NHS
Doncaster and Bassetlaw Teaching Hospitals
NHS Foundation Trust

Working at Doncaster and Bassetlaw Teaching Hospitals

Candidate information

Bassetlaw Hospital

Doncaster Royal Infirmary

Montagu Hospital

We Care

Develop. Belong. Thrive. Here.

A word from

Richard Parker, Chief Executive

Thank you for expressing an interest in Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust (DBTH).

Over the past eighteen months, we have gone through some substantial changes as an organisation, some difficult while others exciting, but all pointing towards a bright future for our patients, services and staff.

As I hope you will discover this is a fantastic time for DBTH, as we work hard to implement our newly refreshed strategic direction and continue to strive to maintain our position as one of the best in class for care, being locally and nationally recognised for excellent patient care and as a place to work.

We intend to build upon our strengths and reputation for specialised services, ensuring that we remain at the forefront of innovation, research and development, as well as best practice as a Teaching Hospital and learning organisation.

Employing over 6,000 people across Doncaster and Bassetlaw, every member of staff contributes crucial expertise which directly impacts on our ability to provide high quality patient care, and it is hugely important to me that each and every individual within the organisation has a personal stake in our future successes and achievements.

As we operate a number of sites, you will gain a sense of a large and expansive organisation; however it is essential that our Trust has a great sense of community and identity, with an accessible leadership team and a feeling that each and every member of the team can make the difference.

As an organisation, we are proud that many of those in senior positions within the Trust began their careers here. We are also fortunate to have a large number of long-serving team members, with one member of staff recently retiring after 60 years of service, having spent an entire, happy career at the Trust.

This commitment is evidence of our ambition to give those who join the Trust the tools and opportunities in order to grow and progress their career, so whether you spend just one year or fifty with us, it's our pledge to help you **D**evelop, **B**elong and **T**hrive, **H**ere, not only for the benefit of local people but also the wider health service.

Having recently been appointed Chief Executive, I am convinced of the strength and potential that we have as an organisation, and our ability to realise it in the coming months and years, meeting and moving beyond any challenges that we face.

I hope that you will join us in this journey, complimenting a fantastic, enthuastic and innovative team.

While we face challenges like all NHS providers, at DBTH we promise that you will work in an interesting, varied and ambitious environment, with some of the most talented and skilled people the NHS has to offer.

I hope you will find all you need to know about us in the following information. If you are thinking of a career within the health service, just taking those first tentative steps outside of education, or simply want a change of pace, look no further than Doncaster and Bassetlaw Teaching Hospitals.

If you have any enquiry about the role please refer to the final page for contact details.

Richard Parker,
Chief Executive at DBTH

Who we are

Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust (DBTH) is one of Yorkshire's leading acute trusts, serving a population of more than 420,000 across South Yorkshire, North Nottinghamshire and the surrounding areas.

Hosting three main hospital sites and a number of additional services, the Trust is one of only five Teaching Hospitals in Yorkshire and by 2018 is projecting to train 25% of all medical students in the region, while we currently train 30% of all other healthcare professional students. Employing over 6,000 people, Team DBTH consists of over 1,600 nursing and midwifery staff, more than 450 medical, 2,500 non-clinical and 1,400 clinical support.

We are fully licensed by NHS Improvement (formerly Monitor) and fully registered (without conditions) by the Care Quality Commission (CQC) to provide the following regulated activities and healthcare services:

- Treatment of disease, disorder or injury
- Nursing care and surgical procedures
- Maternity and midwifery services
- Diagnostic and screening procedures
- Family planning
- Termination of pregnancies
- Transport services, triage and medical advice provided remotely
- Assessment or medical treatment for persons detained under the Mental Health Act 1983.

We provide the full range of district general hospital services and some specialist tertiary services, including vascular surgery. We also provide a number of community services, external to our main hospital sites including sexual health services.

In 2016/17, the Trust received income over £380 million, managing to perform well within financial constraints. Like many NHS organisations, Since 2015 the Trust has worked to reduce a significant deficit, delivering savings in the last financial year of around £11.9 million. Although a challenging time for DBTH, it also represents significant opportunity, with increased scope to foster creativity and ingenuity in order to meet our cost pressures but also continue to improve for the benefit of patients.

As a Trust we operate over three main sites, Doncaster Royal Infirmary, Bassetlaw Hospital and Montaug Hospital in Mexborough and offer a number of healthcare jobs and corporate roles across these locations.

