

Application & Recruitment Pack for Doctors & Consultants

Consultant in Occupational Health



**LIFE CHANGING
CHANGING LIVES**

Welcome from Chief Medical Officer Ruth Williamson



Dear Candidate,

Thank you for expressing an interest to work with Hampshire Hospitals NHS Foundation Trust. Our vision is to provide outstanding patient care for every patient, not only the ones we see today, but those who will need us in the future. We focus on the care we provide and the staff who care for our patients, or support those who do. We are innovative and always improving. We actively seek colleagues who share our values and vision.

We are enormously proud of our clinically led organisation, with the three clinical divisions (Medical Services, Surgical and Cancer Services and Family and Clinical Support) being led by Divisional Medical Directors and each Business unit within the division by a Clinical Director. We invest in our staff to support their development: personally, in leadership, their clinical skills and services and are proud of their achievements. We are also delighted to be affiliated with the Faculty of Medical Leadership and Management (FMLM)

<https://www.fmlm.ac.uk/sites/default/files/content/page/attachments/FMLM%20Standards%203rd%20edition.pdf>. HHFT is a place you can develop both individually, clinically and your clinical service.

This is an exciting time to join the Trust, as we develop our clinical strategy and plans for modernising our hospitals and health services (MOHHS) in the Hampshire Together programme. This programme, as part of the Government's Health Infrastructure Programme (HIP2), will see improved integration with primary care, community services and other acute providers, as well as investing over £500M in a new hospital and significant refurbishment into the Royal Hampshire County Hospital. This, in the context of closer working with all providers across the Hampshire Isle of Wight Integrated Care System gives us many opportunities to improve the care we provide.

After the challenges of 2020/21 with Covid19, we are even more focused on staff wellbeing and the importance of empowering our teams. The amazing efforts of our colleagues to care for and support our patients and each other, has made me even prouder to be part of team HHFT and we are keen to welcome new colleagues.

Our Values

We expect the post holder to uphold the trust's CARE values:

COMPASSION caring about our patients and our staff

ACCOUNTABLE and responsible, always improving

RESPECT for all colleagues, patients and their families

ENCOURAGING and challenging each other to always do our best

The following is included in this information pack to help you with your application:

- Job Description
- Person Specification
- Additional information applicable for all posts

We look forward to discussing further and receiving your application.

With best wishes



Dr Ruth Williamson
Chief Medical Officer

Our Strategy

Outstanding care for our patients:

- Work to CQC outstanding including implementation of quality priorities
- Work towards our constitutional targets set out in this year's plan
- Deliver our Covid safety and recovery plans

Empower our teams:

- Maximise your health and wellbeing
- Provide opportunities for personal growth and professional development
- Make our teams diverse and inclusive

Living within our means:

- Achieve expenditure targets in budgets
- Deliver the agreed capital plan
- Deliver the first year of the three-year recovery plan aligned with the ICS

Innovating for the future:

- Deliver the Hampshire Together – Modernising our Hospitals and Health Services programme
- Deliver our transformation programmes including our digital transformation programme and realise benefits
- Embed a culture of quality improvement and innovation to recover non-covid services, address health inequalities and deliver care closer to home

Information about Hampshire Hospitals

NHS Foundation Trust

Hampshire Hospitals NHS Foundation Trust is the major provider of hospital services to the population of North and mid Hampshire and surrounding areas. The hospitals in Basingstoke and Winchester provide a comprehensive range of acute services as well as being a tertiary referral centre for colorectal, liver, peritoneal carcinomatosis, haemophilia and pseudomyxoma surgery.

Services are provided across Basingstoke, Winchester and Andover sites.

The Trust covers a population of 600,000 incorporating Basingstoke & North Hampshire Hospitals (BNHH), Royal Hampshire County Hospital (RHCH) in Winchester, Andover War Memorial Hospital (AWMH) and community hospitals. We provide one hospital service across multiple localities, delivering services as close as possible to the patient. BNHH and RHCH are 23 miles apart, situated in the middle of the M3 corridor, with excellent transport links to London and the south coast.

