University Hospitals Sussex
NHS Foundation Trust

General Managers

UNIVERSITY HOSPITALS SUSSEX NHS FOUNDATION TRUST CANDIDATE PACK

Prepared by: Castlefield Recruitment

November 2022

WELCOME

Hello and thank you for your interest in joining our Trust as a General Manager.

At University Hospitals Sussex, we are proud to put our patients first and our 20,000 colleagues across Sussex are passionate about providing excellent patient care, every time. In April 2021, we merged Western Sussex Hospitals with Brighton and Sussex University Hospitals to form UH Sussex. We now care for 1.8million patients across Sussex in our seven hospitals and additional satellite facilities and community services.

We have bold ambitions – and in less than one year since we merged we have developed a new clinical operating model and strategy, enhanced our leadership team, and set out the ongoing improvements we want to make as part of the new 'integrated care system' for Sussex.

As a university hospitals trust, we have strong partnerships with local teaching and training organisations, including the universities of Sussex, Brighton and Chichester and the Brighton and Sussex Medical School. We draw on these partnerships to secure a strong pipeline of future talent as well as investing in research and academic excellence.

Our greatest strength is our workforce. Our colleagues are dedicated and compassionate. Through our Patient First strategy we are equipping all our people with the tools and skills they need to drive continuous improvement. In this way, we are able to provide fulfilling careers at the Trust, helping us to continue to attract and retain the brightest and best.

Our 3Ts (Teaching, Trauma and Tertiary Care) development at the Royal Sussex County Hospital, the first stage of which is due to be handed over to us later this year, will enable us to offer brand new, state-of-the-art healthcare facilities, providing an improved patient care and experience while enhancing our research capabilities.

With so many opportunities ahead of us, we are now looking for an experienced, dynamic and inspirational leader to take us forward in this exciting next chapter and see our vision through to reality.

We very much look forward to hearing from you.

George Findlay
Chief Executive

THE AREA

Of course, coming to work for UHSussex isn't just about where you work, it's also about where you live. We want you to have a healthy work/life balance and we believe there's nowhere better in the world to achieve that than right here.

With hospitals in the historic county town of Chichester, coastal town of Worthing, market town of Shoreham, seaside city of Brighton and the popular commuter town of Haywards Heath, we are confident you will find a place to call home. Many of our colleagues are lured here by the bright lights of Brighton. This city by the sea offers something for everyone, from eating and drinking, to theatre and live music along with a relaxed atmosphere you only get at the seaside.

For real city lovers, London is just an hour away by train. Gatwick Airport is just up the road and offers low-cost flights to numerous European and global destinations. For families, there are great schools and everything you could ask for to keep the children occupied.

Our National Trust houses offer a glimpse into the past, there are elite sports training facilities for budding Olympians and all manner of leisure pursuits, including cinemas, rock climbing, paddle boarding, swimming, horse riding and indoor activity centres.

So, from the rolling downs and ancient monuments to the bustling city by the sea and the endless coastline, our local area truly has something for everyone. Whether you want to immerse yourself in nature or culture, we think you'll be happy here. We are.

ABOUT THE TRUST

UHSussex NHS Foundation Trust provides outstanding care to the people of West Sussex Brighton and Hove and parts of East Sussex. As one of the largest acute Trusts in the UK, our seven hospitals host more than 1.5 million outpatient appointments, A&E visits, and surgery cases every year and we employ nearly 20,000 staff.

We run seven hospitals across Chichester, Worthing, Shoreham, Brighton and Haywards Heath:

- Royal Sussex County Hospital, Brighton (RSCH)
- Princess Royal Hospital, Haywards Heath (PRH)
- Sussex Eye Hospital, Brighton (SEH)
- Royal Alexandra Children's Hospital, Brighton (RACH)
- St Richard's Hospital, Chichester (SRH)
- Southlands Hospital, Shoreham-by-Sea
- Worthing Hospital, Worthing (WHG)

After a long period of collaborative working, Brighton and Sussex University Hospitals NHS Trust (BSUH) merged with Western Sussex Hospitals NHS Foundation Trust (WSHT) in April 2021 to form University Hospitals Sussex NHS Foundation Trust (UHSussex). This integration has created one of the largest acute trusts in the UK.

Our culture of continual improvement, as seen through our Patient First strategy, and as a university trust and leader in healthcare research means we value learning, teaching and training so that we can be the best that we can be. From the moment you start with us and throughout your career we will help you to grow and develop.

We hope that in choosing UHSussex you are choosing a long and happy career where you will be able to see the difference you make and feel valued for all that you do.