This is a large organisation, however we pride ourselves on ensuring that every member of staff feels like a valued member of the team. As a Trust we have a great sense of community and identity, a trait which becomes apparent after spending just a few minutes within each of our hospital locations- something which we wear as a strength and view as key to our ongoing successes as an organisation.

“Everyone at DBTH was so helpful - even when they had a million other jobs to do they still took the time to show me where things were and explain anything I queried.”

Medical student at the Trust

Providing Care

Hosting three main hospital sites and a number of additional services, we are proud to serve the people of Doncaster, Bassetlaw and beyond.

Doncaster Royal Infirmary (DRI): A large acute hospital with over 500 beds, a 24-hour Emergency Department (ED), and trauma unit status. In addition to the full range of district general hospital care, DRI also provides some specialist services including vascular surgery. It has inpatient, day case, diagnostic and outpatient facilities.

In 2016/17 the site saw 500,163 patients.

Bassetlaw Hospital (BH) in Worksop: An acute hospital with over 170 beds, a 24-hour Emergency Department (ED) and the full range of district general hospital services including a breast care unit and renal dialysis. Bassetlaw has inpatient, day case and outpatient facilities.

In 2016/17 the site saw 154,816 patients.

Montagu Hospital (MH) in Mexborough: A small non-acute hospital with over 50 inpatient beds for people who need further rehabilitation before they can be discharged. There is a nurse-led minor injuries unit, open 9am to 9pm. It also has a day surgery unit, renal dialysis, a chronic pain management unit and a wide range of outpatient clinics. Montagu is the site of our Rehabilitation Centre, Clinical Simulation Centre and the base for the abdominal aortic aneurysm screening programme.

In 2016/17 the site saw 85,352 patients.

We are also registered to provide outpatient and other health services at Retford Hospital, including clinical therapies and medical imaging.

Our site at the Chequer Road Clinic in Doncaster town centre offers audiology and breast screening services. We also provide some services in community settings across South Yorkshire and Bassetlaw. The rehabilitation beds we used to have at Tickhill Road Hospital in Doncaster transferred to Montagu Hospital in August 2012 however we still provide outpatient care of older people at this site.

In 2004, Doncaster and Bassetlaw Hospitals became one of the first 10 NHS trusts in the country to be awarded foundation trust status. This means we have more freedom to act than a traditional NHS trust, although we are still very closely regulated and must comply with the same strict quality measures as non-foundation trusts.

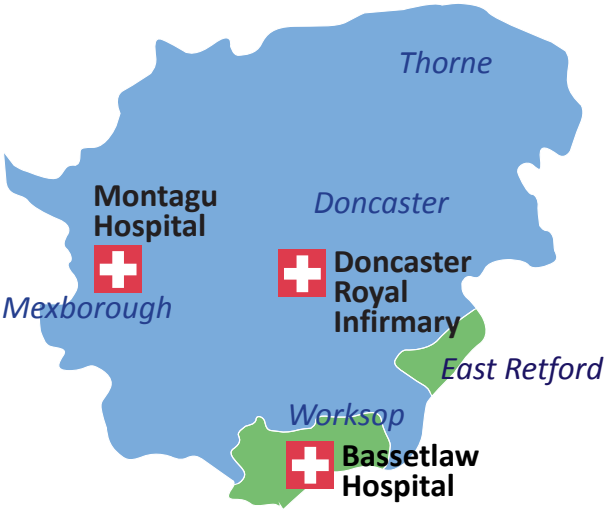
Doncaster Royal Infirmary

Bassetlaw Hospital

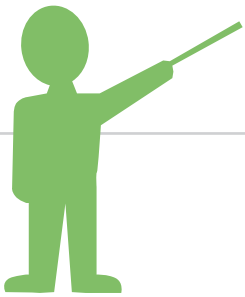
Montagu Hospital

Our Trust

We operate
three hospital sites
in two counties



We are one of
five teaching hospitals
in the region

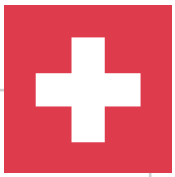


We have a budget of over
£350 million

We have over
6,000 staff and
16,000 members

Last year…

We cared
for **63,825** inpatients



Our **Emergency Department** cared for
over **170,000** people

We cared for
539,023 outpatients

We delivered over
5,000 babies

Highlights in 2017/18

The past 12 months for the Trust have been filled with organisational achievements, improvements, and the continuation of the financial recovery journey that we embarked upon two years ago. It has also been a time of consolidation to maintain the good progress made in patient care, treatment and experience, while overcoming challenges local to the organisation and nationally within the NHS.

