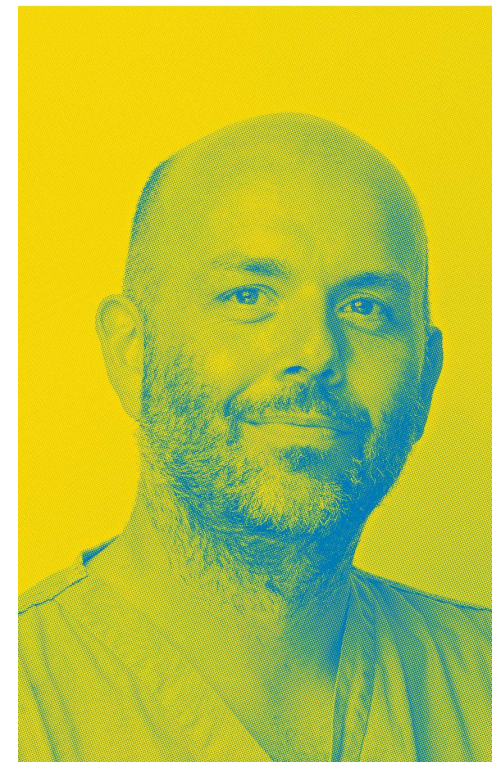


**King's College Hospital**  
NHS Foundation Trust

# King's College Hospital NHS Foundation Trust

Candidate Information Pack

Princess Royal University Hospital



# Site Chief Executive Foreword

*I am delighted that you are considering joining us at King's College NHS Foundation Trust, and more specifically, either the Princess Royal University Hospital or Orpington Hospital at this exciting time in our journey to excellence. If you are reading this, then I already know you are looking for a rewarding career and you want, like us, to provide first class care to our patients.*

*Working here is a great choice to make. Our ambition is relentless as we deliver our BOLD strategy; we are a delivery focused, patient-centred hospital with a growing reputation for getting things done. The work here is dynamic and positively challenging and I promise that every day will be different!*

*We are investing in a revolutionary new healthcare future. We have advanced plans to redesign our entire emergency front door which will further improve the care we provide to our elderly patients. We are already the leading endoscopy service in Southeast London and we are beginning to start the construction of a state-of-the-art £20m six-theatre endoscopy unit with integrated decontamination and teaching facilities, to be ready for patients in 2024-25 from across the region. Other investments completed or currently ongoing include a unique link bridge between our day surgery unit and main building (£1.6m), staff well-being hubs at both Orpington and the PRUH (£0.5m), additional NICU cots (£1.2m), a major radiology equipment replacement programme (£2m of estates work), power stations and a new mortuary facility (£4m) and bed store. We also have regional support to develop a Centre of Excellence for high volume, low complexity surgery at Orpington. This site already has four theatres, the latest one made operational in 2022 at a cost of £2.6m. The plan will be completed with further theatres, diagnostics and supporting clinical infrastructure totalling over £50m. And of course, there's lots more in the pipeline!*

*A world class environment coupled with a King's passion for learning and research and development, creating the benchmark for acute care in the NHS. Come and join us and be part of our journey to making every day outstanding.*

*Jonathan Lofthouse*



# Why Princess Royal University Hospital?



Princess Royal University Hospital (PRUH) is a modern, acute hospital based in the London borough of Bromley. PRUH cares for patients in the boroughs of Bromley and Bexley in addition to Lambeth, Southwark and Lewisham, and has a number of specialist services, including an established frailty unit and a hyper acute stroke unit. The PRUH operates over several sites including:

- Princess Royal University Hospital
- Orpington Hospital
- Beckenham Beacon
- Queen Mary's Hospital, Sidcup

With a strong sense of community and a focus on staff health and wellbeing, the PRUH is one of south-east London's top healthcare employers. It has a range of health and wellbeing initiatives, spearheaded by a dedicated staff wellbeing team, which encompasses physical and psychological support.

Within the King's strategy, you'll find key strategic objectives specific to the PRUH, including our new frailty unit; which recognises that frailty and dementia are health priorities for our communities. Research activity has increased at the PRUH to ensure we improve patient care and outcomes.

We co-design all new services alongside patients and members of the public to make sure they are fit for purpose and accessible to all. As an anchor organisation in Bromley, we benefit our local area by taking our social and environmental responsibility seriously. Working closely with our partners across One Bromley, we strive to have an even greater impact on the wider socioeconomic factors that keep our communities healthy.

Not only are we investing in our facilities, equipment and other resources, we're investing in organisational development and mentoring. **We'll invest in you, too.** We are a great local employer, offering employment and career opportunities to local Bromley residents, and work closely with our schools and local authority colleagues. Transform **your career** the way you want to, supported by our training and flexibility. This is the place to push yourself to be your best for patients and colleagues.

As well as opportunities to thrive in your professional life, living and working in Bromley offers a better quality of life.

You'll be part of a community of **brilliant people** – we develop passionate and talented people in an environment where they can thrive, you could be part of that too.





# Our Values

At King's, we are a kind, respectful team. These are the King's values. They have been developed along with our strategy with input from over 4,500 staff, patients and other members of our community and we thank everyone who contributed.

These values provide a platform for us to clearly articulate the behaviours and ways of working that will support us in strengthening our compassionate, visible leadership, supporting greater staff engagement and communications, and creating stronger communities.

At King's, we have a rich and diverse range of people who together deliver to our patients and communities. Our values are the threads that hold us altogether. They are the values we live by and the ethos which underpins how we care for each other. They are the foundations for building a culture which will help us deliver our Trust vision and strategy.