3Ts HOSPITAL DEVELOPMENT PROJECT

At UHSussex, we provide services at a number of satellite locations, including: Brighton General Hospital, Hove Polyclinic and Lewes Victoria Hospital.

The Trust's 3Ts (Teaching, Trauma and Tertiary Care) development at the Royal Sussex County Hospital represents part of a major three stage investment programme and will enable the offering of brand new, state-of-the-art healthcare facilities to the people of Brighton and beyond. This will provide:

- Improved hospital experience for hundreds of thousands of patients and visitors every year
- New, state of the art, facilities for more than 40 wards and departments
- 200 inpatient beds moved from 19th century buildings into brand new accommodation
- 65% of the beds in the new buildings in single, en-suite rooms. The rest will be in single sex, four bedded bays
- Increased capacity for the departments with highest demand, including Cancer Services, Neurosciences, Stroke Services and Intensive Care
- Up-to-date facilities for the hospital's Major Trauma Centre
- A new helideck for air ambulances to land on the hospital site, rather than in East Brighton Park
- Dedicated patient and visitor parking directly beneath the new buildings

MISSION & VALUES

The mission of University Hospitals Sussex – what we are striving to achieve – is to provide:

'excellent care every time'

All our efforts to do this put the interests of our patients first and foremost, and are underpinned by our values:

- Compassion
- Communication
- Teamwork
- Respect
- Professionalism
- Inclusion

These values were selected by our staff, patients and public when we were talking about the merger and the sort of organisation we want University Hospitals Sussex to be.

Our mission and values are extremely important to us and we expect everyone who works at University Hospitals Sussex in any capacity to share and uphold them.

