



Humber Teaching
NHS Foundation Trust

DESTINATION HUMBER NURSING



#HUMBELIEVABLE

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Hello and welcome to Humber Teaching NHS Foundation Trust.

Nurses play a diverse and important role in our Trust. You will find them in every part of our organisation, delivering care on our wards and in the community, in management and leadership roles, throughout our operational and corporate teams and leading our Trust- where three of our Executive Management Team, including our Chief Executive, Michele Moran qualified as nurses.

We have put together this booklet to support nurses who are interested in joining our Trust. We know that you could choose to work anywhere so we want to make it easy for you to find out who we are, what's special about us and why joining our Trust could be the opportunity you have been looking for.

Our offer to anyone looking to join our Trust is summarised in our five 'Humbelievable' promises. You can read more about these on pages 8 and 9. Our promises are our commitment to you so that you know what to expect from a career at our Trust. You can hear more about what this means for nurses at join.humber.nhs.uk.

Whether this is your first role or you are looking to move into a more senior position or you are returning to practice we know that your career development and the support that you receive is important. You can read more about how we support you at all stages of your career.

Nursing is a uniquely rewarding career but it also requires patience and resilience to deal with the daily challenges. That's why alongside supporting your development we are committed to supporting your health and wellbeing and ensuring that you are rewarded and recognised for what you do.

If you are thinking about relocating, the areas we cover are diverse, beautiful and offer a wide range of options for all lifestyles. We're pleased to be able to share more about these places and can support you with your move.

I hope that you find this booklet useful and I will be welcoming you to our Trust soon.

If you have any questions about nursing at Humber it would be great to hear from you.

Hilary Gledhill
Director of Nursing, Allied Health and Social Care Professionals

 hilarygledhill@nhs.net

OUR TRUST IN NUMBERS



AWARD WINNING TRUST

We are proud to have been named HSJ Provider of the Year Award 2019



94%

of staff are aware of our three central values. Caring, learning and growing underpin what we do and by living these values we can ensure the best possible care for our patients and service users.

765,000 PEOPLE



We deliver a wide range of health and social care services that support the health and wellbeing of our local populations.



4,700 SQUARE KILOMETRES

We care for people of all ages across a wide geographical area along the north east coast of England.



2,800 STRONG TEAM

Our diverse and dedicated team work together to provide our services which are rated overall as 'Good', with areas of excellence, by the Care Quality Commission.

5 GEOGRAPHICAL AREAS

We are the leading provider of integrated health care services across five geographical areas - Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale.



47 ACTIVE RESEARCH PROJECTS



Over 1,400 participants took part in research projects over 2019/20 helping to improve the health and wellbeing of our patients and service users, our services and the care and treatment of people worldwide.

75 LEADERSHIP DEVELOPMENT OPPORTUNITIES

Our leadership and senior leadership programmes support staff from across the Trust to develop their personal leadership skills and lead engaged and high performing leads.



STAFF AWARDS

Our staff awards are our annual opportunity to celebrate together and reward and recognise excellence and achievement.



79 LOCATIONS

Our services are delivered from a diverse mix of buildings including community hospitals, mental health inpatient units, GP practices and more!

Find out more about our Trust at humber.nhs.uk

OUR SERVICES



We're a diverse Trust offering a wide range of services across Hull, East Yorkshire, Scarborough and Ryedale.

HULL AND EAST YORKSHIRE

We provide services for people of all ages including a broad range of community services, community and inpatient mental health services, learning disability services, healthy lifestyle support and addictions services.

SCARBOROUGH

We provide integrated prevention, community care and support services including inpatient rehabilitation and palliative care at Malton Community Hospital (Fitzwilliam Ward), a range of community and specialist therapies including physiotherapy, occupational therapy, dietetics and speech and language therapy and NHS Weight Management.

WHITBY

We run Whitby Community Hospital providing a Minor Injuries Unit and inpatient rehabilitation, palliative and end of life care. We offer a wide range of a range of community and specialist therapies including Physiotherapy, Occupational Therapy, Dietetics and Speech and Language Therapy.

We support a range of Community and specialist nursing services and offer an NHS Weight Management service.

