Caring with Pride

Working together for communities in York, Scarborough, Bridlington, Malton, Selby and Easingwold
Foreword

Thank you for your interest in the Trust - I am delighted that you are considering a nursing career with us.

To be a nurse, a midwife or member of care staff is an extraordinary role; our profession is hugely varied, stimulating and rewarding. What we do every day has deep importance to patients, their families, and other professions, our privilege is to be the most important influence on the patients’ experience.

Our mission is to be a valued and trusted partner within our care system, delivering safe effective care to the population we serve. We aim to treat patients as individuals, providing the care they need, where they need it, to save and improve lives.

Our organisational values are the heart of everything we do:
• caring about what we do
• respecting and valuing each other
• listening in order to improve
• always do what we can to be helpful

Our values provide us with clear behaviours and what we expect from each other, how we treat the people we serve, and how we work with our partners and stakeholders.

If you want to work for an employer who believes that our team is key to delivering the best care then look no further. We are looking for excellent Nurses who want to provide the best care for our patients, aspire to excel, share our values and can play a crucial role in shaping our workforce of the future.

I look forward to welcoming you.

Beverley Geary
Chief Nurse
Our Trust

York Teaching Hospital NHS Foundation Trust is a dynamic, forward thinking Trust, running eight local hospitals and providing a wide range of integrated community services to a population of almost 850,000.

We offer the opportunity for an outstanding work/life balance, historical towns and cities surrounded by stunning countryside, picture-postcard villages and award winning beaches.

There are excellent schools, top-rated family attractions and endless leisure opportunities, and great transport links offer speedy access to London, Leeds, Manchester and Liverpool.

In April 2011 we took over the management of community-based services in Selby, York, Scarborough, Whitby and Ryedale and in July 2012 acquired Scarborough and North East Yorkshire Healthcare NHS Trust, bringing Scarborough and Bridlington Hospitals into the organisation. Our annual turnover is over £400million. We manage eight hospital sites, 1,100 beds (including day-case beds) and have a workforce of over 8,500 staff working across our hospitals and in the community.

We are proud to be partners with the University of York and the University Coventry in the development and training of Student Nurses and, The North Yorkshire, York and East Coast Partnership for the national pilot of the Trainee Nursing Associates.

Our patients
Our activity each year includes:

- 127,000 A&E attendances
- 390,000 outpatient appointments
- 119,000 inpatients
- 61,000 operations and procedures
- 5,000 babies delivered
Working for Us

As a Trust member of staff, a wide range of benefits will be available to you through our staff benefits packages.

Other initiatives and events are held throughout the year such as;

- Health and wellbeing Fairs and Roadshows
- Bike maintenance and security initiatives
- On site visits from businesses offering discounts and savings
Professional & Personal Development

The graduate nurse preceptorship programme is a twelve month programme, during which time you will be provided with a dedicated preceptor who will support you during this transitional period.

To support this, you will also have 12 study days throughout the year where specific topics will be covered. These topics include:

- Infection Prevention & Control
- Medicines Management
- Safeguarding Children & Adults
- End of Life Care
- Nutrition and Hydration
- Diabetes Care
- Dementia
- Communication Skills and Patient Experience
- Managing Patients at Risk
- Discharge Planning
- Falls Management
- Tissue Viability
- Professional Development

We also offer further professional development for all our nurses, supporting your long term career aspirations. These include:

- Band 6 emerging leaders programme
- Band 7 Senior Leaders development programme
- Coaching
- Managing HR Issues

All of these are participatory study activities which will count towards your NMC revalidation.
Additional Support

We also provide a wealth of specialist support to our nursing teams to ensure that we continue to provide and develop safe and sustainable health care for our local population.

The Infection Prevention and Control Team provides clinical advice and support to nursing teams in providing education on infection prevention practice, and supporting staff in the day to day management of patients with infection related issues.

The Medicines Management team provides support, training, education and advice on professional practice and governance regarding all nursing medicines practice and oversight and management of Non-Medical Prescribers and Patient Group Directions.

