



SWB
**Candidate
Briefing Pack**

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Introduction

Dear Applicant,

I am pleased that you are looking to join Sandwell and West Birmingham (SWB) NHS Trust. We are a friendly, welcoming, inclusive organisation with a firm commitment to our Ambition, Respect and Compassion (ARC) values. Our values are at the heart of who we are. They guide us every step of the way; how we work with each other, and how we look after our patients and their families; how we respect and value the rich diversity of our team and our community.

We are a place where our people have real opportunity to develop themselves and their careers. We want working at SWB to feel like more than just a job. We want our Trust to be a place where you can feel you belong. A place where you feel happy, safe, and rewarded. A place where you can develop your career in whatever way you choose.

As an integrated care Trust, we can offer access to a wide set of career options and opportunities to work with a range of healthcare professionals across the full breadth of healthcare services. You will also find significant research opportunities, with a long-term strategy to build on our research portfolio.

There are opportunities to work across our organisation, at our state-of-the-art healthcare facility, Midland Metropolitan University Hospital, which was designed with the involvement of our clinical teams and opened in October 2024, to Sandwell and City Health Campuses, or community hubs.

We offer a wide range of holistic employee benefits and health and wellbeing support options to support you throughout the different stages of your career journey with us. As one of the UK's leading teaching Trusts, we provide a range of learning and development opportunities to support you to grow and thrive in your career.

Visit the SWB website to find out more about our ambitions and people plans.

Come and join our growing healthcare community.

Best wishes,

Diane Wake



Chief Executive Officer

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About us

Sandwell and West Birmingham (SWB) NHS Trust is an integrated care organisation. We are dedicated to improving the lives of local people, to maintaining an outstanding reputation for teaching and education, and to embedding innovation and research.

We employ circa 8,000 people and spend around £430m of public money, largely drawn from the Integrated Care Boards (ICBs) which serve the Sandwell and West Birmingham areas. The ICBs and the Trust are responsible for the care of 530,000 local people.

We are renowned for our world-class research. Specialism opportunities include working within our Sickle Cell and Thalassaemia Centre and our Behçet's Syndrome centre of excellence. The Birmingham and Midland Eye Centre is also a designated centre of excellence, and we house the National Poisons Information Service (NPIS).

Further information [swbh.nhs.uk](https://www.swbh.nhs.uk)

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Our organisation

We provide services from our main acute site, the **Midland Metropolitan University Hospital** and outpatient, short stay surgery and rehabilitation from **Sandwell and City Health Campuses** (formerly our hospital sites). We offer community services at **Rowley Regis Hospital**, **Leasowes Intermediate Care Centre** in Oldbury, **Harvest View** in Rowley Regis and at a number of GP practices.

The Trust includes the Birmingham and Midland Eye Centre (BMEC) which is based at City Health Campus, and is the regional specialist centre for sickle cell and thalassemia.

The Trust's emergency department is at the Midland Metropolitan University Hospital and there is an eye A&E at BMEC.

Community teams deliver care across Sandwell providing integrated services in GP practices and at home and offering both general and specialist home care for adults, in nursing homes and hospice locations.

The Midland Metropolitan University Hospital

The new Midland Met opened in October 2024.

It is the beginning of a fresh chapter in our ambitious journey to be the nation's leading provider of integrated care.

As well as being the closest adult hospital to Birmingham's busy city centre, Midland Met offers dedicated maternity and children's services. It brings together teams who provide acute, emergency care.

We continue to offer services at Sandwell and City Health Campuses. Birmingham Treatment Centre at City offers outpatient and day case surgery, whilst Sheldon Block houses rehabilitation therapies. The Hearing Service remains at City, as does the Birmingham and Midland Eye Centre.

Sandwell offers antenatal appointments, outpatient appointments, day case surgery and an Urgent Treatment Centre.

This all means that our communities will benefit from truly excellent facilities in the years ahead.

For more information about the new hospital go to swbh.nhs.uk

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Our vision and strategic plans

Our Trust has always aspired to be more than a hospital, more than a healthcare provider. Our purpose is to “Improve the Life Chances and Health Outcomes of our Population” and our vision is to be the “Most Integrated Healthcare Provider”. It is what inspires, drives, and unites us every day. It’s what makes us unique.

From our Fundamentals of Care framework, for our people as well as our patients, to the Midland Metropolitan University Hospital, everything we’re doing is designed to provide the best possible care. We want our colleagues to feel supported, valued and equipped to carry out their roles too and a positive staff experience is paramount to our plan.

Our five-year strategy for 2022-27 has been developed to ensure we focus our time and resources on what matters most. It recognises where we are and where we need to improve.

Over the next five years we will:

- Open and embed the Midland Metropolitan University Hospital
- Focus on creating a great experience for staff and patients
- Develop more seamless services by working together with other health and care organisations
- Use our influence as a large employer to improve the health and wellbeing of people in our communities.