POCKLINGTON

We provide a range of Community and Specialist nursing services, community therapies for children and adults including Physiotherapy, Occupational Therapy, Dietetics and Speech and Language Therapy. We also provide Outpatient Physiotherapy and Addictions and Prevention Wellbeing and Recovery Services.



WE'RE HUMBELIEVABLE

We asked our teams to sum up what was great about working at our Trust. We asked them about their day to day working lives and their career journeys, and why they would recommend choosing Humber to someone who are ready to take next step in their career.

These conversations created our 'Humbelievable Promises' – the five things we believe make our Trust special and ones which, if you choose to join our team, you will experience every day.

OUR HUMBELIEVABLE PROMISES

WE BELIEVE IN YOU

Join our team and you'll find a Trust committed to supporting you personally and professionally and that rewards and celebrates your achievements.

WE BELIEVE IN US

We believe that together we can do amazing things. We're a team that works together, listens to one another, celebrates our successes and never stops trying to make a difference.

WE BELIEVE IN COMMUNITY

When you join our Trust you'll become part of our 2,800 strong community. Together we have a wide range of specialities and expertise but we're connected through our commitment to one thing - delivering outstanding care. We need people like you to help us continue to change lives.

We know that where you live is as important as where you work. If you already live here you'll already know how amazing it is, but if you're new here, you're in for a treat. Wherever you're working you're bound to discover a place where you can choose the lifestyle you want to lead – country, city, seaside, suburbs – we've got it all on our doorstep.

WE BELIEVE IN INNOVATION

We never stop thinking about ways to make things better. We don't just do things because that's the way they've always been done. We're open to change, trying new things and leading the way in innovation and transformation. Everyone's voice is important to us. We're committed to listening to feedback so we know where things are going well and how we can continue to grow.

WE BELIEVE WE CHANGE LIVES



DESTINATION HUMBER

We know the journey into a new role can be daunting and the process can sometimes feel complicated and confusing.

Your experience is really important to us so we have designed a recruitment journey that is as simple and possible and ensures that you know what to expect at each stage.

It's important that we set out on our journey together on the right foot so we will be there at each step of the way to ensure you know what will happen next and can access help if you need guidance or support.

 Once you've applied you can use the list below to keep a track progress throughout your first year at the Trust.

YOUR APPLICATION

- 1 FIND A JOB**
View our live jobs at join.humber.nhs.uk to find the role that's right for you.
- 2 APPLY**
Select the job you are interested in on the website and click 'Apply online now'.
- 3 JOIN THE PLATFORM**
 Register on our online recruitment platform, Trac jobs to apply for a role.
- 4 APPLICATION**
 Complete your application form. You can expect to hear from us within 6 weeks of the closing date if you have been shortlisted for interview. If you would like feedback email HNF-TR, Recruitment@nhs.net who will direct your query to the recruiting manager.
- 5 YOUR INTERVIEW**
Your interview will take place.
 If you are successful at interview you will receive a conditional offer letter by email.
 Complete your 'Welcome to Humber' recruitment pack. This pack includes all the forms you need to complete as part of the recruitment process.
- 6 INITIAL OFFER**
 We will arrange an appointment with the recruitment team to provide them with ID to verify your identity as well as to show them any qualification certificates you may have that are relevant to your appointment.

- 7 CHECKS**
 All pre-employment checks are undertaken including occupational health report, two references which cover the last three years of previous employment, professional membership and completed declaration regarding current unspent convictions or all criminal convictions.
 On completion of all pre-employment checks your manager will be in touch to arrange a start date.
- 8 FORMAL OFFER**
 You will receive your unconditional letter and your contract of employment by email.

GETTING STARTED YOUR FIRST TWO WEEKS

- 1 INTRODUCTION**
 Your line manager will be in touch before your first day to ensure you know where to report to on day one.
- 2 INDUCTION**
 Your local or workplace induction will be carried out on your first day by your line manager. This is the perfect opportunity for you to familiarise yourself with the working environment, meet members of your team.
- 3 YOUR TRUST ID**
Pick up your ID badge and request your Smart Card.

- 4 WELCOME EVENT**
 You will attend a welcome event on the first Monday of the month. This event will help you understand more about our Trust, our aims and ambitions and values as well as providing information about staff benefits you can access.
- 5 PROBATION PERIOD**
All eligible new starters to the Trust will benefit from a Probationary period of 6 months, during which you will receive support and guidance from your line manager as well as have the opportunity to explore learning and development opportunities to enable you to develop in your new role.
 During the probationary period you can expect to be set some reasonable objectives to achieve during the first 6 months and will enjoy regular reviews as part of this process.

