



Doncaster and Bassetlaw
Teaching Hospitals
NHS Foundation Trust

Join Team DBTH

Candidate information



Bassetlaw Hospital

Doncaster Royal Infirmary

Montagu Hospital

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.

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.

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.

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

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



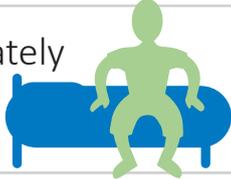
Montagu Hospital

Our performance

What we did, and how we did it.

In 2018/19 we had one of our busiest-ever years. Despite this, as a Trust we delivered really strong performance, reaching most of our targets while delivering high quality care.

We cared for approximately
123,200 inpatients



We cared for approximately
472,000 outpatients



Our performance indicators 18/19



We recorded only **21 cases** of **C.Diff** in year.



We recorded **zero cases** of **MRSA** in year.



We achieved **six of eight cancer targets** in year.



We achieved **92.64%** for our **four hour access target**.



We achieved **88.8%** for our **Referral to Treatment target**.

We cared for approximately
175,200 emergencies



We delivered approximately
4,700 babies



Thorne



Doncaster



Doncaster Royal Infirmary cared for **515,250** patients.

Montagu Hospital cared for **78,500** patients.

Mexborough



Our clinics cared for **7,900** patients.

Bassetlaw Hospital cared for **174,550** patients.

Worksop



2018/19 in brief



Fantastic feedback

We received a range of positive patient and colleague comments, daily:

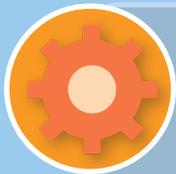
- ★ 99% of patients said we are caring and compassionate
- ★ 99% of patients said they were extremely likely to recommend our services.
- ★ The Trust is rated four stars out of five on NHS Choices.
- ★ The Trust is rated 4.1 out of 5 on Facebook.
- ★ Hundreds of staff share notes of thanks via social media regarding both work and the care received by friends and family.

Incredible staff



We have some of the most talented colleagues in the UK, and this year:

- ★ Two colleagues were elected President of their national professional associations for [ENT](#) and [Laryngology](#).
- ★ Another was awarded a [honorary fellowship](#).
- ★ One colleague was awarded an [OBE](#) and another a [British Empire Medal](#).
- ★ Another member of Team DBTH was recognised for [exceptional contributions](#) to digital imaging informatics.
- ★ In all, the Trust was nominated for more than 20 national awards.



Highly specialised

We have some of the best, specialised services in the country, delivering:

- ★ [UKAS accredited](#) Pathology services.
- ★ Accredited Endoscopy services.
- ★ [Accredited](#) Echocardiography services.
- ★ High performing vascular surgery, one of the few in the North of England.
- ★ Our Stroke services will soon provide [Hyper Acute Stroke Service](#) (HASU) for the region.
- ★ This is in addition to the highly specialised and skilled staff we count on each and every day.

Best performance



We are amongst the best in the country for high performing services:

- ★ Within top 20% highest performing Emergency Departments in the country.
- ★ [Region-leading results](#) for Patient Led Assessment of the Care Environment (PLACE).
- ★ Recently enhanced Cancer Rapid Diagnosis services.
- ★ The first to reach [75% staff flu vaccination](#) in the country for the fourth year running.
- ★ Low HSMR (mortality) rates, reducing from a high of 114.
- ★ Soon to be enhanced by [Digital Transformation](#).



2018/19 in brief



New Facilities

This year, we invested over £12 million in our sites, which included:

- ★ Mutli-million pound investment in [new catering facilities](#).
- ★ Refurbishment of DRI's Gate Four entrance and installation of 'living wall'.
- ★ Opening of two '[Changing Places](#)' restrooms, one at DRI and another at Bassetlaw Hospital.
- ★ The official unveiling of the [Butterfly Garden](#).
- ★ Breaking ground on the new [CT Suite](#) at DRI.
- ★ This is in addition to countless repairs, maintenance tasks and other changes to our sites.

Safety and Quality

We have made excellent progress across our quality and safety indicators:



- ★ [Zero cases](#) of MRSA for almost 700 days.
- ★ 25% reduction in occurrence of [C.Diff](#) since last year.
- ★ Implimentation and adoption of better sepsis diagnosis.
- ★ Introduction of a number of projects with an emphasis on patient-centered care including: [Making Mealtimes Matter](#), [Sleep Helps Healing](#) and increasing [visiting times](#).
- ★ Further expansion of '[Sharing How We Care](#)', including second ever conference.



