

together we do the amazing

WORK FOR US

We don't just take care of the hundreds of thousands of patients who use our services every year; we're equally committed to taking care of our staff.

If you're reading this you've already shown some interest in joining our organisation.



WORK

We're looking for people who are passionate about making a difference and improving the quality of care for patients and to do this we need a highly skilled workforce.

To be able to provide the highest quality services we need enthusiastic, dedicated, well-trained people to work for us in a variety of roles; both clinical and non-clinical.

We want to be a model employer and one that people choose to work for. Working for us gives you the unique opportunity to touch the lives of people in your community, whatever your role.

We work in many settings; in our local communities, in hospitals and in special clinics. Whether this is your first experience of working for the NHS or you are moving on in your career, we would be delighted if you would consider applying for one of our advertised roles.

In this booklet you can learn more about working for us, a bit about our organisation and what benefits there are for you.



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CARDIOTHORACIC ANAESTHESIA DEPARTMENT

INTRO



The cardiothoracic anaesthesia department at The James Cook University Hospital provides anaesthetic services for all cardiothoracic surgical procedures including minimal access surgery, TAVI and VAT lobectomy.

We also provide support for those patients needing anaesthetic or airway support in the cardiac catheter laboratories.

The team is responsible for patient care on the 12-bedded cardiothoracic intensive care unit. We are supported by five fully trained advanced critical care practitioners along with three trainees. The unit here has led the way in the national development of the role and its training programme.

We provide training in cardiothoracic anaesthesia (including transoesophageal echocardiography) and cardiac intensive care medicine for anaesthesia trainees in the Northern Deanery.

Our dynamic department provides anaesthesia and critical care to 1,100 major adult cardiac and 600 thoracic cases a year.

We have an interesting portfolio of operations including minimally invasive aortic and mitral valve repairs or replacements, a successful TAVI programme and VAT lobectomies and thymectomies with additional use of a Da Vinci robot. We also support the interventional cardiology centre's work.

The cardiothoracic unit at The James Cook University Hospital is a specialised regional service serving a population of 1.5 million stretching from Whitehaven in Cumbria to North Yorkshire, Teesside and Durham.

We have three dedicated operating theatres and offer a full programme of cardiac surgical interventions with the current exception of heart or lung transplantation.

The service regularly and routinely assesses outcomes internally to ensure performance is consistently good using the SCTS database and ICNARC.



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WE ARE ONE BIG TEAM

The trust runs The James Cook University Hospital in Middlesbrough and the Friarage Hospital in Northallerton, providing district general hospital services for the local population.

The trust also provides community services from Hambleton, Richmondshire, Middlesbrough and Redcar and Cleveland, including services at:

- Redcar Primary Care Hospital
- Guisborough Primary Care Hospital
- East Cleveland Primary Care Hospital in Brotton
- Friary Community Hospital in Richmond
- Lambert Memorial Community Hospital in Thirsk

Our workforce of around 9,000 also provides a range of specialist regional services to 1.5million people in the Tees Valley and parts of Durham, North Yorkshire and Cumbria, with a particular expertise in heart disease, trauma, neurosciences, renal services, cancer services and spinal injuries. We are also the major trauma centre for the southern part of the northern region.

We are continuing to build links with the Universities of Teesside, Durham and Newcastle and have a purpose-built academic centre with medical students and nursing and midwifery students doing their clinical placements on site.

The trust is also a leading partner in the academic health science network (AHSN) for the North-east and Cumbria, reaffirming our commitment to training, life-long training and research.

At the Friarage Hospital we also host the Ministry of Defence Hospital Unit.

The trust is built on the dedication and hard work of our staff and we are very proud of our workforce.

TEAM



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WE'RE PROUD OF OUR ACHIEVEMENTS

ACHIEVE



"The commitment of the trust to academic development by the creation of the academic division, which puts education and research at the centre of what South Tees is about, is both far sighted and in my view quite exceptional. There are few other NHS organisations nationally where this can be said and it is clear from conversations with colleagues around the country that I am fortunate to work here."

Professor Rudy Bilous - consultant

We're proud of our £35million cancer redevelopment on The James Cook University Hospital site, which includes the Endeavour Unit, a new stand-alone radiotherapy centre with three linear accelerators - the first of their type on the world. We also provide leading edge treatments for cancer patients including robotic surgery and stereotactic ablative body radiotherapy.



"Compared to my experiences at other hospitals over the years, the working environment at James Cook is excellent both in terms of facilities and work colleagues. I have been able to foster a successful sub-specialist interest in sleep medicine with encouragement and support from both management and fellow neurologists."