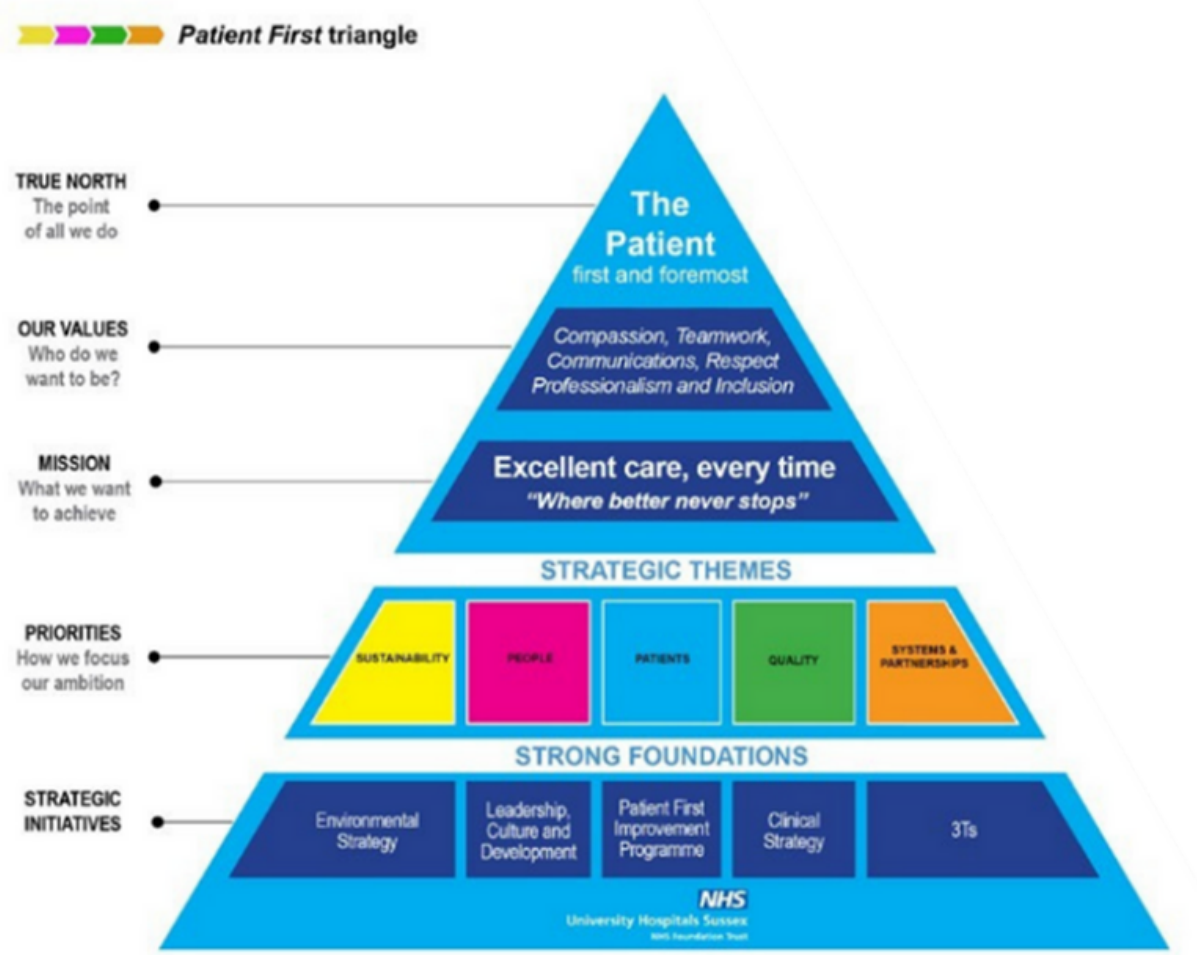
PATIENT FIRST

- Patient First is our Trust-wide approach to improving the quality of care for patients and to build and embed a culture where staff can be confident that their views matter and will be heard
- The aim is to empower all staff to lead change, raise issues, concerns, identify and implement areas for improvement within the workplace and find solutions collectively as part of a team
- Staff will be equipped with skills to identify improvement opportunities and supported to see those through
- It encourages all staff to be innovative and drive forward quality improvement and positive changes in their areas
- The philosophy behind this is centred on:
    - Standardisation system redesign and the improvement of patient pathways to eliminate error and waste and improve quality
    - The patient being at the heart of every element of change
    - Embedding cultural change across the organisation, where everyone is passionate about delivering exceptional quality every time and "where better never stops"
    - Continuous improvement of our services through small steps of change
    - Constantly testing the patient pathway to see how we can develop
    - Encouraging frontline staff to lead the redesign processes
    - Equal voices for all
    - Engagement of staff is a big factor in job performance.
    - Good engagement leads to improved quality, mortality and safety measures

PATIENT FIRST

Our Patient First strategy identifies our True North priorities under five strategic themes:

Sustainability	People	Patient	Quality	Systems & Partnerships
To live within our means and provide high quality services to patients and staff through optimising the use of our resources.	To be the employer of choice within the NHS and have the best staff engagement score in the country.	To provide outstanding, compassionate care every day, listening to feedback and caring for every patient as we would want to be cared for.	To ensure no patient suffers any harm whilst in hospital and no patient dies in hospital when they should not have.	To deliver timely, appropriate access to acute care as part of a wider, integrated care system.



WHY WORK AT UHSUSSEX?

At UHSussex we're proud to be at the heart of the NHS. As one of the UK's largest acute Trusts, we're a leading example of the excellence, the ambition and the values that have embodied the NHS for over 70 years.

When you work at UHSussex you can expect:

To make a difference and to be valued – our Patient First strategy means that all staff can see how they contribute to the vision and direction of the Trust in meeting the needs of our patients and our staff. Our annual staff survey also gives you the opportunity to let us know how it feels to work at UHSussex and to help shape the future for the Trust.

To have great career progression opportunities – we are proud of just how many of our staff join us at the start of their career and stay for the duration, working their way up to more senior roles. We will invest in your training and development so you have the skills you need to be successful in the role and to be ready for the next step.

To have a work life balance – we know just how important a good work life balance is, working in healthcare it's clear that we can't be part of an organisation looking after others if we don't look after ourselves. As well as a generous number of days leave each year there are opportunities to work flexibly to make your unique work life balance needs right for you.

To be supported – as well as our many active staff networks that support our staff to bring their authentic self to work, we have a Health & Wellbeing team that are dedicated to the wellbeing of our staff. They have a range of initiatives to look after your physical, mental, emotional and financial wellbeing when you need it.

To work in a great location – all our hospitals are based on or near the south coast including the beautiful seaside resorts of Brighton, Worthing and Chichester. The South Downs is also close and is a designated area of outstanding natural beauty.

INCLUSION & DIVERSITY

The Trust is committed to supporting Inclusion as can be seen by our Patient First. Triangle with a clear value being Inclusion. We all have a responsibility to treat our colleagues, patients and service users with respect and dignity irrespective of; age race, disability, gender reassignment/identity, marriage and civil partnership status, pregnancy and maternity status, religion or belief, sex and sexual orientation.

We are a Disability Confident Employer (Level 2) and part of the Stonewall Workplace Equality Champions programme.

All staff have a duty to report any behaviours which contravene this to their managers.