Training, Development and Research

As a Teaching Hospital we have nationally recognised educators and researchers:

- ★ Essential Training rate at 82.5%.
- ★ 47 additional research projects approved by the Trust and support for colleagues to undertake further development.
- ★ Award-nominated mentoring and region-leading feedback.
- ★ We trained 25% of all junior doctors as well as 30% of all other health professionals in the area.
- ★ Introduction of innovative new roles.
- ★ We have begun to roll-out our Leadership programme to help colleagues Develop, Belong and Thrive Here.

Quality Improvement (Qi)

We now host an innovative and pioneering Qi service at the Trust:

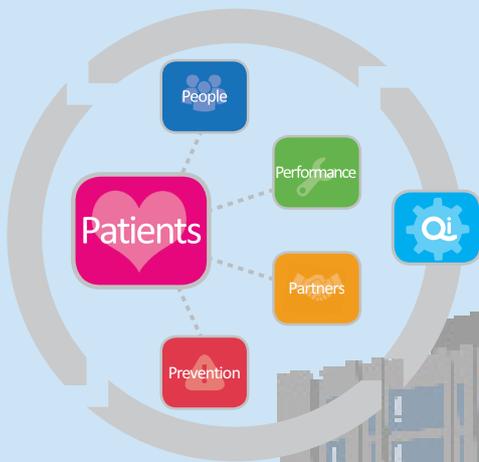


- ★ 300 staff are now involved in 190 improvement projects.
- ★ Over 2,000 staff are trained in our Qi way.
- ★ Improvement is embedded in all forms of training such as 'Leading to Outstanding'.
- ★ Outcomes from this work include enhanced pain relief for Trauma and Orthopaedic patients as well as better waiting list management within our Antenatal Clinic.
- ★ This work will continue in 2019/20 and is now part of what we do as Team DBTH.



Our vision: To be the safest trust in england

Outstanding in all that we do



We care values

- W**e 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 absolutely 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 absolutely 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.

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.

Keep in touch

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.

We also have a **Staff Facebook group** so you don't have to rely on emails and briefings. We encourage members of the team to join the group. The updates important to you come direct to your phone, tablet or laptop on your favourite social network.

Awards and Recognition

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 of the Month Award**, receiving a gift voucher and certificate. Every year we also hold a **glitzy award ceremony** for our annual stars in a number of categories. Nominations come from colleagues and patients alike.

As a member of staff you will also be able to join our **Staff Lottery** to be in with a chance of winning cash prizes every month!

Discounts and Leisure Benefits

As a member of Team DBTH you would have access to a number of exclusive discounts and activities. Everything from **Gym Memberships and on-site fitness classes** to **Health Service Discounts** on utility bills and holidays is available. We also work with local businesses such as CAST in Doncaster and Ye Olde Bell in Worksop to offer staff discounts.

As an NHS Employee you can also apply for a Bluelight Card which saves you money in high-street shops, restaurants and venues.



Looking after your Health and Wellbeing



Working within the hustle and bustle of the NHS can make it hard to find time for yourself. As a Trust, we offer a number of benefits to help you take care of your physical and emotional health. Every year we showcase our health and wellbeing offer at our Health and Wellbeing roadshow which all staff can attend. The Trust also has a team of over 50 Health and Wellbeing champions who can point you in the right direction of help and support services.

Taking care of your body

The Health and Wellbeing team offer a number of services which can help you stay fit and healthy while you work at DBTH:

- **Stop smoking support** and free stop smoking aids through Smokefree
- **Free staff physiotherapy** sessions for convenient on-site access to help for aches and pains
- On-site **weight management services** to help you keep a healthy weight through a combination of dietary advice and exercise tips
- On-site **fitness classes** to help you fit your exercise routine around your work life.

Taking care of your mind

The Health and Wellbeing team recognise that looking after yourself isn't just about being fit and physically healthy- you also need to look after your mental and emotional wellbeing. The Trust offers a number of services to support you with this:

- Help Employee Assistance Service - this service offers 24/7 **confidential counselling, support and advice** on a range of issues which can affect your mental health. They are free to speak to over the phone at any time of the day, about issues such as stress, family life, money, bereavements, substance misuse and other traumas.
- On-site **reiki sessions** for spiritual, holistic healing

Taking care of your money

Your finances can have a big impact on your mental health and wellbeing so DBTH has a number of schemes to help you manage your money and reduce financial stress.