Basingstoke and North Hampshire Hospital (BNHH)

The BNHH was built in the early 1970s as a district general hospital. Most of its services are provided within two inter-connected buildings. A diagnosis and treatment centre (DTC) opened in February 2005, has recently been expanded to house four operating theatres, three endoscopy rooms and breast diagnostic facilities.

The Basingstoke & North Hampshire NHS Foundation Trust came into being on the 1st December 2006. Psychiatric services are provided at the adjacent Parklands Hospital, which is managed by the Southern Health NHS Foundation Trust. There is close liaison with the neighbouring St Michael's Hospice, for patients in need of palliative care.

Both BNHH and RHCH are closely linked with the Southampton University Medical School. There is a regular programme of lectures at the postgraduate medical centre, in addition to excellent library facilities, housed within a major multi-disciplinary education centre on the BNHH site – the “Ark”.

Royal Hampshire County Hospital (RHCH), Winchester

The RHCH has been in existence for over 170 years. The main Nightingale building dating back to 1886 houses the emergency department, medical imaging unit, the EMAU, surgical, medical, and paediatric wards, five operating theatres and the intensive care unit. Florence Portal House houses the women's health services (gynaecology, obstetrics and breast surgery) with two obstetric theatres, and two other operating theatres.

The five-storey Burrell Wing was opened in November 2005. The top floor houses the short stay surgery unit with three operating theatres and the endoscopy service. The outpatient services were relocated to the ground floor in January 2013.

Andover War Memorial Hospital

This is part of the Trust with several GP and elderly care beds. There is a day surgery unit with plans for expansion to include a general anaesthetic service. Currently local and regional anaesthetic lists for eye, orthopaedics and general surgery lists are serviced by anaesthetists from Winchester.

Andover War Memorial Hospital (AWMH) provides community and hospital services including a minor injuries unit, outpatient clinics, diagnostic imaging, day surgery, rehabilitation, and maternity services. It is also home to the Countess of Brecknock Hospice.

Basingstoke and Winchester sit in beautiful and readily accessible countryside and enjoy good transport links to London and Southampton. Heathrow is only 30 minutes from Basingstoke and London is less than an hour by train from either hospital. Both locations are well served by motorways and fast A roads.

Hampshire Together: Modernising our Hospitals & Health Services

Hampshire Hospitals NHS Foundation Trust has been given an amazing once-in-a-generation opportunity to build a new state-of-the-art hospital for everyone in north and mid Hampshire and to improve our hospital services for decades to come.

We are delighted to be part of the government's £3.7bn national 'hospital infrastructure plan' building programme, which will allow us to invest in major improvements at the Royal Hampshire County Hospital (RHCH) in Winchester and to build a new hospital on the Basingstoke and North Hampshire Hospital (BNHH) site or at Junction 7 of the M3. The new hospital is scheduled to begin construction between 2035 and 2039.

Our ambition is to use this opportunity to make hospital services better for local people and better for NHS staff, and to improve health and care for people in our area.

Innovation is a key element and we have put this at the heart of our service transformation and eventual move into the new hospital. Collaborative projects between specialties and external partners to bring robotics, space enabled data services, and a continuing expansion of virtual care are underway; with more incredible projects planned.

The money will allow us to invest in our buildings and organise our services to make sure they are fit for the future. Purpose built and refurbished buildings and redesigned services will drive up the quality of care, improve the experience and outcomes for our patients, and attract expert staff.

The new hospital will be the anchor tenant at the heart of a new healthcare campus, an innovation hub will sit alongside and provide opportunities for collaboration between clinicians, academic partners, SMEs, and innovators from other sectors. With so much exciting work ahead, we are transforming our culture and advancing innovation adoption in the trust.

Relocating to Hampshire

Winchester is a small historic medieval Cathedral City with a population of around 40,000. Within easy walking distance of the hospital are a good shopping centre and the railway station (main route to London). The standard of living is considered high, with Winchester consistently voted one of the best cities nationwide to raise a family. There is a good selection of shops, restaurants and amenities, and weekly farmers/vintage/food stall markets. Local schools at primary and secondary level rate highly with Ofsted.



The M3 motorway provides easy access to London by car and to Heathrow and Gatwick Airports. Continental ferry ports at Portsmouth & Poole are also easily accessible. The South Coast with beaches, access to the Solent for water sports, New Forest and cities of Southampton, Portsmouth, Poole and Bournemouth are also within easy driving distance.