OUR PEOPLE PLAN

Key to the success of our new Trust is the development of a new People Plan. The purpose of the People Plan is to address the aspirations of the new Trust and align Trust values. The plan has four themes:

Theme 1: Leadership

Developing the Trust's new leadership structures and ensuring that leaders have access to support to help deliver their roles

Theme 2: Culture

Building on existing activities across both trusts to ensure all members of staff are able to thrive in a supportive environment

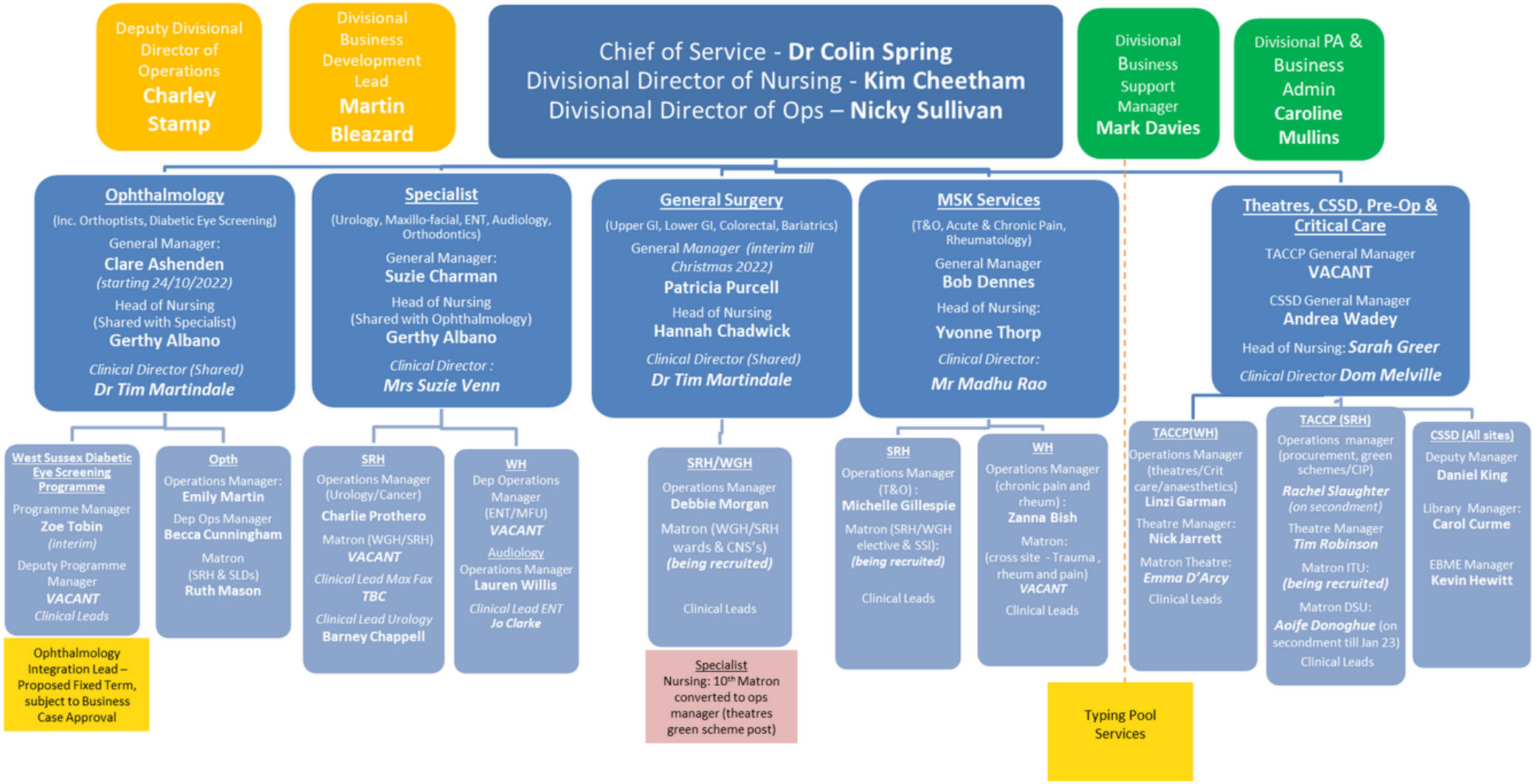
Theme 3: Workforce

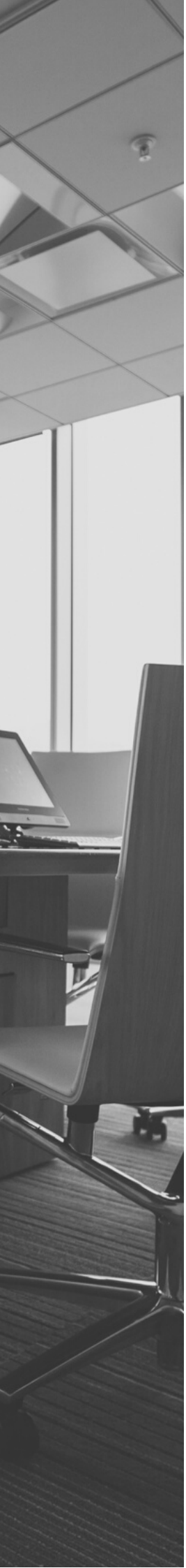
Ensuring that the Trust maximises its most valuable resource, people – which will include the development of new roles to support transformation

Theme 4: Education and Development

Ensuring that the Trust has the resources to develop our ambition for integrated education and harnessing the benefits of University Teaching Hospital status

SURGERY AND CRITICAL CARE





JOB DESCRIPTION

Job Title	General Manager
Band	8B
Hours	37.5
Responsible to	Director of Operations

Role Summary

The post holder will provide operational leadership and management to the designated Directorate and its associated workforce and services.

Working in partnership with other members of the Divisional Management Team, the post holder will promote effective governance and ensure that the highest standard of clinical care is delivered. They will be responsible for ensuring all clinical and nonclinical performance indicators, targets and objectives are met in line with national and local standards.

Working with the Divisional Management Team, the post holder will contribute to the development, delivery and translation of Divisional and Trust clinical service strategies, corporate and divisional objectives and the development and implementation of business plans and service developments. The post holder will take a lead role in ensuring that quality, performance, CIP and budgetary targets are monitored, and improvement plans are devised and implemented where necessary to enable compliance.

The post holder will be required to engender effective partnerships with all internal and external stakeholders and ensure effective liaison and partnership working with commissioners are developed and sustained.

Key Working Relationships

Internal: Divisional Directors of Operations, Deputy Divisional Directors, Chiefs of Service, Divisional Directors of Nursing, Clinical Directors, Administrators, Consultant Medical Staff, Senior Nursing and Allied Health Professions Staff, Operational Managers, Corporate functions including (but not limited to) Communications, Finance, Human Resources, PMO, Kaizen Team, Strategy and Planning.

External: ICS, Commissioners, Other NHS Organisations, Department of Health, Local Authorities, Public and Patient Involvement Forums, Voluntary Organisations, Patient and Public Groups

JOB DESCRIPTION
CONTINUED

Main Duties and Responsibilities

Communication

