

Information for Candidates

About Sheffield Teaching Hospitals NHS Foundation Trust

Sheffield Teaching Hospitals NHS Foundation Trust is one of the UK's busiest and most successful providers of hospital and community-based healthcare. With a turnover of £1 billion and around 2 million patient contacts, we provide a comprehensive range of local services.

We employ over 17,000 staff who provide outstanding services, and we have around 750 committed and enthusiastic volunteers.

Above all, **patients are at the heart of everything we do.**

Our sites

The **Northern General Hospital** is the largest hospital campus within Sheffield Teaching Hospitals, with over 1100 beds and more than 6,000 staff. Here, specialist services are provided including orthopaedics, renal, heart and lung services and a Spinal Injuries Unit.

The **Royal Hallamshire Hospital** has nearly 6,000 staff in a wide variety of clinical and non-clinical roles. The hospital has around 850 beds for the care of inpatients and a number of specialist outpatient clinics such as a prosthetic eye department and specialist ophthalmology centre.

Charles Clifford Dental Hospital provides specialist dental services. It is a dental teaching hospital linked to the University School of Clinical Dentistry, which has an intake of 80 undergraduate dentists and 30 hygienists and therapists each year.

Weston Park Hospital has a purpose built Cancer Research Centre which is home to arguably the best radiotherapy department in the UK and is equipped to handle the 6,000 new cases of cancer diagnosed annually in this region alone. We have a Teenage Cancer Unit with a 'home-from-home' atmosphere, catering for the needs and emotional support of young cancer sufferers. At Weston Park Hospital, there are 79 inpatient beds and an 8 bedded assessment unit where patients who are experiencing side effects from their treatments can be seen.

The **Jessop Wing** is a purpose built maternity unit where around 7,000 babies are born every year. We have a 22 bed labour ward as well as 3 postnatal wards, 1 antenatal ward, an admission Triage area and a High Dependency Unit. The Jessop Wing Community Midwifery Service also attend approximately 200 home births a year. We provide neonatal intensive care and special care for sick and premature babies. The Jessop Wing also has an Assisted Conception Unit for women who require this specialist treatment.

The Trust is also responsible for a number of **Community Services** to make health care services more convenient for patients. Treatment is also provided at home for patients who are unable to visit locations in their community.



Disability Confident

We are committed to supporting staff with disabilities or who become disabled during their employment at Sheffield Teaching Hospitals.

The Trust has proudly been accredited 'Employer' Level of Disability Confident. This recognises our commitment to ensure recruitment processes are inclusive and ensuring policies and support mechanisms are in place to promote a culture of listening to and valuing our disabled candidates.

We offer a guaranteed interview to candidates with a disability who meet the essential criteria of the position advertised. We will also make any reasonable adjustments at both the application and interview stages to give disabled candidates the best opportunity to demonstrate their strengths, skills and knowledge.

The diversity of our workforce is important to us and we want all our employees to feel valued and have groups of staff working together to have open discussions about disability in the workplace and forums to provide feedback and drive changes to continually improve how we support and value our disabled workforce.



You can find more about the Disability Confident Scheme here:

<https://disabilityconfident.campaign.gov.uk/>

Our vision

Our Trust Corporate Strategy, Making a Difference (2017-2020) identifies 5 key strategic aims for the next 3 years. The Quality Strategy underpins the following corporate aims and objectives:



Deliver the best clinical outcomes



Provide patient-centred services



Employ caring and cared for staff



Spend public money wisely



Deliver excellent research, education and innovation

Values and Behaviours

The Trust operates under a set of fundamental values and behaviours which are known as **PROUD** and we want all staff to share and demonstrate these values and behaviours in order to achieve the highest level of patient care.



Rewards and Benefits

Sheffield Teaching Hospitals offers a variety of personal and professional benefits for its staff. Some of our benefits are included here.

Financial Benefits

- **NHS Pension Scheme** – Automatic enrolment onto the NHS Pension Scheme which involves a contribution from both you and the organisation
- **Assistance** – STH works with Neyber to provide a number of schemes to support financial wellbeing
- **NHS Discounts** – NHS Employees can register with Health Services Discounts. In addition, some local businesses offer discounts to NHS staff on production of an ID Badge or Pay Slip
- **Salary Sacrifice Scheme** – You can give up a portion of your salary for a non-cash benefit. The schemes could help you save on: Bicycles, a Car parking permit, Home Electronics, Lease Cars, Fees for Onsite Nurseries, Gym Membership

Lifestyle Benefits

- **Annual Leave** – 27-33 days annual leave pro-rata (depending on previous NHS Service) + bank holidays
- **Childcare** – 2 OFSTED registered nurseries for children between 4 months and five years. Employees benefit from savings on childcare costs by paying their childcare fees through our Salary Sacrifice scheme. For more details, please refer to: <http://www.sunshine-day-nurse.co.uk/>

- **Flexible Working Options** – The Trust has a range of flexible working options, including; term time contracts, part-time working, job shares and career breaks.
- **Travel** – STH has an internal shuttle bus service between its main sites which is free for STH staff on production of an STH ID badge

Career Benefits

- **Thank You Awards** – To recognise the talent and dedication of our staff
- **Long Service Awards** – Payable at 20, 30, 40 and 50 years of continuous STH service
- **Learning and Development Opportunities** – These include internal and external courses and qualifications
- **Career Development** – Each year, employees have an annual appraisal to review performance against objectives and of continuing commitment to the Trust's Values

Health and Wellbeing Benefits

- **Sheffield Vision Centre** – Discounted eye tests. Care and corrective lenses for STH staff
- **Employee Physiotherapy Service** – Occupational Physiotherapy service for employees with musculoskeletal system conditions
- **Employee Psychological Support Service** – A free and confidential wellbeing service providing support for a range of issues such as stress, anxiety, bereavement and coping with chronic health conditions
- **Free Headspace App** – Train your mind using meditation and mindfulness techniques to help you have a happier, healthier, more enjoyable life
- **Free Mindfulness Sessions** - A number of mindfulness sessions are ran throughout the year

Equality, Diversity and Inclusion

- **Staff Networks** - We have a number of staff networks to provide information and support for a range of staff groups. These networks also help to guide the work to ensure staff feel valued, celebrated and listened to. These networks include a BAME network, LGBTQ+ network and disabled employees network
- **Your ideas and views are important** – We run 'Give it a Go Weeks' to showcase innovation and for staff to test out their own ideas and learning that could improve patient care. We have internationally recognised service improvement teams who can help test your idea and bring it to life