The strategic objectives cover:

1. **Our People** – to cultivate and sustain happy, productive and engaged staff
2. **Our Patients** – to be good or outstanding in everything we do
3. **Our Population** – to work seamlessly with our partners to improve lives

We’re proud to be one of the UK’s leading teaching Trusts. Our purpose-built Learning Campus at the Midland Met will provide training, development and employment opportunities for our people and our communities. Our training and education and widening participation teams, are outward facing in sourcing the workforce we need for the long term. We have a very active programme of apprentices and school experience. We partner with Sandwell University Technical College. More widely we work closely with Birmingham City University, Wolverhampton University, Birmingham and Aston Universities.

The Trust Board is committed to developing ever more consistent links into our local communities, working with voluntary sector, faith, and grassroots organisations.

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Our values and behaviours

Our values are a reflection of what is best about us and what matters most to us, the people we care for and the wider community we serve. They support the delivery of our Patients, People, Population plan as well as the important programmes of work we are doing now and have planned for the future.

Our values are:

- **Ambition:** We're ambitious for our communities. We want to make a difference, improving life chances and health outcomes. We're ambitious for our people. We want them to be happy here, to feel supported to achieve their own goals and ambitions. We're ambitious for our Trust, open to new ideas, developing new technology and treatments to provide the best possible care. Working together, and alongside our partners to continually improve.
- **Respect:** We are a place of inclusivity. We value, celebrate and draw strength from the diversity among us, and in our communities. This is what makes us special. Our people and our patients feel listened to. Everyone's voice counts. We're a place where people feel safe to speak up knowing their voices will be heard. Respect and dignity for everyone.
- **Compassion:** We're a welcoming, friendly Trust. We have care, kindness and compassion at our heart. For us, everyone matters. We're a place where compassion is not just for our patients and their families, but a right for all of us. Our people are amazing, meeting challenges head on. They put patients first, day after day, to deliver the best care they can.

Our values are underpinned by the behaviours that drive them. Our behavioural framework sets out the behaviours we expect all colleagues, at all levels, to consistently demonstrate. Click here to find out more: [SWB – our values](#).



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SWB the Inclusive Recruiter

Sandwell and West Birmingham NHS Trust is committed to recruiting and supporting a diverse workforce and we welcome applications from all parts of the community.

We are committed to having a team that is made up of diverse skills, experiences and abilities.

We actively encourage Black and Minority Ethnic (BME) and disabled applicants, the LGBTQ+ community as well as members of the armed forces community and value the positive impact that difference has on our teams.

We are committed to equality and diversity within our workforce.



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Our structure

The Trust Board comprises of 12 Non-Executive Directors and 10 Executive Directors.

- Sir David Nicholson; Chairman
- Diane Wake; Group Chief Executive
- Joanne Newens; Chief Operating Officer
- Dr Mark Anderson; Chief Medical Officer
- Mel Roberts; Chief Nursing Officer
- Simon Sheppard; Acting Chief Finance Officer
- Kam Dhami; Chief Governance Officer
- James Fleet; Group Chief People Officer
- Rachel Barlow; Group Chief Development Officer
- Adam Thomas; Group Chief Strategy and Digital Officer
- Laura Broster; Group Director of Communications

See more information about our Trust Board here: swbh.nhs.uk

The Trust delivers its services through five Clinical Groups supported by a number of corporate directorates:

- Primary Care, Community and Therapies
- Women's and Child Health
- Medicine and Emergency Care
- Surgical Services
- Imaging and Pathology



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SWB Benefits

When you join us, you'll enjoy a wealth of benefits and rewards. They reflect how much we value you. We have a Reward and Recognition guide available to help you understand the fantastic range of benefits and recognition schemes we offer. Here are some of the highlights of the benefits on offer:

- **Generous annual leave** – As well as Bank Holidays, you'll be entitled to a minimum of 27 annual leave days based on NHS terms and conditions.
- **NHS pension** – A Career Average Revalued Earnings (CARE) scheme, which includes a generous employer contribution.
- **Family leave** – Whether you need to take Maternity Leave, Adoption Leave, Shared Parental Leave or New Parent Support (Paternity) Leave, there are provisions for taking leave and receiving enhanced pay (above the statutory minimum) depending on your length of service and other eligibility conditions.
- **On-site nursery** – Sandwell Day Nursery is our own on-site day nursery based at Sandwell Hospital. Rated 'Good' by Ofsted, we offer childcare for children aged three months to five years and can care for up to 68 children a day.
- **Flexible working** – You can apply for flexible working opportunities regardless of your reason, length of service and job role. Requests will be considered and supported where possible, or alternative solutions explored to balance individual needs with those of the service and team. We welcome discussions about your flexible working needs and how we may be able to support you.

