

# Tameside and Glossop Integrated Care FT

## Recruitment Information Pack



Medical Laboratory Assistants

Administration Assistants

Physiotherapists

Doctors

Pharmacists

Radiologists

Domestics

Porters

Healthcare Assistants

Nurses

Technical Officers

Phlebotomists



# Welcome from the Chief Executive....

I am very excited that you are thinking of joining Tameside & Glossop Integrated Care NHS Foundation Trust.

We are entering an exciting time. Our vision is to work collectively with our health & social care partners to improve health outcomes for the population of Tameside & Glossop.

Our workforce is important to us. We offer competitive annual leave and salary packages. We are keen to support our staff's health and wellbeing, and have a number of classes and links to local gyms. We are also flexible in terms of supporting your career aims, and have a training budget completely dedicated to staff development.

I hope you find the following information pack useful. Please do not hesitate to contact the relevant recruiting manager to discuss this role further – their details will be on the advert.

We look forward to hearing from you.

**Karen James**  
**Chief Executive**



## ... and a little about Tameside & Glossop Integrated Care NHS Foundation Trust

Tameside & Glossop Integrated Care NHSFT employ about 4,000 staff. The Trust provides a range of services, including general and specialist medicine, general surgery, full Consultant-led obstetric and paediatric services and most Community services across the borough.

We have lots of different groups of staff here – not just nurses and doctors. We employ porters, domestics, administrators, plumbers, managers, healthcare assistants, data analysts, to name just a few!

The Trust has been rated “Good” by the Care Quality Commission with some areas rated as “Outstanding. We continue to deliver good performance against national standards and have seen continuous improvement in staff and patient national survey results.

We are on an integration journey which continues with our service transformational schemes as we develop an integrated model of care for Tameside and Glossop.

## Why work for us?

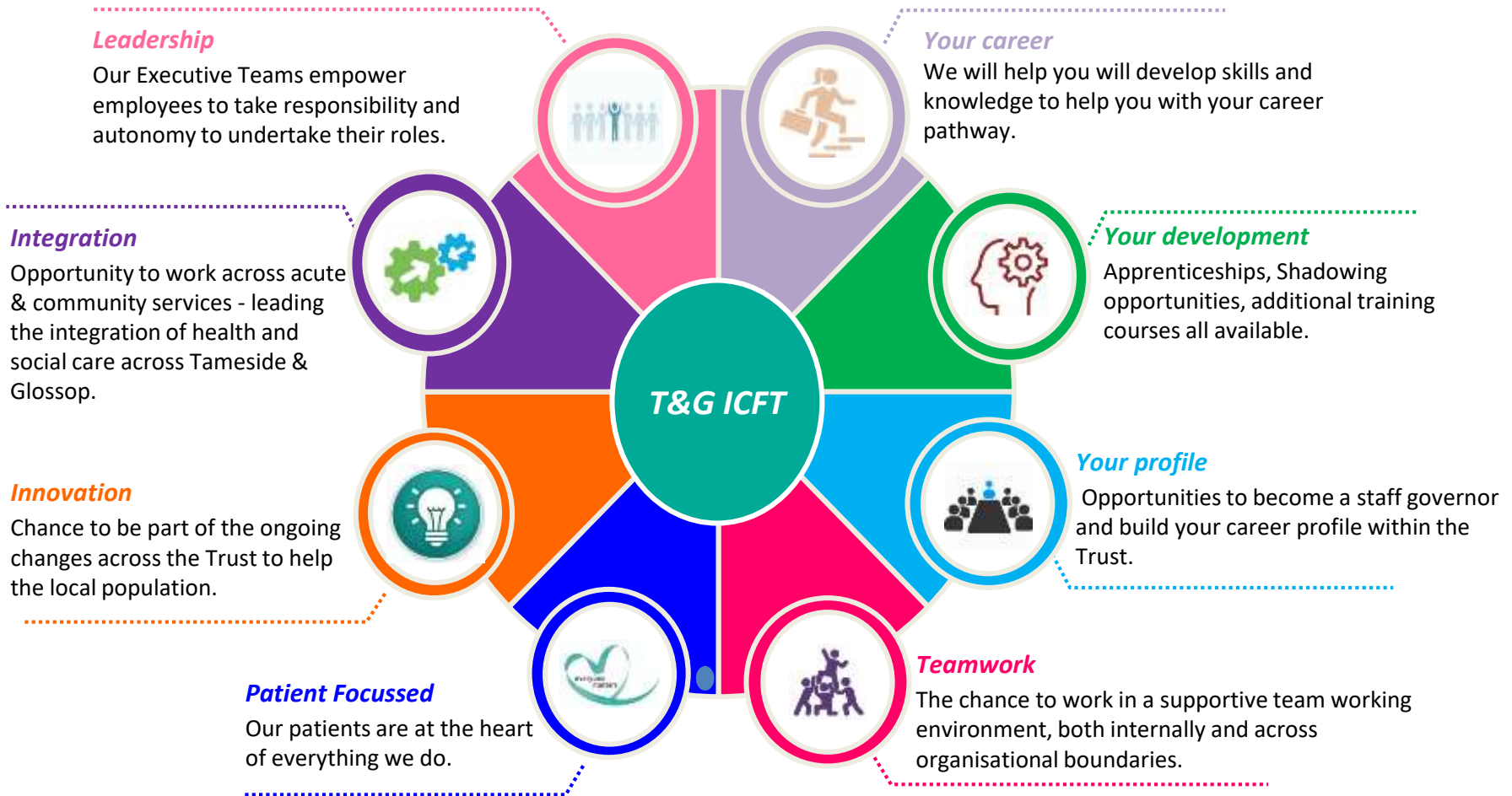
The Trust is large enough to be able to provide you with the support and career development that you need, but small enough to be able to treat you like an individual

We can provide the following benefits:

- Competitive salary and annual leave (min 27 days plus bank holidays for full time staff, increases after 5 and 10 years service)
- Access to lease car scheme / cycle to work scheme
- Access to health & wellbeing services, such as Occupational Health and discounted complimentary therapies.
- A central budget dedicated purely to staff training and development
- A friendly and supportive environment (as stated by our staff survey and our existing staff)
- Consideration of flexible working options, depending on service needs
- A Staff Lottery scheme
- NHS Pension scheme, which is second to none
- NHS Leadership Academy – programmes available to further your education.