- We work with Neyber to offer staff **free financial advice and support** on savings, investments and loans
- We have a number of **salary sacrifice schemes** which enable you to pay for big ticket items such as home electronics, bikes and cars through monthly payments taken from your salary before tax. These can all be accessed through vivup.co.uk.

- We also work with Transave Credit Union to help you get the most out of your savings, shares and loans.

Taking care of your social wellbeing

Social activities play a big part in maintaining your wellbeing and we know it can't be all work and no play so there are a number of social groups at the Trust which you can get involved in:

- **DBTH Choir** - the choir meet regularly for practice sessions and have previously performed at awards ceremonies, sporting events and christmas carol sessions.
- A Trust **netball team** (complete with uniforms) if you're into competitive team sports.
- **DBTH Football tournament**- join a 5-a-side team and play at the DBTH football tournament at Goals in Doncaster.
- If you're a bit of a bookworm you can join the **book club** through our leisure library. And of course, if you're a lone reader the leisure library offers access to some great reads which you can loan out.
- For those of you with a passion for the lens we have an **amateur photography club** which share tips, photos and shoot locations.



Our overall CQC rating as a Trust: **Good**

Are services safe?	Requires improvement 
Are services effective?	Good 
Are services caring?	Good 
Are services responsive?	Good 
Are services well-led?	Good 
Are resources used productively?	Good 
Combined quality and resource rating	Good 

➔ What the inspectors said:

Our rating of the Trust improved. We rated it as 'Good' because:

- Overall, we rated effective, caring, responsive and well-led as **good**, and safe as requires improvement. In rating the Trust, we took into account the current ratings of the services not inspected this time. We rated well-led for the senior leadership of the trust as **good**.
- Doncaster Royal Infirmary was rated as **good** overall and had improved one rating since the previous inspection. We rated effective, caring, responsive and well-led as **good** and safe as requires improvement.
- Bassetlaw Hospital was rated as **good** overall and had improved one rating since previous inspection. We rated effective, caring, responsive and well-led as **good** and safe as requires improvement.
- Montagu Hospital was rated as **good** overall and this was the same rating as the previous inspection. All domains were rated as **good**.
- Retford Hospital was rated as **good** overall. We previously inspected diagnostic imaging jointly with outpatients, so we cannot compare our new ratings directly with previous ratings. All domains were rated as **good**. We do not rate effective in outpatients or diagnostic imaging services.

➔ Further reading:

Summaries of each inspected 'domain' can be seen by clicking the icons below or by heading to: <https://extranet.dbth.nhs.uk/cqc-inspection-2020/>



Safe



Effective



Caring



Responsive



Well-led

Our overall CQC rating as a Trust: **Good**

➔ Doncaster Royal Infirmary: **Good**

	Safe	Effective	Caring	Responsive	Well-led	Overall
Urgent and emergency services	Requires improvement Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020
Medical care (including older people's care)	Good May 2018	Good May 2018	Good May 2018	Good May 2018	Good May 2018	Good May 2018
Surgery	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015
Critical care	Requires improvement Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015
Maternity	Requires improvement Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Requires improvement Feb 2020	Requires improvement Feb 2020
Services for children and young people	Requires improvement May 2018	Good May 2018	Good May 2018	Good May 2018	Good May 2018	Good May 2018
End of life care	Good Oct 2015	Requires improvement Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015
Outpatients	Good Mar 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020
Diagnostic imaging	Requires improvement Feb 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Requires improvement Feb 2020	Requires improvement Feb 2020
Overall*	Requires improvement Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020

As you can see from the above, the site is rated **good** for around 72% of inspected services (click to enlarge).

➔ Bassetlaw Hospital: **Good**

	Safe	Effective	Caring	Responsive	Well-led	Overall
Urgent and emergency services	Requires improvement Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020
Medical care (including older people's care)	Good May 2018	Good May 2018	Good May 2018	Good May 2018	Good May 2018	Good May 2018
Surgery	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015
Critical care	Requires improvement Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015
Maternity	Requires improvement Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Requires improvement Feb 2020	Requires improvement Feb 2020
Services for children and young people	Good May 2018	Good May 2018	Good May 2018	Good May 2018	Good May 2018	Good May 2018
End of life care	Good Oct 2015	Requires improvement Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015
Outpatients	Good Feb 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020
Diagnostic imaging	Requires improvement Feb 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Requires improvement Feb 2020	Requires improvement Feb 2020
Overall*	Requires improvement Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020

As you can see from the above, the site is rated **good** for 83% inspected services. (click to enlarge).

