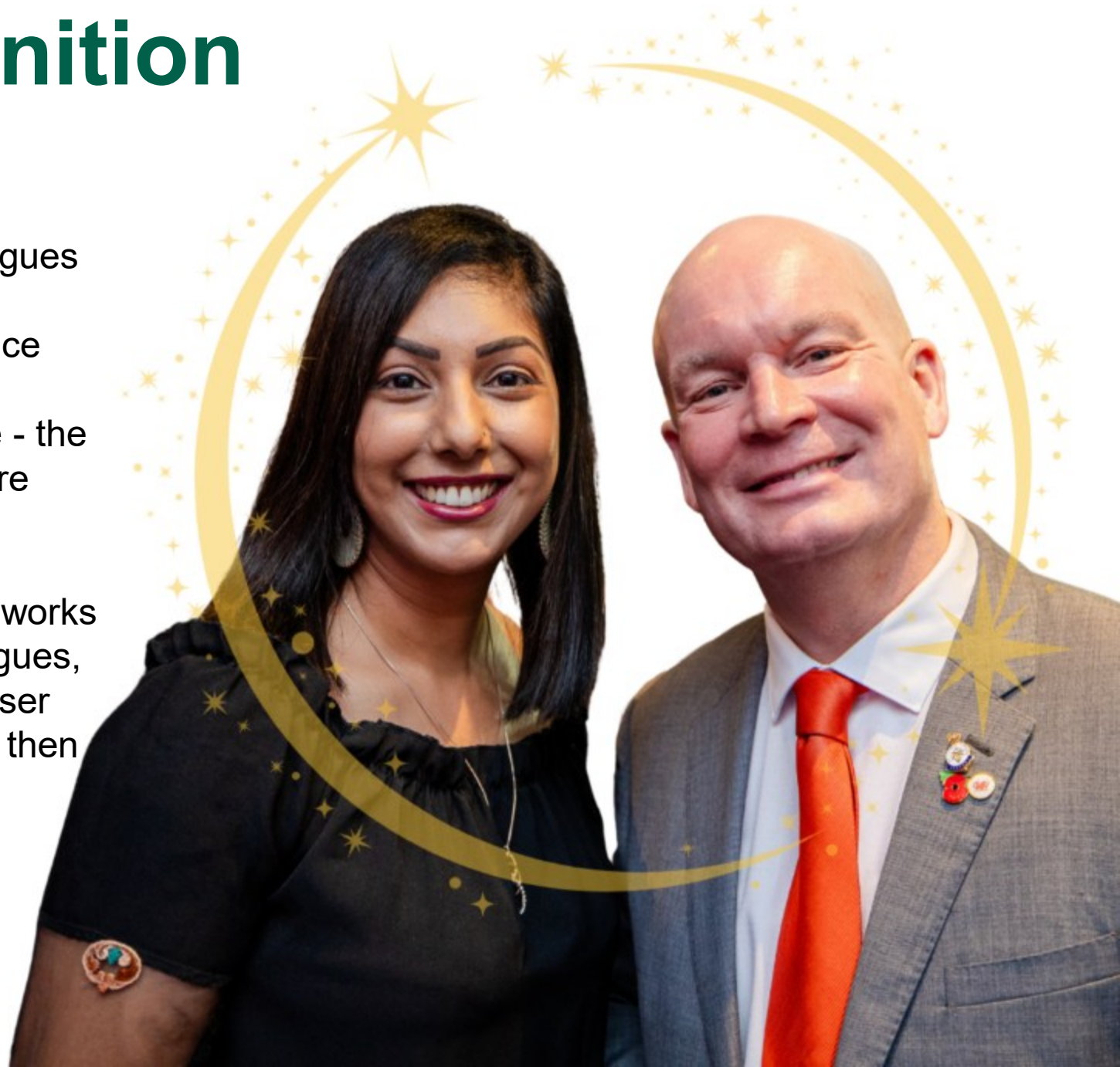


- NHS discounts, including blue light card and health service discounts (subject to conditions)

Reward and recognition

We have an extensive reward and recognition programme celebrating the difference our colleagues are making across the Trust. This includes celebrations for those who are making a difference each month, our long-service colleagues, case studies of excellence and our award programme - the THRIVE awards, which showcases those who are making a real impact in our community.

The THRIVE Awards are open to everyone who works in NHFT. They can be nominated by their colleagues, stakeholders, or even the patients and service user they are working with everyday with the shortlist then invited to join us at our annual awards night.



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Additional information



Valuing our people



Making a difference, together

1. Additional information

Confidentiality and Data Protection

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures. Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.

Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

2. Additional information

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore, smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

3. Additional information

Safeguarding Adults and Children

It is the duty of all staff working for the Trust:

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Professional Registration

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

In certain roles, staff will also have a responsibility to support students and learners within the Trust.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.



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Find out more: www.nhft.nhs.uk