2017/18 marked our first full year as a Teaching Hospital, with some substantial achievements made in this period, reflecting our ongoing commitment to training, education and research. Organisationally, we had always held the believe that becoming a Teaching Hospital would be of great benefit for our local communities, patients and staff and this has proven to be the case, with some fantastic feedback from learners and visitors alike.

As an organisation, we have also been extremely proud of the excellent improvements made in terms of the quality of care. These developments - such as further reductions in avoidable pressure ulcers, a substantial improvement in mortality rate and an increase in our overall ED performance - have all been pleasing.

Following this theme, Trust staff and services have been shortlisted for a number of local, regional and national awards. This recognition is a testament to the collective commitment and hard work of our colleagues, who continue to amaze us as they strive, each-and-every-year, to develop and innovative for the betterment of patients.

The past 12 months also marked the completion of the Chief Executive and Chair's first full year in post, with the organisation's Executive Team refreshed and fully established as Moira Hardy took up the position of Director of Nursing, Midwifery and Allied Health Professionals (following a period as Acting Director).

With this in place, we managed to redevelop the Trust's five year strategy. Our vision for 2017 to 2022 was formulated with substantial staff and stakeholder input. We believe that this will serve us well as we approach the next few years.

It has always remained our goal to ensure that patients are at the heart of everything we do and we believe that, despite increased demands and challenges, we have managed to achieve this once again throughout the past 12 months.

“Patients are at the heart of everything we do. As a member of the team I always try to to ensure that patients in my care receive the best quality care and have a good experience while at the Trust.”

Member of Team DBTH

Our vision and values

As an Acute Teaching Hospitals Trust, and a leading partner in health and social care across South Yorkshire and Bassetlaw, we will work with our patients, partners and the public to maintain and improve the delivery of high quality integrated care.

Providing high quality care to the local population we serve will always be our main focus. We are proud of our record of continuing to maintain and improve standards of care, despite the financial difficulties of recent years.

Gaining teaching hospital status in 2017 was a huge achievement and creates a wonderful opportunity to develop our education and research portfolios to benefit patients and will help us to continue to attract and retain high calibre staff.

DBTH has been through a recent period of financial turnaround and are now moving into a period of transformation where we will look to see how we can deliver quality patient care in the most effective and efficient ways possible.

To achieve this transformation we recognise the need to be the best partner we can to work with other health and social care partners across Doncaster and Bassetlaw and South Yorkshire so our patients experience seamless and integrated care and we make best use of resources across the area.

To realise our vision we will remain true to our core values. Our values underpin all that we do and we expect that they will be evident in all that we say and do.

Our values are well received and this has been confirmed by an engagement process to confirm that our staff and patients feel that they remain central to our future.

What we will endeavour to do throughout the next strategic direction is to embed these values and ensure they are part of all that we do from how we behave to how we chose the people who join our teams and undertake appraisals.

W	e	C	a	r	e
We always put the patient first.	**E**veryone counts – we treat each other with courtesy, honesty, respect and dignity.	**C**ommitted to quality and continuously improving patient experience.	**A**lways caring and compassionate.	**R**esponsible and accountable for our actions – taking pride in our work.	**E**ncouraging and valuing our diverse staff and rewarding ability and innovation.

Benefits of #TeamDBTH

Learning and development opportunities

As one of the region's Teaching Hospitals, we believe it's absolutley paramount to encourage our staff to develop their skill set. From training to lunchtime lectures, our dedicated Education Team can help you to take that next step in your career. The quality of patient care the Trust is able to provide and the range of services that it is able to offer are upon the ability to ensure our current employees, together with any potential employees, are motivated, satisfied and want to stay working for us. This includes making sure staff have a personal development plan in place, access to training, development and career opportunities.

Park and Ride

We understand that parking can be an issue at most hospitals, this is why at Doncaster Royal Infirmary we provide a bus service to and from our 500 capacity car park, both of which are absolutley free. As we work across multiple sites in a 20-mile radius, we also provide a free-to-use shuttle bus to make it easier and cheaper to get around the Trust.