➔ Montagu Hospital: **Good**

	Safe	Effective	Caring	Responsive	Well-led	Overall
Urgent and emergency services	Requires improvement Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Requires improvement Feb 2020	Requires improvement Feb 2020
Medical care (including older people's care)	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015
Surgery	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015	Good Oct 2015
Outpatients	Good Feb 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020
Diagnostic imaging	Requires improvement Feb 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Requires improvement Feb 2020	Requires improvement Feb 2020
Overall*	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020

As you can see from the above, the site is rated **good** for around 78% of inspected services (click to enlarge).

➔ Retford Hospital: **Good**

	Safe	Effective	Caring	Responsive	Well-led	Overall
Outpatients	Good Feb 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020
Diagnostic imaging	Requires improvement Feb 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Requires improvement Feb 2020	Requires improvement Feb 2020
Overall*	Good Feb 2020	Not rated Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020	Good Feb 2020

As you can see from the above, the site is rated **good** for around 75% of inspected services (click to enlarge).



The final report is available at <https://www.cqc.org.uk/provider/RP5?refer->

National Staff Survey

in summary



Summary

Response rates

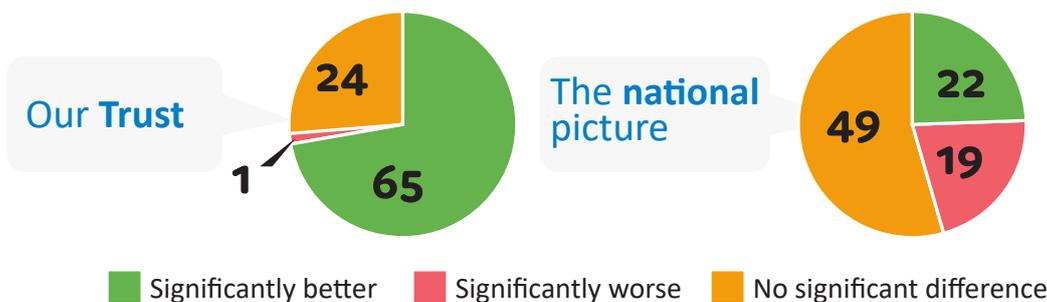
- 6,188** Invited to complete the survey.
- 6,171** Eligible at the end of the survey.
- 59%** Completed the survey (3,665).
- 47%** Average response rate for similar organisations.
- 54%** Last year's response rate.



Notable feedback

- ▲ **7%** increase of colleagues recommending the organisation as place to work.
- ▲ **5%** increase of colleagues saying if friend/relative needed treatment would be happy with standard of care provided by organisation.
- ▲ **76%** Care of patients/service users is organisation's top priority.

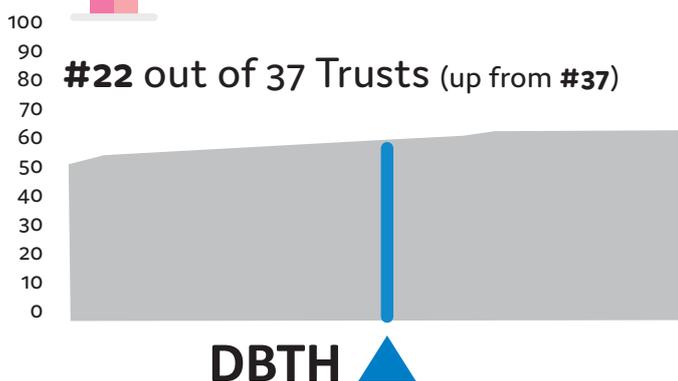
Compared to last year, responses were:



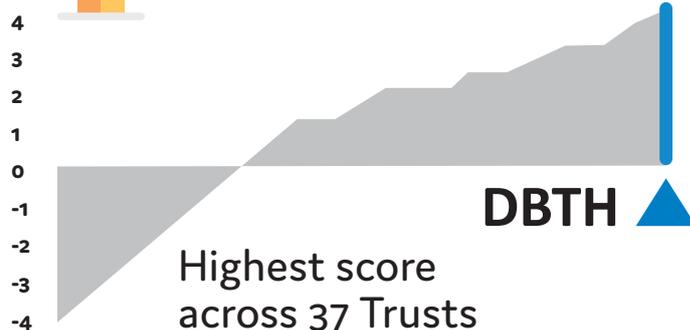
League tables



Overall score



Most improved scores





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