You will receive a list of mandatory training which must be completed within one month. Most of this training can be completed online via ESR.

To find out more about your next steps from three months to one year after joining the Trust at join.humber.nhs.uk/next-steps



ACADEMIC PARTNERS

RESEARCH

We recognise the importance of investing in research, enabling our staff to learn and grow and our community to participate in healthcare improvement. As a research-active Trust with a well-established Research Department we work with local, national and international research experts and evaluate innovative healthcare interventions.

We are partners in the National Institute for Health Research and Humber Clinical Research Network and offer opportunities to take on local Principal Investigator roles

in research projects or to lead and generate research as a Chief Investigator.

Our Research Conference is a sell-out event each year. In 2019, we welcomed over 170 delegates from more than 30 organisations, who heard from speakers covering a wide variety of topics. This included smoking cessation for those with severe mental illness, birth satisfaction, developing drugs for dementia, diabetes and severe mental illness, and using artificial intelligence for wound healing.

As a teaching Trust, we work closely with our major academic partners, the University of Hull, York and Coventry (Scarborough Campus) nurturing a workforce of tomorrow's nurses.

We're proud of the partnerships we have built with our local universities, which give us an opportunity to influence the nursing curriculum and participate in the teaching of tomorrow's nurses.

We are proud to provide a thriving learning environment which motivates and inspires nurses, ensuring that they're excited by the opportunities their career in our Trust offers.

Our Practice Education team supports our nursing workforce at all levels of their career, from student placements to postgraduate speciality training and continual professional development.

Our nursing staff also have access to post registration education through these partners enabling them to develop and expand their nursing knowledge and skills.

“

For me, the most important reason that I'm involved in research is to make a difference to patients, their carers and our colleagues. Being involved in research enables me to develop transferable skills to support me in different work related avenues that I might wish to take in the future. Hopefully the outcomes of research go forward to being part of our usual practice, but even if they don't I know that I have made a difference to the people that I have worked with and that is a good feeling to have!

”

Alison Williams, Specialist Occupational Therapist

“

Taking part in the research has been an amazing experience for us both

”

Research Participant

A smiling man with short dark hair, wearing a blue short-sleeved button-down shirt with the NHS logo on the pocket and blue trousers with a black belt and a utility bag. He is standing in a brightly lit hospital hallway with a blurred background.

SUPPORTING NEW NURSES

THE PRECEPTORSHIP ACADEMY

The Preceptorship Academy is here to support you during the first six to twelve months as a newly qualified practitioner. We want you to feel supported to consolidate your previous learning and continue to develop your skills and knowledge and enable your confidence to grow in a safe and supportive environment.

The Preceptorship Academy combines additional training, encouraged reflection, peer support and an opportunity to gain valuable experience within the workplace. You will be supported by an identified preceptor and have a contract which identifies your individual requirements for support within your preceptorship period.

INPATIENT NEW STARTER GROUP

For those whom start within the mental health inpatient services we have a further layer of support in the form of the Inpatient New Starter Group. Monthly meets with peers at the same stage as you, sharing best practice, enhanced evidence based learning more specific to the inpatient environment.

THINKING ABOUT RETURNING TO NURSING?

We recognise that it may be a daunting prospect returning to work after some time away, so with you in mind, we have a structured induction programme that enables you to refresh your skills and knowledge and enable you to feel confident and competent in your new role.



SUPERVISION

All nurses will receive formal supervision to ensure that they are supported within their role to carry out their duties and responsibilities. All teams have an agreed structure of supervision which includes:

Managerial Supervision

Delivered one to one by the responsible line manager a minimum of eight-weekly, or more frequently when additional managerial support is required or requested by either party.

Clinical/Practice Supervision

delivered by an appropriate professional six-weekly or more frequently if required or requested. This done on a one to one basis, or within a professional group or forum and may include: reflective practice, group debriefing.

Safeguarding Adults/Children

staff will have access to specific Safeguarding supervision and it is key that staff receive appropriate supervision in relation to the post they are employed.