Health and Wellbeing

Working within the hustle and bustle of the NHS can make it hard to find time for yourself. Whether it's joining the DBTH netball team, taking part in a lunch-time walk with colleagues or getting your flu jab – the Health and Wellbeing Team are here to ensure you're supported in leading a healthy lifestyle.

Family friendly trust

The Trust is committed to improving the working lives of its staff and offers various benefits to attract and retain a motivated workforce. These include: Job Share Scheme, Term Time Contracts, Paternity Leave, Maternity Leave, Career Break Scheme, Adoption Leave, Leave in Domestic Emergencies and Flexible retirement.

Weekly newsletter

Keeping up with the latest happenings within an expansive and varied organisation such as ours can be tough, that's why we publish a weekly newsletter called the Buzz. Here you can find out about the latest Trust news, events and achievements.

Staff Facebook group

We know that it can be hard to keep up-to-date with emails and briefings - so that's why we encourage members of the team to join our Staff Facebook group. The updates important to you direct to your phone, tablet or laptop on your favourite social network.

STAR Awards

Recognising our staff for their hardwork and dedication is very important at DBTH. Each month a team and individual member of staff is awarded our STAR Award, with a glitsy annual event held for our STARs of the year.

Our Trust strategy 2017-2022

Over the past 18 months we have gone through substantial change as a Trust. As we move forward together, we set out our new strategy which describes what we want to achieve over the next five years and how we intend to get there.

In developing this vision, nearly 700 members of Team DBTH gave their thoughts, feedback and suggestions on this direction, through clinical governance meetings, our various communications channels and by completing and returning feedback postcards.

Please read the vision to gain an insight into how we intend to develop health care within Doncaster and Bassetlaw for the benefit of the communities we serve. This is a very exciting time for the Trust and we hope you will join us on this journey.

Key Trust publications

Access the latest Trust publications using the links below:

Strategic Direction for 2017-2022

Annual report 2016-2017

The area

Spread across a wide and varied area, Doncaster and Worksop offer the perfect balance, with the best of the country and all of the comforts of city living.

The Trust operates over an area of 20 miles between our sites in Doncaster and Worksop, meaning that we are perfectly situated to take advantage of the sites, attractions and shopping destinations of both South Yorkshire and Nottinghamshire.

Both Doncaster and Worksop are located within easy access of the A1, M1, M18 and are only twenty minutes from Doncaster Sheffield International Airport.

Doncaster

An historical market town, at the southern edge of Yorkshire, Doncaster is renowned for its horse racing, rich railway heritage and its wealth of Georgian and Regency architecture on the Great North Road.

As a modern and ambitious town, with some of the most affordable real estate in the country, Doncaster hosts a vibrant town centre with first-class retail outlets, a fantastic night-life scene and ample opportunity for excursions, events and activities at the Dome, Yorkshire Wildlife Park or one of the town's sporting clubs.

Further afield, the town is home to some truly stunning scenes of a natural beauty, with rambling little villages to visit, ample woodland to explore and even a Norman castle to conquer.

Whether you fancy a trip to Meadowhall or wish to spend a lost afternoon in nearby Sheffield, Hull or Leeds, Doncaster is your perfect launch pad, combining the best of the country with all of the comforts of the city.

Doncaster Growing Together is a set of concrete plans for now and big ideas for the future. Find out more about the town's ambitious next steps.

Worksop

A quaint market town, Worksop is famed as the 'Gateway to the Dukeries', a unique selection of Ducal properties in north Nottinghamshire which includes Clumber Park, Welbeck Abbey, Thoresby Hall and Worksop Manor.

A former mining town, Worksop has many local attractions in the town and nearby, you'll find plenty of things to see and do and places to stay along with a whole host of bars and restaurants.

Like it's neighbour, Worksop has some truly beautiful stretches of country side, boasting truly idyllic scenery and playing the perfect host for a good ramble through North Nottinghamshire's delectable sights and sounds.

A picturesque place to live and work, if the above isn't convincing enough, a recent study has found Worksop to be the happiest place in Nottinghamshire!

How to apply

If you're interested in joining the Trust, please do so via **NHS Jobs**. Thank you for your interest in the role and we look forward to hearing from you.

For more information on the Trust please go to our website at www.dbth.nhs.uk or to contact a member of the Recruitment Team, email dbth.recruitment@nhs.net or ring 01302 642584.

NHS

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