Paul Reading, consultant neurologist

The trust was named as one of the top NHS employers by the Health Service Journal and Nursing Times in 2015 (in partnership with NHS Employers)



We're transforming services for the future through innovative projects such as 'improving the patient pathway' and 'continuing the journey'.



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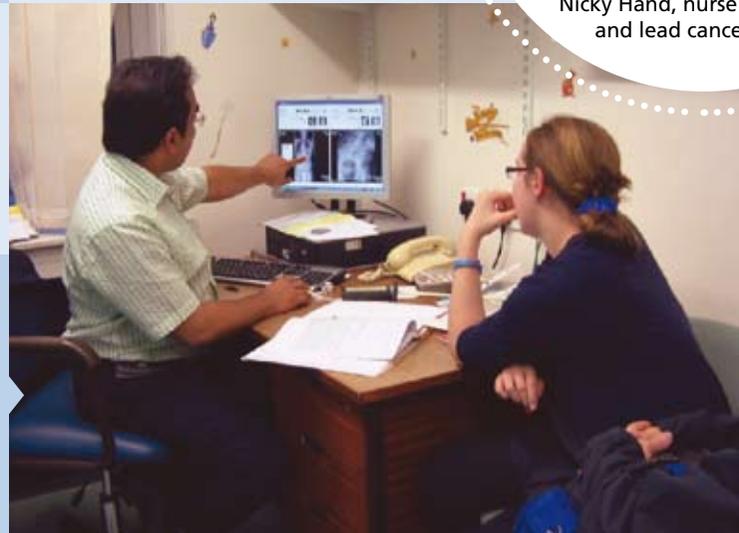
We're moving forward with research – taking part in more clinical research studies than ever before at the trust.

We're innovative - becoming the first hospital in Western Europe to treat vascular birthmarks using an injectable drug, so many patients don't have to undergo surgery.

We're building on our strong patient safety culture - focusing on key areas such as falls, pressure ulcers, nutrition and harm-free care.

"I have worked in this trust since 1988 and over the time I have seen the hospital grow to an organisation that delivers truly exceptional care. They have helped me achieve the goals I set myself and supported me through my nursing career, be that clinically or academically. The hospital, despite its vastness, has a warmth and friendliness of a 'cottage hospital'. I work with some truly inspirational people who, like me, enjoy working with this great team."

Nicky Hand, nurse consultant and lead cancer nurse



The UK's first robotic diaphragm plication – a leading edge procedure using the trust's new da Vinci robot – was performed to repair a paralysed diaphragm.

We're pioneers - becoming the first in the UK to perform a new endoscopic procedure for patients with serious reflux problems.

We're also one of ten centres to offer a leading edge stroke treatment (LAA).

We're developing local services for local people - our £2million MRI Scanner Appeal at the Friarage Hospital will mean North Yorkshire patients no longer have to travel for diagnostic tests.

PROUD



"The James Cook University Hospital is able to provide a full range of diagnostic and treatment services for cancer patients. There is a real commitment from the specialist multi-disciplinary teams to provide the best possible care and major investment in chemotherapy and radiotherapy facilities. This has enabled oncologists to be at the leading edge of developing and implementing the very latest anti-cancer treatments."

Adrian Rathmell, clinical director of radiotherapy / oncology



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ACHIEVE



"It still enables you to work both within a critical care environment and also in the operating theatre so you can follow the patient from theatre through to their eventual discharge from critical care."

Simon Gardner,
consultant cardiothoracic
anaesthetist



"We have a large minimally invasive programme, probably the largest in the country but certainly the biggest range! It's an exciting place to work, there's lots of innovation but more importantly it's done as part of a really good team."

Enoch Akowuah,
consultant cardiothoracic
surgeon



"I have worked for the Trust for 13 years and have been organising events, which include large international conferences and national meetings for the last nine years. My role provides me with a challenge and the opportunity to work across many departments and wonderful people. I thoroughly enjoy my role within this teaching hospital, which is committed to provide the highest quality training with people who have a real passion for education."

Zoe Holland, conferences and
courses manager

"My post as an interventional cardiologist in South Tees allows me to stretch my professional ambitions to the full. There is a collaborative team culture within the cardiothoracic division and trust which has allowed me to develop my practice into new subspecialty areas, enhancing job satisfaction. Colleagues are extremely supportive and the range of specialties within the trust means that help is always on hand for difficult clinical problems."

Dr Dougie Muir,
consultant cardiologist



It's not all about size, the Friarage – one of the smallest district general hospitals in the country – was the first in the country to use a hi-tech OrthoScan C-arm - a small digital x-ray machine - to provide advanced orthopaedic treatment for orthopaedic patients having surgery.

