

Recruitment Information

Work with us!



RDaSH Leading the way with care

Contents

Why work with us?	3
About us	4
Our vision	5
Our values	5
Why choose a career with us?	6
Health and Wellbeing	8
Staff benefits	9
Living and working with us	11



Why work with us?

As Chief Executive, I would like to share why I believe Rotherham Doncaster and South Humber NHS Foundation Trust is a great place to work.

Known as RDaSH for short, we run a wide range of services including mental health, learning disability services and community services, such as district nursing and health visiting, with around 115,000 people accessing our services each year. And we need people just like you to join our team and our workforce.



We employ a wide range of people including nurses, doctors, Allied Health Professionals (AHPs), psychologists, joiners, domestics, gardeners, accountants and so many more...so whatever your field, why not come and work with us!

We are also looking for people to join our administration bank, nurse bank and allied health professional bank. So if you don't want to commit to permanent roles, we still have a role for you!

Our range of 'banks' offer flexible working hours, annual leave accrual, competitive pay rates, access to training and so much more.

The vast majority of our sites have free car parking.

Our Trust enjoys a strong regional and national reputation.

We're award winning

Our staff and teams are regularly shortlisted or receive awards from a whole host of organisations, here's just a few:

- **Nursing Times Awards 2019** – Clinical Research Nursing
- **Health Service Journal 2019 Awards** – Freedom To Speak Up Organisation of the Year
- **Bronze level Workplace Wellbeing Charter**
- **Be Well @ Work Workplace Health Awards** – large business and work health initiative
- **Silver level Healthy Workplace Awards** – North Lincolnshire.

So, if you're looking for a career with a Trust with great staff benefits and excellent employment terms and conditions and an employer with an embedded culture of valuing its people as individuals – you need to come and work with us!

I'd love you to join our team! *Read on to find out more.*

About us

We employ around 3400 talented people across our wide range of services who are very much appreciated, valued and respected.

Each year around 115,000 people access our services, which operate in 200 locations across Rotherham, Doncaster and North Lincolnshire.

We have a wide portfolio which includes a whole host of mental health and learning disability services as well as community services, such as sexual health, district nursing, school nursing and health visitors, as well as a hospice in Doncaster and our Aspire Drug and Alcohol Service.

We currently provide these services across the areas we serve:



We work hard to attract and select the right people for our organisation, and our goal is to employ people who share our passion for providing first class care while remaining committed to our vision and values.

Our Vision

Our vision is to provide high quality care, drive innovation and deliver the best possible outcomes for our patients and we will do this by:

Leading the way with care

Our Values

Our values define who we are, what we believe and how we will work to deliver high quality care to ensure the best outcomes for our patients. Our values are:



Why choose a career with us?

There's a long list of reasons why you should choose a career with RDaSH, here's why...

Development and support

We have a track record of developing and supporting our colleagues to undertake their role and work towards their career aspirations. All of this is with the aim of providing high quality care to all our patients and service users.

We also like to do things a certain way around here – we call it The RDaSHWay. This is about improving what we do (quality) and the way we do things (culture). Our commitment to organisational development is to you, our workforce, as well as our clinical services; we believe that to provide safe and compassionate care you must in turn feel safe and cared for at work. Creating a just and learning culture as well as spaces for staff reflection and development are important to us.



The **RDaSH**Way

We're highly rated for the training we provide and want staff to develop their capabilities to the full with a range of learning and development opportunities.

Do you wish to access further training to support you in the role you are applying for or a future role? If so, we have a significant amount of money available in the apprenticeship levy to consider supporting you.

Your continuing professional development is important to you and us.

We recognise the need for you to update and maintain your professional competence, as well as gaining the necessary skills and training for advancement.

We operate in an increasingly competitive market place. **Our people are our greatest asset, so we invest in you to retain our position.**

We offer staff a range of training, including apprenticeship opportunities, working with local colleges and universities and so much more.

Research

We have our own fantastic research team, called Grounded Research, which means you can get involved in and lead studies that you are interested in! To find out more give the team a call on 01302 798456 Monday to Friday between 9am and 5pm.



Health and wellbeing

We have dedicated Health and Wellbeing support which ensures staff are aware of health and wellbeing initiatives taking place at our Trust.

We have salary sacrifice schemes, a range of free and discounted fitness clubs and facilities. The health and wellbeing of our staff is important to us, so if you need some support we offer counselling or physiotherapy support our occupational health contract. We also have an employee assistance programme, which is available 24/7.