Basingstoke is a large market town with historic roots, a high level of employment and plenty of facilities. It has a newly refurbished city centre shopping mall and precinct. There are excellent sports facilities and leisure complexes, including a major concert hall complex, an aquadrome and a large multiplex cinema.



Fast and frequent rail services to London from all parts of the county means a weekend getaway or west end show is only a short journey away, or benefit from international links with Southampton International Airport and ferry ports along the south coast.

Hampshire offers an abundance of countryside, woodland and delightful market towns to explore with the Isle of Wight only a short ferry journey away. This is balanced with superb shopping experiences in Basingstoke's Festival Place, Southampton's West Quay and Portsmouth's Gunwharf Quays.



For families, Hampshire offers several outstanding state schools as well as a number of prestigious independent institutions including Sherbourne House School in Chandlers Ford and Winchester College. It also brings endless options of days out or weekends away including the coast, various country parks and theme parks including Paulton's Family Theme Park and Legoland in nearby Windsor and Marwell Zoo near Winchester.

Whether you are looking for a quiet village environment in one of the best places to live in the UK, a coastal retreat or a cosmopolitan location with excellent transport links and a wide range of services on your doorstep, Hampshire delivers.

Inclusion, equality & diversity

Hampshire Hospitals NHS Foundation Trust is passionate about diversity and we are continually reviewing our progress in advancing equality, diversity and inclusion. We are committed to providing an environment where all employees, patients, relatives, carers, volunteers, visitors and contractors can be employed, cared for, welcomed, involved, valued, respected and treated in a consistent and non-discriminatory manner.

Our commitment may be summarised by our diversity statement, as follows:

At Hampshire Hospitals NHS Foundation Trust, we are committed to providing the highest quality clinical and working environment where all staff, patients, visitors and contractors can be employed, cared for, welcomed, respected and treated in a consistent and non-discriminatory manner.

This approach will be applied irrespective of age, disability, gender re-assignment, race, religion or belief, gender, sexual orientation, marriage and civil partnership and pregnancy and maternity. We will underpin our commitment by ensuring our current and future clinical services, policies, procedures, recruitment and development programmes are all fairly and consistently applied, and regularly assessed and monitored.'

We introduced a staff Inclusivity Network in 2018, with the aim to have provision for a group of staff members who have a shared interest and wish to become more involved in matters relating to equality, diversity and inclusivity.

The trust has four Champions Groups for staff (Ethnic Minorities, Disability, LGBT+ and International Workforce). These Champions Groups have developed their own aims/objectives and provide a two way communication channel between staff and the Inclusivity Network/senior managers through which best practice can be shared, issues of concern raised and support for delivery of the trust's equality objectives can be provided.

**LIFE CHANGING
CHANGING LIVES**

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**NATIONALITIES
WORK FOR THE
TRUST**

23%

**OF OUR WORKFORCE
HAVE INDICATED THEY
ARE FROM AN ETHNIC
MINORITY
BACKGROUND**

76%

**OF OUR WORKFORCE IS
FEMALE**

Job Description & Person Specification

JOB OVERVIEW	
Job Title:	Consultant in Occupational Health
Department:	Health4Work
Division:	Corporate
Salary/Grade	YC72
Contract	Permanent
Location:	Hampshire Hospitals NHS Foundation Trust (all sites)
Accountable To:	Chief Medical Officer (Professionally) Head of Health4Work Services (Managerially)
Professionally Responsible to:	Chief Medical Officer
JOB SUMMARY	
The post holder will provide high-quality Occupational Health (OH) medical services to Hampshire Hospitals NHS Foundation Trust (HHFT) and its employees. The Consultant will work in partnership with the Head of Health4Work to shape and develop clinical services in line with organisational needs, national guidance, and best practice. A component of the role is to deliver occupational health services to external NHS organisations and private sector clients, contributing to the growth and sustainability of Health4Work services. This includes a proactive and commercially aware approach to service development and delivery.	

JOB PLAN

Timetable of activities

Detail the activities which make up your contracted hours.