- Communicate clear and positive messages to staff, the Divisional Board, other parts of the Trust and key stakeholders. Translate highly complex information into easy to disseminate communications
- Challenge internal and external parties where necessary to overcome barriers to change and/or understanding and to ensure that learning is shared so that risks are mitigated and reduced
- Working with the DDO to ensure that the Division works actively and collaboratively with colleagues in the local health community. Work across organisational boundaries to develop effective multi-agency partnerships and local integrated management arrangements with primary care, other NHS providers, ICS, Social Care Services and other local stakeholders
- Develop and maintain effective working relationships with Divisional and Professional Leaders across the Trust to ensure that services are effectively integrated at locality level
- Working with the DDO and Chief of Service to translate service strategy into robust management, financial and business planning activities across the Division, with the support and advice of other managers and clinicians and ensure these are driven through to achievement/completion
- Attend departmental cross site business and governance meetings to link with senior team members to ascertain problems faced and help implement processes/change to enhance and improve patient care and service continuity
- Responsible for overseeing effective staff involvement and communication strategies (including the dissemination of the team brief) and working relationships across the operational areas and creating a working environment that empowers staff to achieve optimal performance
- Lead the promotion of good staff engagement and satisfaction at all levels of the care group and maintain close working relationships in partnership with staff side
- Demonstrate established negotiation skills in the management of conflict across a range of situations, including the resolution of complaints which may involve diffusion of hostility and aggression

Service Delivery and Improvement

- Contribute to and support the management of a Divisional Assurance framework to meet the integrated performance metrics required by the Division. Ensure information is collected, critically evaluated and analysed, some of which is of a highly complex nature and use this to determine and shape strategy
- Lead in assessing the capacity and demand for services by regularly monitoring demand and productivity seeking to ensure patient flows through the system are safe, effective and deliver high quality outcomes & performance working with the Operational and Professional Leaders within the Division
- Lead, on behalf of the DDO, the design and implementation of a robust Performance Management reporting system for the Directorate, to support the services, Division, and wider Trust Governance and understanding. This includes contributing to the Divisional Strategy Deployment Reviews and Status Reports as part of the Patient First programme undertaken within the Division