The Quality and Professional Practice nurse provides support and advice to nursing staff on ensuring quality of practice and professional standards.

The Patient Safety Team provides support to all nurses, particularly in relation to reducing patient falls, pressure ulcers and in the recognition and management of the deteriorating patient, including early identification and treatment of patients' with sepsis. The team also audit mortality indicators, deliver patient safety training to ensure that nursing staff have the skills to assess patients at risk of harm.

The Patient Experience Team provides oversight of the management of patient experience and provide support and training to staff to develop communication skills. The team administers the Friends and Family Test.

The Corporate Improvement Team provides service improvement/project management skills, expertise and capacity to services across the Trust as they strive to continually improve services to patients. The team can be commissioned to support projects to improve services, and improve cost effectiveness.

Organisational Development and Improvement Learning (ODIL)
The ODIL team support staff to work in the most effective way they can, by offering opportunities for applied learning and development. Working with individuals, teams and whole departments to develop the way in which people work together, through coaching and team development. They also teach tools and techniques that help staff learn about how they can look at the way they run their service and make positive changes using Improvement methodology and work with staff from all departments and every role, across the whole organisation.
Our Clinical Services

We provide a range of clinical services at the Trust and are at the forefront of developing nursing workforce of the future, with the development of Associate Practitioners as well as being a national pilot site for the Nursing Associate role.
The Chief Nurse Team

The Chief Nurse is supported by a team of senior nurses who are available to speak to you at any time. They have a visible presence across all of our sites and provide personal and professional guidance to all nursing and care staff.

Back from left, Emma George, Assistant Director of Nursing (Scarborough & Bridlington); Rebecca Hoskins, Assistant Director of Nursing (Workforce); Michael Shanaghey, Assistant Director of Nursing (York); Virginia Russell, Assistant Director of Nursing (Out of Hospital Services & Child Health)

Front from left, Elizabeth Ross, Head of Midwifery; Beverley Geary, Chief Nurse; Helen Hey, Deputy Chief Nurse

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Hello, my name is Sarah Clarke; I am the Matron for Acute and Emergency Medicine at Scarborough Hospital.

“As an ED nurse you will be constantly challenged but well supported by your colleagues as you assess, treat and deliver excellent care to a wide variety of patients; constantly adapting your nursing skills to suit the patient and the team that you’re working with either in Majors, Resus, Minors or Assessment. Teamwork combined with flexibility is very important to us in ED in Scarborough Hospital, without it our patients would not get the high standards of compassionate care and great nursing that they deserve. You could be helping to deliver a baby one minute then making a cup of tea and holding the hand of a grieving relative the next.

AMU in SGH is a great place for nurses to work. As a member of the AMU nursing team you are not just joining a ward you are joining a family. You will learn such a lot from your more experienced colleagues who love to teach from day one. To be a member of the AMU family is to be part of a highly skilled professional team that is dedicated to caring for the acutely unwell patient. There is a fast pace on AMU and a busy turnover of patients; no two days are ever the same and you get to use the full range of all of your nursing skills, every day in caring for the acutely unwell patient.”

Hello my name is Suzie King; I am Matron for Elderly Care, Stroke Services and Orthopaedics at Scarborough Hospital

“Working in Elderly Care at Scarborough hospital is very rewarding and although it can be very challenging, it is an ideal environment to develop skills and progress in your nursing career. There are many opportunities available and it certainly allows you to deliver compassionate care on a daily basis to some of the most vulnerable and complex patients.

Working in Trauma and Orthopaedics is very rewarding in a fast paced environment where you can develop your specialist skills with a friendly and supportive team based on the ward, including support of specialist roles such as the ward based trauma and orthopaedic co-ordinator. You have many opportunities for role development and career progression on the ward and support to pursue areas of interest, for example becoming a champion for dementia.”
Hello my name is Harriett Lynch; I am the Matron for General Surgery, Urology and Critical Care

“General Surgery at Scarborough includes a number of wards and units and incorporates the Surgical Hob. The Surgical Directorate is friendly and supportive, offering a wide experience and practical skills in surgical nursing.