The James Cook Hospital has been selected as one of the first in the UK to offer a leading-edge stroke-prevention treatment. The hospital is one of 10 centres across the UK selected to offer the new procedure known as Left Atrial Appendage Closure as part of NHS England's £15m Commissioning through Evaluation programme.



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PROUD



We've opened a fourth cardiac catheter lab, providing state-of-the-art facilities for local heart patients. The new lab is specifically designed for an advanced procedure (TAVI) in which a team of specially trained consultants replace narrowed heart valves without the need for open-heart surgery.



"It's a really good department to work for. All the anaesthetists are really good."

Chris Johnson,
ST5 anaesthetist
trainee



We're caring at the highest level - a £4.5million general high dependency unit opened at James Cook. The 16-bedded unit cares for people who are seriously ill and require many specialist skills to ensure the best possible care for some of our most sickest – and vulnerable – patients.

Listening to patients - we're consistently scoring highly in patient surveys about the care and experiences they have received.



"It's a really nice unit. It's bright and airy and everyone is on first name terms."

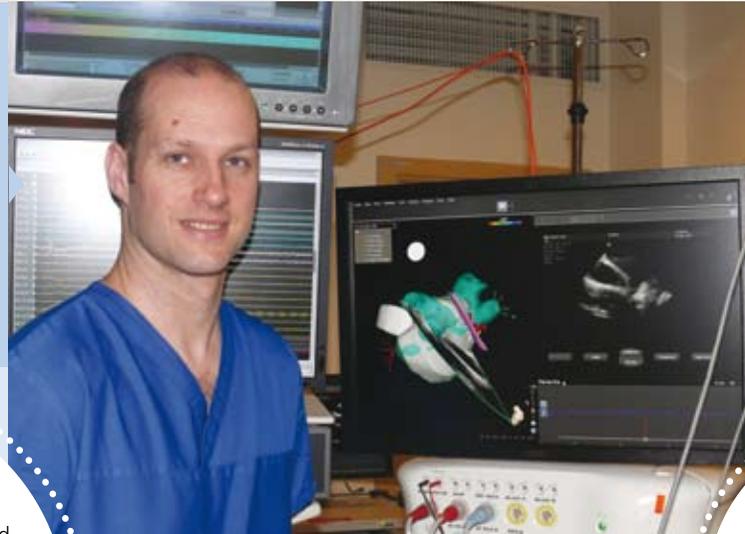
Alison Clark,
advanced critical care
practitioner

We're leaders – in the field of cardiothoracic, vascular and spinal surgery, pioneering new techniques and treatments for our patients.



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ACHIEVE



James Cook was the first hospital in the UK to implant a new miniature wireless heart monitor. The Medtronic Reveal LINQ™ device will primarily be used to help pinpoint why a patient is suffering blackouts or an irregular heartbeat.

James Cook was the first hospital in the country to carry out radiolabelled-guided lung surgery. Surgeons injected a radioactive solution and then using a Geiger counter to find the exact location of a nodule in the lung to enable it to be safely removed.

We're continually developing services – introducing weight loss surgery with our own dedicated bariatric team including surgeons, dieticians, nurse specialists, psychologists, allied health professionals and a metabolic physician, working alongside a specialist weight management service.

"I find the trust to be a dynamic and forward thinking organisation which offers excellent training and developmental opportunities for staff. It is renowned as a centre of excellence which continues to demonstrate pioneering work in many areas which are seen as exemplar across the UK."

Jayne Mudd, MBE, nurse consultant and arrhythmia care coordinator

Surgery closer to home - we're offering more treatment for patients in the community, including day case procedures at Redcar Primary Care Hospital, making it more comfortable and convenient for them and their families.

"The trust is forward-thinking, proactive, and encourages staff to participate in research and to expand their academic achievements. Specialist nurses are encouraged to complete their Master's degrees and The James Cook University Hospital is friendly and welcoming, modern and clean, with excellent facilities and reputation. I am proud to work here and fortunate to be part of a team that is dedicated to providing excellent care for patients and support for each other."

Cheryl Honeyman, specialist nurse with spinal surgery

"My anaesthetic colleagues are the best colleagues I have ever worked with."

Nicola Barham, consultant cardiothoracic anaesthetist

"I am passionate about delivering high quality nursing care to the elderly population who require care within the community hospital setting. Our overall aim is to provide holistic care close to home in an environment that is committed to rehabilitation and ensuring the patient has the best outcome possible"

Sharon Shelley, ward sister

A healthier future - we've pledged our commitment to improving the health and wellbeing of our staff, patients and visitors and signed up to the World Health Organisation's 'Health Promoting Hospitals' framework.