We want everyone who works for King's to treat people in ways which reflect our values. They set a clear standard of what you can expect while you are cared for by King's. We have developed a behaviour framework which articulates what is expected from every member of staff. Being a kind, respectful team will only be a reality if we all behave in this way. We will work in a way that shows that everyone is respected, accepted and developed. We will embrace diversity.

Explore more here:

King's Strategy: [Strong Roots, Global Reach](#)

King's People and Culture Plan: [People and Culture Plan](#)

## AT KING'S WE ARE A KIND, RESPECTFUL TEAM



### KIND

WE SHOW COMPASSION +  
UNDERSTANDING + BRING A  
POSITIVE ATTITUDE TO OUR WORK



### RESPECTFUL

WE PROMOTE EQUALITY, ARE  
INCLUSIVE + HONEST, SPEAKING  
UP WHEN NEEDED



### TEAM

WE SUPPORT EACH OTHER,  
COMMUNICATE OPENLY + PUT  
OUR PATIENTS AT THE CENTRE

# Our Vision and Strategy (2021-2026)

## Summary of our Strategy

### Actions

#### Putting patients first:

We will provide effective, person-centred care – improving patient outcomes and experience.

#### Providing the best services:

We will build on our clinical strengths and focus investment on the areas that will have the biggest impact on our communities and populations.

#### Improving population health by working together:

We will work with health system partners to improve the health of our communities.

#### Delivering sustainable care:

We will achieve financial stability and sustainability, maximising productivity and efficiency to deliver the best care.

#### Being a listening and learning organisation:

We will embed improvement in everything we do, delivering safe and effective care.

## Outstanding Care

We deliver excellent health outcomes for our patients, and they always feel safe, cared for and listened to

Our vision is for King's to be **BOLD**

## L Leaders in Research, Innovation and Education

We continue to develop and deliver world-class research, innovation and education – providing the best teaching, and bringing new treatments and technologies to patients

### Actions

#### Investing in digital transformation:

We will invest in digital and data innovation to improve patient care and deliver better services.

#### Making our research more inclusive to improve population health:

We will increase participation of our diverse South East London communities and populations in research, contributing to better health outcomes.

**Building partnerships and networks:** We will grow our industry partnerships and academic networks.

**Being future-focused and growing our innovation culture:** We will be at the forefront of research and innovation – understanding what works, and adopting and spreading it.

**Teaching the leaders of tomorrow and supporting lifelong learning:** We will deliver high quality education and training throughout our people's careers.

### Golden threads – our cross-cutting strategic themes



**Person-centred** – listening to and learning from all of our people (staff and patients) to create a positive environment and deliver the best care



**Digitally-enabled** – embracing and integrating digital technology and clinical data to improve the quality of care we deliver, and make our services more accessible



**Sustainability** – maintaining our focus on financial stability and sustainability through more efficient and productive services and building a new focus on becoming more environmentally sustainable through delivering our 'Green Plan'



**Team King's** – working as 'one Trust' across our sites, and as a good partner in our local integrated care system and beyond

## B Brilliant People

We attract, retain and develop passionate and talented people, creating an environment where they can thrive

### Actions

**Belonging to King's:** We will be an inclusive organisation where everyone feels welcome and part of Team King's. We will embrace diversity, value difference and ensure equity of opportunity for everyone.

**Being our best:** We will strive to be our best, demonstrating our values in everything we do.

**Looking after our people:** We will be kind and caring, we will prioritise and invest in the holistic health and wellbeing of our people.

**Inspiring leadership:** We will be a clinically-led organisation with visible and high quality leadership.

**Ensuring our people thrive:** We will support the personal growth, education and development of our current and future teams to meet our people's and patients' needs.

## D Diversity, Equality and Inclusion at the heart of everything we do

We proudly champion diversity and inclusion at King's, and act decisively to deliver more equitable experiences and outcomes for our patients and people

### Actions

**Leading the way by developing our culture and skill:** We will build a culture that champions diversity, equality and inclusion. Supporting and developing our people to provide compassionate and culturally competent care to our patients and each other.

**Tackling health inequalities:** We will be proactive in anticipating the diversity of our patient needs and will respond to them to ensure we achieve the best outcomes.

**Being an anchor in the community:** We will take our social and environmental responsibility seriously, addressing the socioeconomic determinants of health.

**Building community partnerships:** We will improve the reach of our organisation and grow our standing in the community through local partnerships.

## Strong Roots, Global Reach





# The Trust in Numbers

LOCAL POPULATION  
ACROSS LAMBETH,  
SOUTHWARK,  
BROMLEY



**1,008,700**

**13,496**

NUMBER OF STAFF AT KING'S



**439**

NUMBER OF  
VOLUNTEERS  
AT KING'S



**ACROSS THE TRUST  
EVERY DAY, ON  
AVERAGE WE SEE:**

**1,673**

NUMBER  
OF BEDS



**46**

NUMBER OF  
OPERATING THEATRES



**663**

AVERAGE  
BIRTHS PER MONTH

**784**

PEOPLE IN OUR EMERGENCY  
DEPARTMENTS AND WALK-IN CENTRES



**152,021**



NUMBER OF VIDEO  
APPOINTMENTS  
IN 2020/21



NUMBER OF RADIOLOGY  
IMAGES AND SCANS  
IN 2020/21

**496,836**

**1,006**

TOTAL NUMBER  
OF HELICOPTER  
LANDINGS



**174**

PATIENTS  
ADMITTED TO  
HOSPITAL



NUMBER OF  
PARTICIPANTS  
IN RESEARCH  
STUDIES IN 2020



**19,675**



**835**

NUMBER OF  
RESEARCH  
STUDIES IN 2020



**6,057**

TOTAL NUMBER  
OF LIVER  
TRANSPLANTS



**83**

OPERATIONS  
PERFORMED