The Intensive Care Unit at Scarborough is a friendly 6 bedded unit offering care for acutely unwell patients. It is a supportive environment offering competence in a number of skills. The unit offers variety and challenges but above all a rewarding working experience.”

Hello my name is Carol Halton; I am the Matron for General Medicine at Scarborough Hospital

“General and Speciality Medicine can offer you a wide variety of opportunities for career development, we are a forward thinking energetic team of nurses. We empower our nurses to seek innovative ways of working in line with National and Clinical Guidelines, we encourage a sharing of ideas across the multidisciplinary team and work in integration across the services.

We will offer you opportunities to develop skills in respiratory, cardiac, gastroenterology, diabetology and endocrinology whilst specialist medicine offers oncology, chemotherapy, haematology and dermatology.

Your nursing development and career progression will not only be considered essential to you but also a priority to us, we will support and guide you throughout your career to ensure you have every opportunity possible.”

Hello my name is Freya Oliver; I am the Matron for Maternity Services at Scarborough Hospital

“Maternity services in Scarborough cover a huge geographical area over the beautiful North Yorkshire moors. We have a consultant led obstetric unit with two low risk rooms for Midwife led care, dealing with around 1600 births per year, seeing some very diverse cases. There are four community teams delivering ante and post natal care.

The maternity team have a reputation of being a very friendly team to work within, we provide high quality care to both high and low risk women developing individualised care to
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meet their needs. The service regularly receives very positive feedback from service users. There is a culture of embracing change to deliver the most current evidence based care. The Staff here are a true team who care about each other and the quality of the care they deliver.”

Hello, my name is Pauline Guyan; I am the Matron for Theatres, Outpatients and Endoscopy across Bridlington, Scarborough and York Hospitals

“The areas that I manage across all three hospital sites are very diverse. In all areas you will need empathy and compassion to care for patients that are often travelling through the most traumatic journey of their life. In a trip to the Operating Theatres and post anaesthetic care, require you to learn specialist critical care skills and development within airway management and pain management. These are fast paced areas and often with an unpredictable workload. We work closely with other critical care areas to give more measured patient outcomes and give confidence and support to the nurses that work in these areas.

In Endoscopy you will experience a variety of investigatory procedures and this too is of a fast pace and one which is increasing its services in surveillance and screening. Outpatients is a multi-specialities clinic based department covering with York / Hull Consultants, Allied Health Professionals and Specialist nurses. It will give you the opportunity to see other clinical specialist areas relevant to your learning needs and development.

We pride ourselves in developing our staff in order to develop our services and In return you will be provided with excellent support and preceptor ship as part of our outstanding teams.”

Hello, my name is Nicola Lockwood; I am the Matron for Child Health for both York and Scarborough Hospitals

“There are many settings that you can work within in the Child Health Directorate which include the children’s wards, special care baby unit, community and outpatients which means our work is varied and exciting. We look after infants children and young people from birth to 18 years with a variety of conditions which is both interesting and sometimes challenging. Nursing a child is not just a question of caring for a small adult. Children have very specific health needs and you need to understand how a healthy child develops towards adulthood to minimise the impact of illness. This involves working closely with parents and carers. Working with children is hugely rewarding.”
Hello, my name is Lee Fry; I am Matron for Specialist Elderly Care at York Hospital

“Wards 25, 36, 37, 39 offer a plethora of experience from specialist hyper acute stroke and rehabilitation services to mental health and fractured neck of femur ward for the older person. Working in one or rotating round all these specialist areas will give the aspiring nurse a whole range of knowledge and skills and of course will have the benefit of excellent support and preceptorship.”

Hello my name is Katie Holgate; I am Matron for Acute Elderly Care at York Hospital

“Wards 23, 26 and 35 are an amazing arena to work within. With excellent support and preceptorship, you have the chance to be part of a team that are dedicated to caring for the older acutely unwell patient. Many of our patients admitted also have a diagnosis of dementia and need specialist care from highly trained individuals to meet their needs.”