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A FANTASTIC PLACE TO LIVE



The Tees Valley is home to vibrant towns, picturesque villages, breathtaking countryside and stunning coastlines and has the North York Moors National Park on its doorstep.

Whether you fancy a day by the seaside or a walk in the hills, you are never more than 20 minutes drive from both coast and country.

Newcomers may be pleasantly surprised, not just at the idyllic locations in which you can live, but also at the variety of property available, from beautiful barn conversions and stone cottages to seafront and harbourside apartments.

Cities such as York, Durham and Newcastle and historic towns such as Harrogate and Northallerton are easily accessible as the area has excellent transport links – there is even a rail station at the hospital.

Here's why our team love it...

Simon Gardner, consultant cardiothoracic anaesthetist: "In terms of standard of living, cost of living and access to local amenities it's fantastic. I'm 150 yards from the golf club and I'm having surfing lessons in Saltburn!"

Nicola Barham consultant cardiothoracic anaesthetist: "The countryside around here is fantastic I enjoy sailing and walking and it's only a couple of hours on the train to London or to Edinburgh."

Useful links

- southtees.nhs.uk/jobs
- southtees.nhs.uk/cardio-anaesthesia
- www.discoverteesvalley.co.uk
- www.visityorkshire.com

Cardiothoracic anaesthesia team video

View our come and work with us video that is included as part of this recruitment pack or visit southtees.nhs.uk/cardio-anaesthesia

BENEFIT



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THE BENEFITS OF JOINING OUR TRUST



A range of benefits are offered to all trust staff, here are just some of them:

- Excellent annual leave entitlement: 27 days, rising to 29 after 5 years NHS service and rising to 33 after 10 years service.
- NHS Pension Scheme – excellent package of pension benefits, fully protected against inflation and guaranteed by the government
- We have staff awards schemes – the Star Awards and the Nightingale Awards Which aim to recognise, praise and celebrate the achievements of our staff and services. To find out more visit: <http://www.southtees.nhs.uk/about/awards/>
- Dedicated occupational health and wellbeing service
- Flexible working
- Lease car, mobile phone and computer schemes
- Membership and close working relationships with staff side organisations (eg UNISON)
- Chaplaincy and spiritual service
- Professional leadership arrangements
- Flexible working practices
- Staff bike scheme
- Career breaks
- Child care facilities
- Savings club
- Special leave policies
- Variety of discounts from local attractions and businesses
- Confidential staff counselling service
- Fantastic opportunities for enhancing your training, learning and development
- Retail and catering facilities

BENEFIT



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REALISING YOUR POTENTIAL

We see our employees as our most valuable asset. We are committed to delivering the investment in time and training needed to help each one become the very best they can be.

We want all our employees to feel good about where they work. It's important that our people feel able to raise issues and know that they will be listened to. We hold regular forums for staff to meet with the chief executive to discuss new ideas and review current working practices.

Regular newsletters and team briefings help to keep everyone informed. We also run employee surveys to ensure decision-makers are aware of what people are thinking throughout our organisation and that employees' views are captured and acted upon.

The NHS can offer a huge range of careers to graduates and we are proud to have been nominated for participation in the Graduate Training Scheme.

Further information about training and management schemes can be found online at: <http://www.southtees.nhs.uk/jobs/> or by contacting the vocational training team at:

The Academic Centre,
The James Cook University Hospital,
Marton Road,
Middlesbrough TS4 3BW

Telephone: 01642 854744 / 282862

Or email: vocational.training@stees.nhs.uk

**Where better to develop and sharpen your skills than with the NHS,
Europe's single largest organisation?**



POTENTIAL



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SUPPORT FOR STAFF WITH CARING RESPONSIBILITIES



We are proud of the support we can offer our staff who have caring responsibilities. This includes:

- a 'keep in touch' scheme for maternity, paternity and adoption leavers and returners, with a childcare advice service for all parents/carers
- family friendly flexible working policies and practices
- a nursery on site at The James Cook University Hospital that has a capacity for 86 places
- a childcare voucher scheme offering cost savings for eligible childcare providers including on-site nursery
- access to emergency childcare places through the on-site nursery.

For more details of career opportunities within South Tees Hospitals NHS Foundation Trust visit: <http://www.southtees.nhs.uk/jobs/> or contact the recruitment team on 01642 850850 extension 54610

SUPPORT



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