	DCC	SPA	Other	Total
Contracted PAs:	5.75	1.25	0.00	7.00
1 Sep 2026 to 31 Aug 2027	5.75	1.25	0.00	7.00

Summary of activities by category

Type	Activity	Department & Location	Schedule	Hours/week	PAs/week	Days/plan
Direct Clinical Care						
Outpatient Activities	Clinic - General	Health4Work (Occupational Health) BNHH:	Monday 08:00 to 12:30 Every week	4.50	1.13	42.00
Outpatient Activities	Clinic - General	Health4Work (Occupational Health) RHCH:	Tuesday 08:00 to 12:30 Every week	4.50	1.13	42.00
Outpatient Activities	Clinic - General	Health4Work (Occupational Health) WFH:	Wednesday 08:30 to 11:00 Every week	2.50	0.63	42.00
Administrative Work Directly Related to Clinical Care	General Service Cover	Health4Work (Occupational Health) WFH:	Wednesday 11:00 to 13:00 Every week	2.00	0.50	42.00
Outpatient Activities	Clinic - General	Health4Work (Occupational Health) BNHH:	Monday 13:00 to 18:00 Every week	5.00	1.25	42.00
Outpatient Activities	Clinic - General	Health4Work (Occupational Health) RHCH:	Tuesday 13:00 to 17:30 Every week	4.50	1.13	42.00
Direct Clinical Care:				23.00	5.75	
Supporting Professional Activities						
Audit, Quality Improvement and Service Evaluation	Specific Audit or Improvement Roles	Health4Work (Occupational Health) WFH:	Wednesday 13:30 to 18:30 Every week	5.00	1.25	42.00
Supporting Professional Activities:				5.00	1.25	
Total:				28.00	7.00	

This is a provisional job plan which will be mutually agreed within three months of starting in post and reviewed annually as part of the job planning cycle.

ROLE & RESPONSIBILITY

- To provide occupational medical advice to the management and staff of the Trust, other NHS organisations and contracted private customers as appropriate.
- To hold overall clinical responsibility for the clinical activities and work of the Occupational Health Service whilst working in conjunction with the Head of Health4Work services.
- Provide specialist occupational health advice including fitness for work, sickness absence, rehabilitation and IHR.
- Deliver consultant-led clinics and manage complex cases.
- Support service development, contracts and external work.
- Contribute to audit, quality improvement and governance.
- Work closely with teams within Infection Prevention & Control, Health & Safety, Employment Relations, unions and other stakeholders.
- Ensure evidence-based practice is delivered and aligned with national guidance.
- Participate in regional OH networks and partnerships.
- 7 PA's, no on call requirements.
- An onsite clinical presence at Basingstoke and Winchester for a minimum of 16 PA's per month.
- Contribute to efficient use of resources and support income generation through external service delivery.

CUSTOMER CARE FOR SERVICE USERS

Clinical Advisory Role

Ensure delivery of high-quality, responsive occupational health services that meet the needs of employees, managers and external clients.

- Provide specialist occupational medical advice to managers, staff, and external clients.
- Advise on:
 - Fitness for work and employment suitability
 - Sickness absence management and rehabilitation
 - Pre-placement assessments – complex cases
 - Support the nursing team with clinical guidance regarding immunisation, transmission of infection and sharps or contamination injuries
 - Ill-health retirement (IHR)
 - Workplace hazards and risk reduction
 - Health surveillance programmes
 - Relevant legislation, national guidance, and OH best practice
- Ensure advice is evidence-based and aligned with national standards and guidance.
- Deliver consultant-led clinics (on-site and outreach as required).
- Provide case management for complex referrals.
- Undertake workplace assessments and case conferences as required.

Partnership Working & Specialist Input

- Work closely with Infection Prevention & Control (IPC) and Health & Safety teams to provide specialist advice on complex cases.
- Contribute to prescribing requirements relevant to OH service delivery.
- Liaise effectively with:
 - GPs and treating clinicians
 - Microbiology and IPC teams
 - HSE and other relevant agencies
 - Internal stakeholders including HR, unions, and senior leadership

Service Development & External Engagement

Actively contribute to development of external OH services, including NHS and private sector contracts.