SWB benefits portal

Our very own SWB Benefits Portal provides our colleagues with access to salary sacrifice schemes (Cycle to Work, Lease Cars, Home Technology and Smartphones), as well as great discounts from a wide range of leading retailers. Our colleagues also benefit from discounts on hot food in our catering outlets.

Support with travel

We offer discounts on bus travel, cycle parking and storage, electric car charge points, car sharing app and a shuttle bus between City and Sandwell Health Campuses.

Learning and development opportunities

We want our colleagues to continuously learn, grow and thrive in their careers and our protected training budget supports you to achieve this. We support development from occupational competences, professional training and preceptorship to leadership development. Our Personal Development Review process supports you to identify individual training plans to help you achieve your career ambitions. We support employees to participate in a range of educational programmes from vocational qualifications via a range of apprenticeships to post graduate and master level degree courses. Our ARC Leadership Development Programme supports our leaders to deliver our culture and leadership ambitions set out within our People Plan and embed our values of Ambition, Respect and Compassion (ARC).

Recognition schemes

We run a range of recognition schemes including our annual Star Awards, which celebrates teams and colleagues who have delivered outstanding care and support, ARC (Ambition, Respect and Compassion) Star which highlights those who demonstrate our values, Shout Outs, thank you postcards, long service awards and retirement gifts, to name a few.

Health and wellbeing

We have a comprehensive range of occupational health and wellbeing offers to support you at work. These include free counselling, staff physiotherapy, gym discounts, wellbeing hub (offering complementary therapies, pastoral support options), financial wellbeing support, and menopause support to name but a few. We have a health and wellbeing brochure available to help our colleagues navigate the holistic range of health and wellbeing options available.



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Why Sandwell and West Birmingham?

Sandwell and West Birmingham NHS Trust serves Birmingham and the Black Country – one of the country's most culturally diverse areas. Birmingham and the borough of Sandwell are great places to live. There are six towns that serve Sandwell, they include West Bromwich, Tipton, Oldbury and Wednesbury. Meanwhile City Health Campus, close to Birmingham City Centre, has close links to Bearwood, Harborne, Edgbaston and serves the people of Perry Barr, Ladywood and Handsworth.

Places to live and schools

Birmingham and Sandwell offer a huge range of places to live with easy access via road or public transport all serving the Trust sites well. Housing in the area is affordable and transport links in and around the city and Sandwell are excellent.

There are a number of fantastic schools in the West Midlands as well as excellent colleges and four universities, including the University of Birmingham and Aston University.

To find out more see www.birmingham.gov.uk/schools-directory and www.sandwell.gov.uk

Going out

Birmingham is a popular city to socialise in, with top chefs opening up restaurants across the centre. There are a varied range of bars too. Meanwhile Sandwell has an excellent range of independently-run restaurants.

For more details about eating out see www.dinebirmingham.co.uk. Birmingham has a range of theatres, and comedy clubs. Check out www.livebrum.co.uk for listings of events going on around the area.

The city is also home to the Birmingham Royal Ballet, the City of Birmingham Symphony Orchestra, the Midlands Arts Centre (MAC), and a number of museums including the Art Gallery, and the Thinktank. Musical stars frequently perform at various concert arenas whilst the National Exhibition Centre (NEC) hosts a number of events.

Transport

Birmingham and Sandwell have excellent transport links with the International Airport, major rail routes and easy access to motorways. Trains run direct to London from Birmingham New Street, and Sandwell and Dudley with the fastest route taking just one hour 24 minutes.

The new HS2 rail will decrease these times even more. Birmingham International Airport flies to destinations across the world.

The motorway network provides easy access to the Peak District and the Cotswolds for days out.

Shopping

There are a huge range of shopping opportunities in Birmingham and Sandwell.

In the city centre, Grand Central has a host of shops and of course there is also the infamous Bull Ring.

In West Bromwich, the New Square Shopping Centre serves up a range of well-known stores.

Sports and activities

The West Midlands has a rich variety of sporting activities.

Local football clubs include Birmingham City, Aston Villa, West Bromwich Albion, Wolverhampton and Walsall. Rugby clubs include Moseley, Coventry and Birmingham and Edgbaston hosts the Warwickshire County Cricket Club.

There are a number of running clubs, athletics clubs, gyms, and plenty of parks and open spaces for more casual activities.

Days out

The Black Country Museum, Dudley Zoo, Twycross Zoo, the West Midlands Safari Park, Alton Towers, the Space Centre at Leicester, the Tamworth Snowdome, Warwick Castle, Cadburys World, and many more attractions are within two hours travel from Birmingham and Sandwell. And of course the picturesque Sandwell Valley Country Park, which houses a working farm, and two playgrounds, is just a stone's throw away from Sandwell Health Campus.

For more information about Birmingham and Sandwell see: www.birmingham.gov.uk



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