Professional Supervision

provided by a member of staff from the same discipline as the supervisee and follow guidance from their professional bodies.

YOUR EMPLOYMENT JOURNEY

APPRAISAL

As well as being part of the new starter programme, you will also receive an individual workplace induction. This will enable you to meet your team and get to know your new work base and understand what's expected of you in your new role.

We ensure that all of our new starters receive a one to one induction appraisal within the first six weeks of starting employment. The key focus of this conversation is to work together to set objectives. Setting SMART goals help ensure you stay focused on your career goals and map out the professional direction you want to take. It is also a place to agree any learning

and development needs. There will also be the opportunity to discuss your health and wellbeing and review working arrangements such as flexible working.

After 12 months you will have an appraisal. This is an opportunity to discuss your achievements, challenges and expectations. You will also set future objectives so you can understand the individual impact that your work can have on your service and on the Trust as a whole. Your objectives will be linked to that of the service, division and organisation so that you can see how what you do every day is connected to our strategic objectives.

DEVELOPMENT OPPORTUNITIES

CAREER CLINICS

If you are interested in continued professional development and career progression our Career Clinics are an opportunity to meet with on a one-to-one basis to discuss your career plans. We will guide you through the opportunities available and formulate an action plan which can feed into your appraisal with your manager.

CAREER PATHWAYS

Our Professional Strategy was developed by our professionals, for our professionals. It is critical that our professionals are able to

deliver exceptional care whilst also benefitting from fulfilling and life long career development opportunities across the services we provide. The strategy provides a framework for professional identity; collaboration; leadership and career development.

As a professional you can expect clear direction, an outline of the training and development required for progression and opportunities to follow different routes through professional leadership, expert practice and academia.



LEADERSHIP DEVELOPMENT

Our leadership development programmes was created in partnership with our staff and is built on our organisational values of caring, learning and growing. The programme is open to anyone with managerial responsibility or aspiring to be a manager to equip them with the skills to lead with excellence.

The programme is delivered by organisational development and each group of no more than 15 is supported by an Executive Director. Each module is designed to explore how we can be our best more of the time and how we can bring out the best in others.

WHAT YOU WILL LEARN

The four modules are designed to help you understand more about who you are as a leader and the intricacies of human behaviour. You will learn how to ask the right questions, how to help others to find solutions and how to take your learning from the classroom into your day to day working life.

You will gain a deeper insight through the completion of a learning journal and a Lumina Spark personal development portrait.

Module 1: Self as Leader

- Lumina Spark Personal Portrait
- What are my preferences?
- How do others see me?
- How do I show up?
- Looking after me

Module 2: Leader as Coach

- Coaching in the workplace
- Performance coaching
- Changing conversations
- Making a difference

Module 3: Leader of Others

- Leadership
- Essential conversations
- Staff engagement
- Talent building and management
- Senior Leadership
- Building high performing teams
- Leading leaders

Module 4: Leading into Action

- Leadership Senior Leadership
- Change vs transition
 - Leading real-life change

REWARD AND RECOGNITION

We offer a wide range of benefits to help support a healthy work-life balance and support your overall health and wellbeing.

HEALTH AND WELLBEING



• Annual Leave

Staff benefit from up to 33 days leave per year. Staff are also able to buy and sell annual leave to meet their needs and in line with statutory guidelines.

• Flexible working

We offer flexible working practices such as full/part-time, flexible and annualised hours, and job share, to support our staff in achieving an excellent work-life balance.

• Corporate gym membership

Our gym membership scheme provides discounted membership to council run gyms in Hull and the East Riding.

• Occupational Health

Our Occupational Health Service is an independent confidential service that provides an impartial advisory service to both employers and employees to help you maximise the benefits of their health at work.

Other health programmes include;

- Musculoskeletal quick referral scheme
- On site Health Checks for staff aged 40-74
- Tai Chi Sessions
- Discounted rates on massage and reflexology
- Mindfulness and desktop yoga

GROUPS AND SOCIAL OPPORTUNITIES



Including:

- Staff Choir
- Staff allotment

TRAVEL



• Free car parking

All Trust sites offer free parking for staff.