Most of our sites have free car parking, but if you fancy keeping fit, you can benefit from our 'Cycle to Work Scheme' and 'Walk to Work' days.

For full information on the free clubs on offer call our Health and Wellbeing Team on: 01302 796235.



- Be Well @ Work Workplace Health Award – Large business and work health initiative

Staff benefits

Salary sacrifice schemes

We provide salary sacrifice schemes in conjunction with Vivup for home electronics, mobile phones, bicycles, cars and gym membership and Transave for savings and loans.

Car schemes

The car lease scheme provides staff with an opportunity to access a new car through their salary. This scheme is administered by NHS Fleet Solutions. If you already have a salary sacrifice fleet care you can transfer this over to RDaSH.

Help and support

We also provide a range of help and support via:

Vivup

Vivup provides a confidential helpline to staff providing assistance with family matters, debt, counselling, benefits and tax credits and relationship issues.



Our Vision
RDaSH Leading the way with care

Our Ambitions

- Ambition One**
Be a leading provider of co-ordinated mental and physical healthcare services for people of all ages
- Ambition Two**
Develop and deliver services which have a focus on prevention and early intervention, building resilience and promoting recovery
- Ambition Three**
Take the lead with our partners to drive the development of accessible patient centred care services closer to peoples homes
- Ambition Four**
Develop a healthcare workforce who are equipped to provide the highest clinical care
- Ambition Five**
Maximise the use of technology to care and continually improve clinical services

ARMED FORCES COVENANT

- We support Armed Forces veterans
We welcome applications from those about to leave or who have left the armed forces. We support veterans, reservists and their families.

PAM Occupational Health

PAM (People Asset Management) provide Occupational Health services to the Trust. This includes access to fast track physiotherapy and fast track counselling /CBT/Resilience Programme.

PAM Life

PAM Life is an online health and wellbeing platform available to all staff providing access to Wellness Coaches who can provide personalised fitness plans, diet plans, stress management plans and help improve work life balance.

Financial support

Neyber Financial Wellbeing Hub

The Neyber Financial Wellbeing Hub is available to all staff and provides tips and tools about credit, borrowing, budgeting, debt, saving and investing.

Transave Uk – credit union

The Trust works with Transave Credit Union to provide an easy way to save and access affordable loans. Money is deducted monthly from your salary which can be as little as £5 per month. Savings can be accessed at any time.

Health plans

Health payment plans

We offer two health plans for unexpected health issues and to help keep you fit. These are:

Health Shield

The health cash plans don't just provide cash back on such health costs as dental, optical and physiotherapy, Health Shield cover many complementary therapies, so members can improve their health and wellbeing and enjoy less stressful lives.

Westfield Health

Westfield provides a health and wellbeing service which includes a 24 hour Counselling and Advice Line as well as a Health Club Concession providing discounted membership at local gyms.

Living and working with us

Location

Our sites are based in South Yorkshire and North Lincolnshire, friendly counties in the North of England. Most of our sites are surrounded with green space.

Property

Property prices across South Yorkshire and North Lincolnshire are traditionally lower than the rest of the UK.

Excellent transport links

Doncaster, Rotherham and North Lincolnshire enjoy easy access to excellent motorway networks. Doncaster Station is a major station on the East Coast Mainline and has excellent links to the rest of the county, with fast links to London and Scotland.

Doncaster is also the home of one of the UK's newest airports – Doncaster Sheffield Robin Hood – which offers an increasing number of UK and international destinations.

Schools

The area has some outstanding and excellent schools, colleges and universities. Call us for more details.

Living here

We have fabulous countryside, close to Derbyshire and the Yorkshire Dales and Moors. We also have lots of parks and green spaces in all of our areas, with excellent National Trust and English Heritage sites. Each town has a raft of entertainment venues for an excellent night or day out – whether it's with friends, family or children.

Excellent links to nearby cities and quick and easy access to the coast.

It means we can meet the needs of a range of diverse interests.

www.visitdoncaster.com

www.visitnorthlincolnshire.com

www.rotherham.gov.uk

RDaSH work with us

We've currently got a variety of excellent opportunities. Please take a look at the current roles that we have to offer.

All vacancies are advertised through the NHS Jobs website:

<http://www.jobs.nhs.uk/> - simply search Rotherham, Doncaster and South Humber.

Find out more about us:



<https://www.rdash.nhs.uk/about-us/work-with-us/>



@rdash_nhs



@nhsrdash



@rdashcommunications



RDaSH
Work
with us!

Come join our team of great people! Call our recruitment hotline on 01302 796272.