Hello, my name is Wendy Brown; I am Matron for General Surgery and Critical Care at York Hospital

“General Surgery at York is recognised as both a high performing and award winning clinical specialty. During the last 12 months, the teams have won Student placement of the year and Student mentor of the year. We strive to be the best. Our service covers the whole range general surgical nursing practice including head and neck, general surgery and gynaecology and we are developing plans to support nurses broaden their skills through surgical rotation.

“Nursing in Critical Care offers registered nurses opportunities to develop and enhance their clinical and professional skills whilst caring for critically ill patients and their families. We are a large, friendly, cohesive and supportive multi disciplinary team who strive together to deliver high standards of care to patients. Staff at all levels of experience are supported by a comprehensive and robust professional education framework coordinated by a clinical educator and senior nursing team.”
Hello my name is Tracey Ward; I am Matron for Acute and Specialist Medicine at York Hospital

“Joining our teams within acute & specialist medicine will give you the opportunity to deliver high quality, patient centric care at the frontline in a dynamic and fast paced environment. Simultaneously, you will be supported to professionally develop skills and knowledge in the management and delivery of care to acutely ill patients.”

Hello my name is Jill Wilford; I am Matron for Emergency Medicine, Acute Assessment and Vascular Imaging at York Hospital

“Emergency Medicine is a team, all working together to ensure that patients receive the best possible care and treatment in a safe and timely manner. The dynamics of our client group change hourly and we care for all age groups. We offer fantastic bespoke training packages for all new staff into our teams. Our day time Ambulatory Care and Assessment Unit provide high quality rapid assessment of patients, working closely with the emergency department”.

Our vascular imaging team, works across the 24 hour day providing an on-call service during evenings and weekends. We provide a bespoke training package for this specialised clinical area”

Hello my name is Liz Charters; I am Matron for Trauma & Orthopaedics at York Hospital

“Trauma and Orthopaedics provides an opportunity for nursing staff to deliver specialised care to patients following both trauma and elective surgery. We cover the wide range of orthopaedic treatments and have an active enhanced recovery programme for our elective patients.”
Hello, my name is Chris Morris; I am Matron for General Medicine at York Hospital

“General Medicine is made up of diverse clinical specialities including Respiratory, Cardiology, Gastroenterology, Hepatology, Nephrology, Diabetes and Endocrinology. You will be caring for a diverse range of patients with complex medical conditions. Some of our patients are frequent and regular users of the services and as such we establish rewarding long term professional relationships in order to help patients manage their medical condition. Nursing on the medical floor offers the ultimate professional challenge. You will be expected to work hard and be able to deliver care on many levels ranging from simple basic elements of nursing care to delivering complex therapies such as peritoneal dialysis, haemodialysis and Non-invasive ventilation. In return you will be provided with excellent support and preceptorship as part of our outstanding team.”

Hello my name is Chris Foster; I am Matron for Maternity and Gynaecology at York Hospital and Sexual Health across North Yorkshire

“Maternity & Gynaecology at York aim to give a woman and family centred service. We value our staff acknowledging that they come to work motivated to give compassionate, evidence based care which embodies our Trust values. We are reflective about our service, respond to local, regional and national policy drivers as well as, learning from incidents, women and staff feedback in order to improve our services on an on-going basis.”
Our sites

Bridlington
Bridlington Hospital is a district hospital which provides surgical, rehabilitation, and outpatients services to the local Bridlington community. The hospital has two rehabilitation wards Waters and Johnson. Lloyd ward is the surgical ward, Shephard Day Case Unit and Lawrence Unit for Care of the Elderly. The community midwife team are based in Avenue Ward, named after the former Avenue Maternity Hospital.

The hospital also has a minor injuries and GP access centre which are operated by City Healthcare Partnership. The GP MacMillan Wolds Unit and Buckrose Ward are run by Humber NHS Foundation Trust. The Hospital also has a renal dialysis unit which is run by Fresenius Medical Care Renal Services.