• Cycle to Work Scheme

The Cycle to Work Scheme can help you keep fit and active as well as help us to reduce our carbon footprint. You can save up to 48% of High Street prices and benefit from 12 monthly payments direct through payroll, no credit checks and no finance charges.

• Car Lease Scheme

The Car Lease Scheme, run by NHS Fleet Solutions, is a salary sacrifice scheme open to all full-time staff. The scheme allows staff to access a car of their choice at an attractive price. You can find out more about the scheme on www.nhsfleetsolutions.co.uk

PERSONAL DEVELOPMENT



• Learning and Development Team

We offer a wide range of development and training opportunities to enhance personal skills and develop professional capabilities.

• Research

Our active research department provide opportunities for you to take on local Principal Investigator roles in research projects or to lead and generate research as a Chief Investigator.

• Post-graduate courses

We offer funding and part funding for post-graduate qualifications that will support the development of our staff and enhance the services we provide.

• Leadership Development

Staff looking to develop their management skills can take advantage of our Leadership Development Programme and can also access the NHS Leadership Academy

CELEBRATION



• Annual Staff Awards

Once a year we get together for our glittering annual staff awards to recognise and reward excellence and achievement and their contributions to providing excellent patient care.

• Long Service Awards

Our monthly celebration acknowledges the contribution of our long serving staff members

• Employee of the Month

Our Employee of the Month award scheme aims to recognise those staff who go the extra mile for patients or colleagues. Alongside this programme staff send one another 'Virtual Bouquets' to say thank you for help, support and a job well done.

PAY AND CONDITIONS



• NHS Pension

The NHS offers a comprehensive and generous pension scheme.

• Retire and Return

There may be opportunities for employees to retire and return to work within the Trust. Contact us to discuss the options available.

• Agenda for Change (A4C)

The Agenda for Change pay system offers a fair and transparent pay structure with competitive and flexible benefit. This pay system covers all NHS staff except doctors, dentists and very senior managers.

• Enhanced maternity, paternity and adoption leave

Maternity leave is available to all female staff depending on the length of service; the maximum benefits may include up to a year's leave with eight weeks at full pay and 18 weeks at half pay.

Both male and female staff are eligible for adoption leave; in these circumstances, the entitlement to leave and pay is the same as those for maternity leave.

Paternity leave for partners is currently two weeks full pay.

DISCOUNTS



Working for the NHS offers access to a wide range of national discount schemes which offer money off everything from holidays to your food shop.

www.healthservicediscounts.com
www.bluelightcard.co.uk



In fifteen minutes I can be in the centre of town or surrounded by beautiful countryside – what’s not to love about that!



A PLACE TO CALL HOME

Our Trust covers a unique and beautiful 4,500 square miles. From sandy beaches, pretty fishing ports, market towns, bustling cultural hotspots and Times top 100 places to live there’s a place that everyone will want to call home.

SEASIDE TOWNS

The picturesque and historic towns of Bridlington, Scarborough and Hornsea offer all the benefits of coastal living within easy reach of our Hull and East Yorkshire locations.

Bridlington High specification four bedroom detached new builds: £250,000

Scarborough Two bedroom period sea view apartment: £145,000

Whitby 4 bedroom Georgian terrace: £300,000

CITY LIVING - HULL

From the iconic Humber Bridge, to spectacular aquarium 'The Deep', charming Old Town and Georgian high-street you'll find a modern, vibrant and independent cultural and foodie scene as well as everything you'd expect from city life.

- 2 bedroom terrace £150,000
- 4 bedroom new build family home £260,000

MARKET TOWNS

Our market town communities are popular with staff and include Beverley one of the Sunday Times best places to live in the UK and Malton, the foodie capital of Yorkshire

Beverley Three bedroom new build family home: £230,000

Market Weighton Three bedroom semi detached: £185,000

Driffield Two bedroom cottage: £140,000

Pocklington Three bedroom detached house: £260,000

Goole Four bedroom detached house: £250,000

ESCAPE THE ORDINARY



FOOD GLORIOUS FOOD

Yorkshire is well known for its incredible produce and artisan goods. Our Trust covers a diverse range of locations to please even the most discerning foodie.

From tasting international street food in Trinity Market, to casual dining in cafes and bistros down the bohemian Avenues or enjoying a selection of craft beers in the Old Town; Hull has everything you need when it comes to delicious drinking and dining experiences.

