

# FIND YOUR PERFECT FIT

at Mersey Care NHS Foundation Trust



It's an exciting time to work for Mersey Care. Mental and physical health and wellbeing is our core business which is provided from over 100 sites in the North West.

We serve more than 11 million people, offering specialist inpatient and community services that support mental health, learning disabilities, addictions, brain injuries and physical health in the community, and we are one of only three trusts in the UK that offer high secure mental health facilities.

We have established a Centre for Perfect Care, its mission is to help our staff continuously improve the services we provide today, whilst addressing the mental health and wellbeing challenges of the future. We believe that every single member of staff has a role to play.

With engaged and motivated staff and supportive commissioner and partner organisations, we firmly believe our perfect care ambition is possible and that our patients, service users and carers deserve no less.



To view our current vacancies, visit:  
[jobs.merseycare.nhs.uk](https://jobs.merseycare.nhs.uk)

A photograph of a female NHS staff member with blonde hair, smiling and wearing a dark blue uniform with a NHS badge. She is talking to a young man whose profile is visible on the left. A blue semi-transparent box is overlaid on the right side of the image.

# A great place to work

## Your development

We are committed to the personal development of all of our staff – and expect our staff to have commitment to their own learning.

As an employee of Mersey Care, you'll be working in an environment where learning is valued. And we'll be committed to your training and development from day one.

When you join, you'll receive a structured induction programme and have the opportunity to attend a variety of skills-related courses.

Giving you clear and measurable objectives, we'll ensure that you have a good understanding of the contribution we expect from you. To achieve this, you'll have the full support of your manager, as well as the appropriate learning and development tools.

You'll have a comprehensive appraisal within three months of joining the Trust, we'll support and enable your career aspirations and we nurture and grow leadership skills in everyone.

## Our Just and Learning Culture

As well as an excellent work life balance, good pension and generous annual leave, Mersey Care prides itself on being one of the first NHS organisations to introduce a Just and Learning Culture.

That means an environment where we put equal emphasis on accountability and learning when something has not gone as planned. So we ask, what happened? Not, who is to blame?

That said, a Just and Learning Culture is not the same as an uncritically tolerant culture where anything goes – that would be as inexcusable as a blame culture.

We've introduced a Civility and Respect workstream and the group's been asked to develop a framework aligned to our Trust values that fosters and supports civility in practice.