Scarborough
Scarborough Hospital is the Trust’s second largest hospital. It has an Accident and Emergency department and provides acute medical and surgical services, including trauma and intensive care services to the population and visitors to the North East Yorkshire Coast.

York
The York Hospital is the Trust’s largest hospital. It has over 700 beds and offers a range of inpatient and outpatient services. It has an Accident and Emergency department and provides acute medical and surgical services, including trauma, intensive care and cardiothoracic services to the population and visitors to York and North Yorkshire.

Community Hospitals

Our Community Hospitals provide excellent quality care to our patients who don’t need acute hospital care but who are not quite ready to care for themselves in their own homes.

Malton Hospital
Malton Community Hospital is an inpatient and outpatient unit providing hospital care to patients over the age of 18. The hospital provides inpatient rehabilitation, palliative care and outpatients services to the local Ryedale community in association with local GPs.

New Selby War Memorial Hospital
The New Selby War Memorial Hospital is a Community Hospital which provides inpatient and outpatient care for Selby and district locality. Services from the site are mainly provided by our Trust with some services provided by Harrogate and District NHS Foundation Trust and Leeds and York Partnership NHS Foundation Trust.

St Helen’s Rehabilitation Hospital
St Helen’s Rehabilitation Hospital provides Geriatric Medicine services, as part of York Teaching Hospital NHS Foundation Trust’s general healthcare provision. It is registered to
provide nursing care for up to 20 people and has five side rooms including a ‘flat’ which is used for rehabilitation.

**St Monica’s Hospital**
St Monica’s is a 12 bedded inpatient unit providing hospital care to patients over the age of 18. It is the Trust’s smallest community hospital and provides a high standard of rehabilitation, palliative and general nursing and medical care and day care including physiotherapy and occupational therapy.

**Whitecross Court Rehabilitation Hospital**
White Cross Court Rehabilitation Hospital provides geriatric medicine services as part of York Teaching Hospital NHS Foundation Trust’s general healthcare provision. It is registered to provide nursing care for up to 23 patients. There are four double rooms and the remainder are for single occupancy. Patients are admitted to regain confidence with their mobility, usually following a bone injury.

**Community Nursing**
Community nurses play a crucial role in the primary health care team working alongside GPs and other health care professionals. They visit housebound people in their own homes or in residential care homes, assessing the health care needs of patients, providing high quality holistic nursing care to patients who have a nursing need.

Community nurses have an important role in keeping hospital admissions and readmissions to a minimum and ensuring that patients can return to their own homes as soon as possible.

As well as providing direct patient care, community nurses also have a teaching role, working with patients, their families and carers to promote self-management and independence. We have district nursing teams across York, Scarborough, Ryedale and Selby.

Joining our community services team provides you with the opportunity to work the wonderful city of York, and picturesque villages and countryside in beautiful North Yorkshire as well as having the comfort of being linked with an organisation that cares deeply about the care provided to patients in their own homes. We are proud of the dedication and commitment of our community nursing teams and are committed to providing them with the relevant support and training to ensure that they continue to put our patients first.

**Community Response Team**
We provide a community-based rehabilitation service that will respond to unplanned and urgent care needs; to help support and manage care of patients enabling them to remain safely in their own home whilst preventing unnecessary admission to hospital and facilitating early discharge from inpatient units.
Our team consists of Community Nurses, Occupational Therapists, Physiotherapists and Generic Support Workers. There are currently teams operating in Scarborough, Malton, Selby and York.

**Community Specialist Nursing**
We also have a range of community specialist nursing teams, working with our District Nurses to ensure our patients are receiving the appropriate care in their own homes. These teams include

- Tissue Viability
- Cardiac Rehabilitation
- Diabetes Nursing
- Respiratory Practitioners
- Continence Advisory Service
Work with us

Visit our website www.yorkhospitals.nhs.uk/work_with_us/ for further information on all our nursing, midwifery and care staff vacancies or, contact our Recruitment Team on 01904 721631

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