- Support:
 - Service marketing and business development
 - Client relationships and contract development
 - Income generation streams for the service
- Work collaboratively with:
 - Regional partners (e.g. HIOW system partners, UKHSA, SE OH network)
 - External stakeholders and employers

COMMUNICATION

- Communicate effectively with staff, managers, senior leaders, external stakeholders and partner organisations.
- Actively participate in: Regional OH networks, Community of practice groups (HIOW, South East OH networks)
- Represent the service in meetings and professional forums as required.

TRAINING & RESEARCH RESPONSIBILITIES

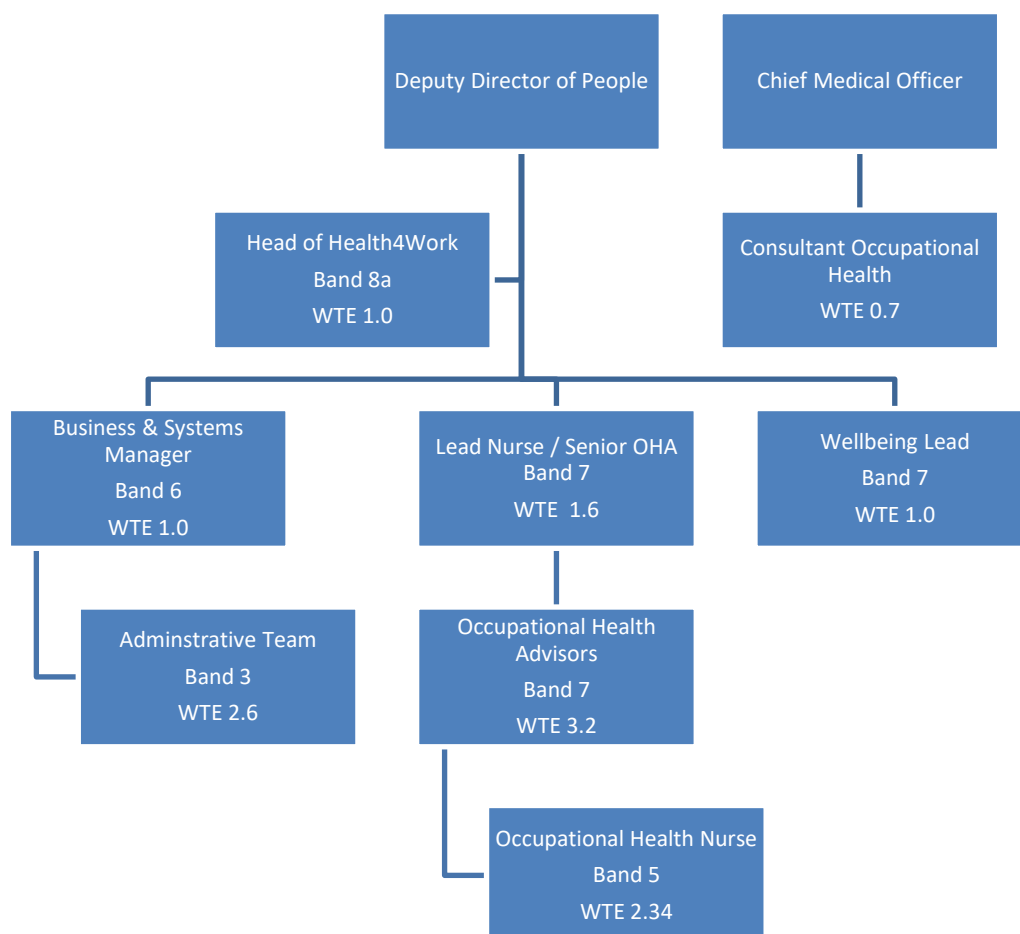
- Contribute to teaching, training, and mentorship of OH staff.
- Support development of an evidence-based, learning-focused culture.
- Participate in CPD and encourage professional development across the team.
- Adhere to Trust appraisal, job planning processes and GMC revalidation requirements.

POLICY, CLINICAL GOVERNANCE & QUALITY IMPROVEMENT

- Ensure work aligns with Trust policies, national guidance, SEQOHS standards and accreditation requirements.
- Hold responsibility for updating the clinical policies relevant to Occupational Health in collaboration with Head of Health4Work.
- Ensure that the Trust and other clients are updated if national policies/guidance changes.