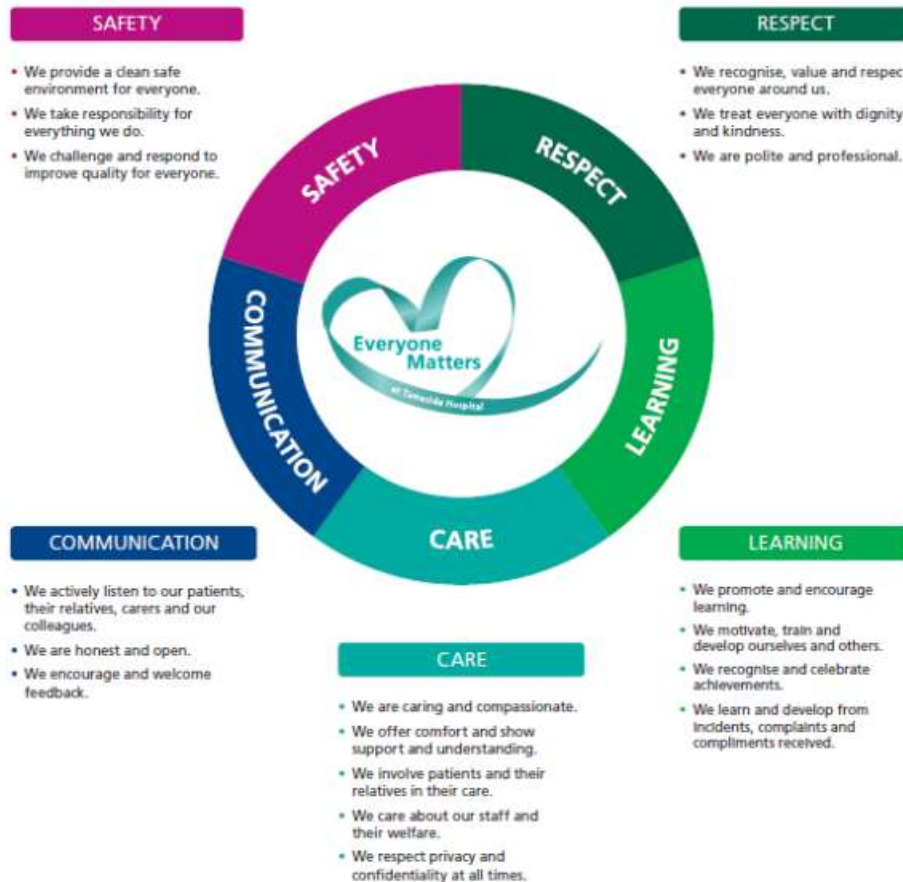


# What can we do for you?



# Everyone Matters

## Our values and behaviours



## Everyone Matters

At Tameside and Glossop Integrated Care NHS Foundation Trust 'Everyone Matters'. Our vision is to provide safe, effective and personalised care, which you can trust. Our values – safety, respect, care, learning and communication – are at the heart of everything we do.

Our aim is to ensure our staff are working to the Trust's values and behaviours in a culture of openness and candour, where staff are listened to and patients come first.

Every day these values drive the behaviour and actions for every person in our organisation.

In our staff survey the Trust came in the top 20% for 25 out of the 32 categories. This included the percentage of staff who would recommend the trust as a place to work and be treated.



# What do our staff say about working at Tameside & Glossop Integrated Care NHS Foundation Trust?

A few comments from our recent Friends & Family Survey.....

"I have frequently recommended the organisation as a place to work due to the team spirit that is held at the Trust"

"I work in a well managed team, with approachable managers & team spirited staff"

"Great place to work - with having children my hours fit around them"

"Very positive management and a great culture of support and challenge."

"I have worked here since 1988 would recommend as an ideal place to work."

"Friendly place to work. I came here for 3 years and 31 years later I'm still here!"

"Everyone I have worked with has been friendly, helpful and approachable. The opportunities for training and developing are good"

"The trust has good supporting policies and procedures for employees. We are treated fairly and have supportive managers."

Good employers and the NHS is always good to work for wage wise. I highly recommend our team if people have the specialism as it's such a friendly team who work more like a family.

"Good culture and environment."



# What are we looking for in an employee?

Our managers have told us some of their characteristics for an “ideal” candidate

“Someone who will live and breathe our Trust values and behaviours”

“To be passionate about improving how we provide care to the patients of Tameside and Glossop.”

“Have a “Can Do” attitude and willing to go “Above and Beyond”.”

“Willingness to develop yourself and others so that together we can make a difference.”

“Dedication to the role and to the Trust”

“Someone who embraces change and works with their colleagues to implement the best way of working”

“To be engaging and want to put the best part of themselves in to their position”

**Are you this person?**





## Routes in to Work



Did you know that we have adopted a number of different schemes which we use to support candidates in to work?



Volunteering



Supported Intern Programme

Guaranteed Interview Scheme

Veterans

Job Centre

Apprenticeship Opportunities





If you feel like you would like to be part of our team, please complete an application and start on your journey to become a part of Tameside & Glossop Integrated Care NHS Foundation Trust.

**Everyone is welcome!!!**