Our market towns are foodie destinations with Michelin starred haunts like the Pipe and Glass near Beverley and our food capital, Malton, which welcomes visitors from across the UK to experience the local markets and celebrate Yorkshire's best produce and cooking.

With so many coastal locations, we can't forget to mention the amazing seafood. Some of the world's best crab and lobster is fished here, making it a real treat to buy and eat locally caught, fresh produce.

IT'S NEVER DULL IN HULL

It's no surprise that Hull was awarded City of Culture in 2017. With a diverse array of cultural hotspots including galleries, museums and theatres and annual cultural festivals like Freedom, you're spoilt for choice when looking for something to do.

When working near Hull, you don't have to travel far to experience something unique. Being home to places like Humber Street, with the old Fruit Market at its heart, you'll find a wealth of independent retailers all in one place. From boutique clothing stores, to plant shops, jewellery makers and even gin schools, there's a huge selection to choose from. These hotspots seamlessly encompass the arts, culture, food, bars and other activities, meaning you don't have to go very far for a great day out.

Hull and the East Riding are also rich with history, and living near the coastline means the strong maritime roots are evident in the area's offerings. Marvel at the remarkable architecture that lines the local cities and towns, spot England's smallest window in Hull City Centre, or even travel out to York to explore the city's famous Roman roots and Viking past.



MUSIC TO YOUR EARS

Proudly overlooking the beach and harbour, Bridlington Spa hosts a range of events from live music to cabaret, comedy and of course pantomimes! Its Royal Hall, magnificent Art Deco ballroom and ornate Edwardian theatre are the perfect settings for all kinds of entertainment. The award-winning Pocklington Arts Centre (PAC) offers a varied and dynamic programme of live events, with some of the world's best musicians, comedians and actors having performed on its stage.



A MATCH MADE IN HEAVEN

The impressive KCOM Stadium in Hull is a hotspot for sports fans as home to Hull City Football Club and the Hull FC rugby league team. But the fun doesn't stop there! Hull is home to not one, but two local rugby teams, with Hull KR located at Craven Park in the East of the city.

Scarborough Cricket Club hosts a regular schedule of games at their grounds near the sea including Yorkshire County Cricket Club fixtures.



A BREATH OF FRESH AIR

If you like to spend time in the great outdoors, there really is no better place to be. Located in the heart of the Yorkshire Wolds with rolling countryside in every direction, East Yorkshire is a hotspot for nature lovers. Pack up a picnic or hop on your bike and enjoy the nature trails and parks which can be found just 15 minutes from the city. For those looking for a little more adventure, you can find hiking trails with breath-taking scenery nearby in the North Yorkshire Moors, the Yorkshire Dales, the Peak District or the Lincolnshire Wolds.

In the summertime, spend your afternoons on one of the many beaches on our doorstep. Travel to the historic seaside town of Whitby and explore the monastic ruins of Whitby Abbey followed by a delicious fish and chips, or head over to Robin Hood's Bay, a small and scenic fishing village sprinkled with small independent shops and eateries.





START YOUR JOB SEARCH

- 1 FIND A JOB
- 2 APPLY NOW
- 3 JOIN THE PLATFORM
- 4 APPLICATION
- 5 YOUR INTERVIEW
- 6 INITIAL OFFER
- 7 CHECKS
- 8 FORMAL OFFER

You can find all of our jobs at join.humber.nhs.uk

Go to 'Find Jobs' to search all live vacancies at our Trust. You can also find our jobs at:

healthjobsuk.com, nursingnetuk.com,
nhsjobs.com and jobs.nhs.uk

Visit the individual job profile pages to read more about what it's like to work at our Trust and hear directly from our staff about their experiences.

If you want to find out more you will find an email address on each page that you can contact to arrange an informal chat.

If you are interested in any of our Nursing or Professional roles, you can also send your CV to hnf-tr.joinhumber@nhs.net. We will be in touch to discuss opportunities available.

**APPLY AND BECOME PART OF
OUR HUMBELIEVABLE TEAM**

Caring Learning Growing



humber.nhs.uk
join.humber.nhs.uk



[@HumberNHSFT](https://www.facebook.com/HumberNHSFT)
[#humbelievable](https://twitter.com/HumberNHSFT)