- Support and actively promote the Trust Wellbeing strategy.
- Share responsibility for clinical governance, audit, and quality improvement with the Head of H4W.
- Lead and contribute to:
 - Clinical audit programmes
 - Service evaluation and continuous improvement
 - Implementation of evidence-based practice
- Support compliance with SEQOHS, MOHAWK, and other accreditation standards.

DEPARTMENT – HEALTH4WORK TEAM



PERSON SPECIFICATION: Consultant in Occupational Health	
Professional Qualifications	
Essential	Desirable
- Medical degree MBChB or equivalent. - Specialist Qualification MFOM or FFOM. - Full GMC registration with a licence to practice - Entry onto GMC specialist register or within 6 months of CCT at time of interview.	- Additional certifications such as: Ionising Regulations, Control of Asbestos at Work and Control of Lead at Work Regulations. - Wide breadth of experience within and outside of the specialty.
Clinical Experience & Knowledge	
Essential	Desirable
- Broad OH experience and knowledge of Occupational Medicine. - Experienced in dealing with complex case management. - Experience of management and administration. - Good written and verbal communication skills in English. - Evidence of previous participation in audit and clinical governance. - Understanding of risk management. - Evidence of ability to communicate with stakeholders at all levels, including clients, colleagues, Trust executive team and unions. - Group presentation skills. - Knowledge and application of current evidence-based practice. - Knowledge of ethics applicable to general medicine and Occupational Medical practice. - Appropriate level of clinical knowledge.	- NHS and private sector experience, service development. - Experience in clinically leading the multidisciplinary management of an Occupational Health service. - Relevant research articles in peer review journals.
Clinical Skills & Ability	
Essential	Desirable
- Ability to work independently as sole Occupational Health Physician for the OH service. - Ability to balance the employee needs and individual requirements against those of management and the Trust.	

• Ability to gain trust and confidence of all stakeholders. • Actively participate in innovative and improved ways of working to support development and efficiency of the service. • Prepared to use initiative and work flexibly when required.	
Research & Teaching skills:	
Essential	Desirable
• Ability and willingness to teach effectively.	•
Other Specific Requirements	
Essential	Desirable
Ability to contribute towards motivating and mentoring development for both medical and non-medical staff within the specialty. • Actively contribute in leading the service towards its strategic aims. • Demonstrate leadership and role model excellence within the Trust values. • Willingness to travel, depending upon service need and by exception.	•

Appendix A

ADDITIONAL INFORMATION APPLICABLE TO ALL POSTS

This post will be offered under the terms and conditions of service for Trust Doctors.

The Terms and Conditions referred to in the contract can be viewed in full on NHS Employees [NHS-Doctors-England-TCS-2016-VERSION-11.pdf \(nhsemployers.org\)](https://www.nhsemployers.org/nhs-doctors-england-tcs-2016-version-11.pdf)

Pre-employment Checks

The Recruitment Department is responsible for ensuring that the Trust complies with its legal obligation, which includes any prohibition on offering an appointment, and with any requirements stipulated by regulatory bodies. It is essential that staff and patients are confident that every worker has been checked to ensure the Trust has confirmed his/her:

- Identity
- Right to Work in the UK (Passport/visa)
- Disclosure & Barring Service Check
- Professional qualifications & registration
- Suitable References
- Health for Work clearance
- Revalidation

Disclosure & Barring Service (Previously CRB)

In view of the nature of the work this post is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemption order 1975). Applicants therefore must disclose information regarding convictions including those which for other purposes are “spent” under the provisions of the Act. You are, therefore, required to declare any pending prosecutions or convictions you may have, even if they would otherwise be regarded as “spent” under this Act and any cautions. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

The Trust will check with the police for the existence and content of any criminal record of the successful applicant. Information received from the police will be kept in strict confidence.

Clinical Governance

The post-holder will comply with the Trust’s clinical governance requirements and participate in related initiatives where appropriate. This will include participating in clinical audit and review of outcomes, working towards achievement of national and local performance management targets, complying with risk management policies, and participating in the consultant appraisal process.