JOB DESCRIPTION

CONTINUED

- Support the investigation of complaints/incidents/PALS enquiries and near misses and ensure that issues arising from the investigation are suitably addressed and also used as an opportunity to improve and learn within services
- Contribute to the formulation, planning and development of long-term Strategic and Operational Business Plans for specific clinical and non-clinical areas in line with Divisional and Trust priorities, these may impact across the wider organisation
- Lead & support the Division to achieve robust lines of authority, delegation and accountability within the areas of designated responsibility
- Support and lead improvement projects as part of the Patient First Kaizen programme
- In partnership with the Divisional Management Team, Finance and HR contribute to the strategic development of the Divisional services through local innovation and service improvements
- Contribute to guidelines; be responsible for policy and procedure documents within the Directorate to ensure policies and procedures are up to date, available and, when and where appropriate, developed within the Trust format and these take account of any NHS or legislative changes
- Develop strategies that underpin the Trust's strategic objectives, to progress the planning and implementing of these
- Underpin the planning, delivery and evaluation of quality improvement initiatives within the designated departments and areas within the remit of this post
- Operationally lead on behalf of the Division the oversight and coordination of the Emergency Planning and Business Continuity functions of the Division as appropriate
- Be responsible for managing the Resilience Rotas and On-call Manager and Director resource pack and training programme to ensure a robust standard of support is available for out of hours support
- Contribute to the wider management of the Division and of the Trust on specific projects as and when appropriate
- Lead on the service improvement/change management work of the Division on agreed specific projects
- Ensure the effective delegated budgetary management and the budget setting for all departments and services in conjunction with the service leads in each department, producing robust CIP plans are ensuring these are delivered and resources utilised cost-effectively in collaboration with the DDO and Divisional Management Team
- Work with the Divisional Management Team on the introduction and utilisation of service line reporting to ensure balanced reporting of income and expenditure
- Pro-actively manage and develop income generating activity by ensuring all coding and booking systems are well managed, this will support Payment by Results (PBR)
- Ensure there are robust systems in place for receiving and acting on patient experience and feedback, leading on the resolution of Divisional wide or highly complex complaints or issues as required
- Monitor effective staff communication, information systems and involvement ensuring staff have the opportunity to be involved in and influence the planning and development of services

- Ensure comprehensive risk assessments are completed regularly and that active management of the risk register is a mandatory theme at service meetings
- Ensure the performance indicators relevant to the specific work areas are reported within the Division balanced scorecard and within the allocated deadlines
- Ensure robust systems of information management are in place, including filing structures, retention and destruction, in accordance with relevant policies and strategies
- Conduct regular reviews, research and development reviews of the services in terms of quality and effectiveness as part of the role and introducing projects to deal with service change, modernisation, CIPS and remedial issues and manage these accordingly. These also include communications, information systems and workforce

People Management and Development

- Lead the development of an enabling culture within the Division that supports others to succeed and flourish
- Lead the promotion of good staff engagement and satisfaction at all levels of the Division and maintain close working relationships in partnership with staff side
- As part of the management team mobilise the energy and commitment of all staff members.
- Actively encourage innovation and improvement from others
- Actively promote a culture of openness, transparency and candour ensuring that any concern raised is treated seriously and dealt with promptly
- Facilitate improved patient safety and experience by actively contributing to processes that lead to improved staff health and wellbeing
- Provide clear, visible, responsive and professional leadership to all clinical and non-clinical staff in the Division that maximises their effort and potential
- Continuously challenge the status quo, and push for improved performance, at an individual level
- Take decisive and timely action to address areas of poor performance, under-achievement, and risk, including leading on specific recovery and improvement work across a range of services where appropriate
- Ensure all statutory and mandatory training requirements are achieved and that appraisals are conducted
- Develop robust workforce and training plans that support the Division's clinical strategy and annual plan
- Promote and implement robust human resource (HR) practices, as well as adherence to all Trust policies eg IG, IC, SFI's etc.
- Participate in recruitment and retention process of staff as appropriate, effectively inducting new staff in accordance with the Trust's policy
- Ensure that designated staff groups within designated service areas are working to competencies which are regularly assessed and appropriate to the standards expected in line with national terms and conditions
- Monitor levels and standards of performance, staff conduct, standards of behaviour, appearance and staff attendance as appropriate ensuring these matters are dealt with effectively in accordance with Trust policy and legislation