The post-holder will also be responsible for maintaining satisfactory patient notes and, when relevant, for entering data onto a computer database in accordance with the rules and regulations of the Data Protection Act.

Confidentiality

All employees and honorary appointees are required to exercise discretion and maintain confidentiality at all times.

Conflict of Interest

All applicants to any post within the Trust are required to declare any involvement directly with any firm, company or organisation, which has a contract with the Trust.

Data Protection

In accordance with the Data Protection Act (1998), the Trust is authorised, if required to do so, to obtain, process and/or use information held on a computer in a fair and lawful way. The Trust is authorised to hold data only for the specific registered purpose and not to use or disclose it in anyway incompatible with such purpose. It is further authorised to disclose data only to authorised organisations as instructed.

Equality and Diversity

To comply with the Trust's Equal Opportunities Policy and treat staff, patients, colleagues and potential employees with dignity and respect at all times.

Health and Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

Hepatitis B

All employees who perform "exposure prone procedures" should be immunised against Hepatitis B. Antibody response should be checked on a regular basis. If successful in being appointed to this post, all employees MUST report to the Health for Work Department within two weeks of starting in post. Failure to comply with this, or the new regulations pertaining to Hepatitis B, may result in an employee being suspended from duty. For further information, either contact the Recruitment Department or the Health for Work Department. All matters discussed will remain confidential.

Ionising Radiation Use

Under the Ionising Radiation (Medical Exposure) Regulations 2000 the Trust is obliged to maintain a register of all persons entitled to act as "Practitioners" or "Operators" (i.e. to justify or to carry out a medical exposure) and to keep records of their training. If your post includes the responsibilities of either "Practitioner" or "Operator" as defined by these regulations you must provide the Trust with evidence of training. This should include evidence of completion of an approved training course plus details of practical experience.

Please note that if, during the course of your duties, you refer a person for a medical exposure you are obliged to provide sufficient relevant clinical information to the Practitioner to justify the use of Ionising radiation. You are expected to follow any guidelines for such referrals, which the Trust provides.

Private Practice

All consultants should adhere to the national Code of Conduct for Private Practice. The trust has excellent facilities for Private Practice and we encourage Consultant to pursue their practice within the hospital setting. The appointee must follow Trust agreed procedures when seeking to commence private practice. Any private practice commitments must not prejudice the basic service requirements contained in the job plan. Appointees expressing an interest in a part time post in order to undertake private practice will normally be expected to hold a 6 programmed activity [PA] contract.

Public Transport and Car Parking

Unrestricted car parking is available on the BNHH and AWMH sites. Core hours parking restrictions exist on the RHCH site only. You may wish to apply for an exemption from this restriction, if you meet one of the criteria set out in the Policy for Parking Management. Park and ride facilities are available for this site.

Relocation Expenses

Assistance may be given to newly appointed Consultants with part of the cost of their removal expenses; providing that the removal is necessary to comply with HHFT requirements concerning the place of residence. Please note that applicants are encouraged to take the opportunity prior to interview to discuss removal expenses should they be successful. Different Trusts offer different packages and prior discussion will ensure clarity.

Residential Criteria

Consultants will be required to reside within a distance to allow safe discharge of their on call duties.

Service Commitment

HHFT expects its employees to communicate with colleagues, patients and visitors in a polite and courteous manner at all times and to adhere to the Trust Values of 'CARE' in service delivery adopting a professional approach to patient care at all times.

Staff Involvement

The Trust is committed to involving staff at all levels to improve patient services and working lives. The Trust continually strives to improve internal communication systems and encourage staff involvement in organisational and service developments – including business planning – to enable staff to influence discussions which affect them and their working conditions.

NHS Pension scheme

The post-holder will be entitled to join or remain in the NHS Superannuation Scheme

No Smoking

HHFT operates a "No Smoking Policy" which does not allow smoking at work, in trust buildings, entrances or grounds. Smoking is a Health and Safety issue, and all staff have a responsibility to ensure that smoking does not occur in public areas or entrances and to be aware of, not only health risks, but also the risks of unnecessary fire alarm activation. The Trust has a comprehensive staff support programme for staff who wish to give up smoking. For more information, contact the Health for Work Department.