JOB DESCRIPTION
CONTINUED

Patient Care Delivery

- Accountable for the direct leadership and delivery of clinical or technical service(s) within a Division as appropriate
- Lead in assessing the capacity and demand for services by carrying out patient mapping processes in designated areas and streamlining and improving patient flows through the system in specific areas agreed with the DDO and Chief of Service
- In partnership with the DDO, DDDO, Chief, CDs, Operational Managers and Clinicians, ensure that the Divisional services take ownership and responsibility for the control and prevention of infection; deliver on all Quality measures to ensure safe and excellent care to patients

Learning and Development

- Attend mandatory training updates as required
- Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development process
- Achieve and demonstrate agreed standards of personal and professional development within agreed timescales
- Identify own learning needs and jointly plan training requirements with your line manager
- Participate in the Trust's appraisal process to discuss how your role will help deliver the best possible care to our patients and help to deliver any changes in service

This job description is an outline of the role and responsibilities. From time to time due to the needs of the service, we may ask you to flexibly undertake other duties that are consistent with your role and banding, including project work, internal job rotation and absence cover.

The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the department and the organisation.

JOB DESCRIPTION

CONTINUED

Workplace and Environmental Factors

Physical	• Must be able to move between all the Trust sites and other organisations • Keyboard skills
Emotional	• Giving unwelcome news related to hearing outcomes, redundancies, relocation of work, offering changes for employment for staff • Dealing with difficult situations/ circumstances • Dealing with people with challenging behaviour • Arriving at the scene of an accident as duty manager
Mental	• Prepare detailed reports for the Operational Executive and its sub-committees • Analyse statistics to present information on which decisions can be made • Chair / act as a representative at meetings within the Directorate and outside it • Must be able to make decisions under pressure • Be able to concentrate on reports and paperwork and cope with unexpected interruptions
Working Condition	• VDU

PERSON SPECIFICATION

Requirements	Essential	Desired	Method of Assessment
Experience/ Qualification	• First degree or equivalent in relevant subject • Extensive up to date knowledge of the NHS • Evidence of CPD • Master's degree level qualification in Management or Health related subject or equivalent knowledge • Experience in a senior management role • Demonstrable previous success in leading and delivering change and performance initiatives. • Experience of engagement with workforce colleagues where you have driven strategic plans forward to the point of delivery, establishing clear work priorities, delegating effectively, ensuring a capability to deliver, monitoring performance and giving feedback • Knowledge and understanding of National Development Strategies and delivery of NHS Healthcare services • Knowledge understanding of Clinical Governance and risk management systems • Knowledge and understanding of recruitment and retention of staff and experience of successful deployment • Proven ability to analyse complex problems and to develop and successfully implement practical and workable solutions to address them • Ability to think and plan strategically, tactically and creatively, and to prioritise work programs in the face of competing demands	• Project management qualification • Experience of working in an Acute Teaching Trust • Experience of working successfully in a comparable role	AF / I AF

PERSON SPECIFICATION

Requirements	Essential	Desired	Method of Assessment
	• A confident and demonstrable track record in using quantitative, qualitative and financial information to inform delivery planning and in monitoring performance • Knowledge and experience in the use of human resource policy and procedures		
Skills	• Communicating and translating highly complex information to staff, the divisional board and other parts of the Trust and key stakeholders with clarity and positivity • Active collaboration with colleagues in the local health community to develop effective multi-agency partnerships • Develop and maintain effective working relationships particularly within clinical teams of care group to ascertain problems faced, help implement • Change to enhance and improve patient care and service continuity. • Occasional conversations with patients and relatives as a part of management in complaints or RCAs therefore requiring compassion, empathy and understandingwhilst delivering potentially difficult subject matter • Lead in assessing the capacity and demand for services, regularly monitoring productivity to ensure patient flows through the system (diagnostic, RTT and cancer) are safe, effective and deliver high quality outcomes & performance.		

PERSON SPECIFICATION

Requirements	Essential	Desired	Method of Assessment
	• Support and/or lead the investigation of complaints/incidents/PA Ls enquiries working with clinical leadership to ensure issues arising from the investigation are suitably addressed as well as the opportunity taken to improve and learn within the services • Feed in to divisionally lead performance management systems, contributing to frequent divisional meetings and reports with accurate and proactive assessments of services • Contribute to the formulation, planning and development of long-term strategic and operational business plans in line with divisional and Trust priorities • Accountable for the delivery of operational performance of the service, supporting the financial, capacity and workforce plans for all areas of services • designated, in collaboration with the Senior Management Team of the division • Requirement to join senior on-call manager rota to provide an agreed amount of single site on-call manager responsibilities in relation to the safe and effective management of the Hospital sites out of hours. • Empathy, compassion and understanding throughout any and all patient engagement; often at challenging times.		

PERSON SPECIFICATION

Requirements	Essential	Desired	Method of Assessment
	• In partnership with divisional leads (clinical and non-clinical) across divisions including finance and HR to contribute to strategic development of the divisional services through local innovation and service improvements • Planning, delivery and evaluation of the quality improvement initiatives within the designated departments and areas within the remit of this post • Contribute and be responsible for policy and procedure documents within the Care Group • Effective delegated budgetary management and budget setting for all departments and services within Care Group • Working to develop CIP plans to ensure services are delivered and resources utilised cost-effectively in collaboration with divisional leadership team • Actively participate in business cases and bids for capital revenue funding within specific service areas • Ensure performance indicators relevant to the specific work areas are reported within the Division • Monitor effective staff communication, information systems and involvement ensuring staff have the opportunity to be involved in and influence the planning and development of services • Conduct regular reviews of the services in terms of quality and effectiveness, introducing projects to deal with service change, modernisation, CQUINS, CIPS and manage these accordingly		

PERSON SPECIFICATION

Requirements	Essential	Desired	Method of Assessment
	• Monitor effective staff communication, information systems and involvement ensuring staff have the opportunity to be involved in and influence the planning and development of services		
People Management	• Lead the developmentof enabling culture within the Division that supports others to succeed and flourish; promoting good staff engagement and satisfaction at all levels of the Division and maintain close working relationships • Facilitate improved patient safety and experience by actively contributing to processes that lead to improved staff health and wellbeing • Take decisive and time action to address areas of poor performance, under-achievement and risk to service delivery • Demonstrate established negotiation skills in the management of conflict across a range of situations, including the resolution of complaints which may involve diffusion of hostility and aggression • Provide clear, visible, responsive and professional leadership to all clinic and non-clinical staff in the Division that maximises their effort and potential		
Freedom to Act	• Ability to work autonomously, liaise and coordinate the Management Team on a day to day basis and to take appropriate action as necessary		

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Requirements	Essential	Desired	Method of Assessment
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Freedom to Act	• Ability to work autonomously, liaise and coordinate the Management Team on a day to day basis and to take appropriate action as necessary		

PERSON SPECIFICATION

Requirements	Essential	Desired	Method of Assessment
	• Identify and adhere to best practice • Responsible for own professional actions and have sufficient autonomy for the delivery of the role • Able to interpret national and local guidance and to develop local policies to reflect these standard		

BENEFITS & PACKAGE

UHSussex work in line with NHS Terms and Conditions for applicable role.

As an employee in the organisation, you will benefit from:

- Salary - £56,164 - £65,262 as per band.
- 27 days annual leave, plus Public Holidays, rising to 33 days with service.
- Pension - automatic enrolment (with option to opt-out) in the NHS Pension Scheme subject to meeting scheme qualifying criteria.
  - Defined benefit, career average revalued earnings, pension.
  - Option to exchange some of pension for a lump sum payment.
  - Employer contribution of 20.6%, tiered employee contribution rates.
  - Options for early retirement or flexible retirement.
- Ill-health, life assurance and family benefits.
- 37.5 hour working week.
- Flexi time system and hybrid working available - with an ability to work from home 1-2 days per week.
- Mental wellbeing support networks, for example Employee Assistance helplines, Counselling
- Services and dedicated Staff Lounges with free 30 min massage in Brighton
- Physical wellbeing classes, for example mobility resources, free YOGA and the NHS Fitness Studio.
- Travel Scheme - The UHSussex Green Travel team supports staff to walk, cycle or use public transport to get to work.
- You can benefit with discounts on bicycles, electric bikes, mopeds and cars, bus tickets and train travel.
- Help with Grants – Unison, RCN etc.
- Childcare – Onsite Nurseries at St Richards and Brighton – Salary sacrifice accepted.
- Blue light card scheme.
- London Theatre Club discounts .
- Guaranteed Parking Scheme at all sites – salary sacrifice or salary deduction.

CONTACT DETAILS

Scheduling Times:

Shortlist date: w/c 28th November
Interview date: w/c 5th December

Stephen Warne

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