

# DESTINATION HUMBER PSYCHIATRY #HUMBELIEVABLE

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### Hello and welcome to **Humber Teaching NHS** Foundation Trust.

We have put together this booklet to support Psychiatrists who are interested in joining our Trust. We know that you could choose to work anywhere in the country so we want to make it easy for you to find out who we are, what's special about us and why joining our Trust could be the opportunity you have been looking for.

Our offer to anyone considering joining our Trust is summarised in our five 'Humbelievable' promises. You can read more about these on pages 8 and 9. Our promises are our commitment to you so that you know what to expect from a career

here. Discover more about what this means for Psychiatrists at join.humber.nhs.uk.

The areas we cover are diverse, beautiful and offer a wide range of options to suit all lifestyles. We're pleased to be able to share more about these places and support you if you are considering relocation.

I hope that you find this booklet useful and I hope to be welcoming you to our Trust soon.

Michele Moran, Chief Executive

### Message from the Medical Director



I'm delighted to be able to introduce this booklet which helps to showcase our 'Humbelievable' Trust.

Whether you're newly qualified or

an experienced Consultant Psychiatrist, we will create the right role for you to help you achieve your ambitions. We think differently about our psychiatry roles and will work with you to develop an opportunity that works for you.

You'll join our highly skilled team who work collaboratively to deliver the best possible patient care. Our consultant body is a mix of senior experienced clinicians and consultants who have recently completed their Certificate of Completion of Training so you'll get the benefits of an established team and the fresh perspective of those earlier in their career.

We will support you to balance high quality patient care with pursuing your own special interests within psychiatry, as well as offering opportunities for management and leadership roles.

Whether your focus is on developing your skills for management, research, teaching or innovative service provision, we are here to listen and understand how we can support you to reach your goals.

If you have any questions about working at our Trust it would be great to hear from you.

Dr John Byrne MB BCh BAO MSc MR CGP, Executive Medical Director



john.byrne1@nhs.net

### **OUR TRUST IN NUMBERS**



Year Award 2019

94%

of staff are aware of our three central values. Caring, learning and growing underpin what we do and by living these values we can ensure the best possible care for our patients and service users.

## 2,800 STRONG TEAM

Our diverse and dedicated team work together to provide our services which are rated overall as 'Good', with areas of excellence, by the Care Quality Commission.





### **79 LOCATIONS**

Our services are delivered from a diverse mix of buildings including community hospitals, mental health inpatient units, GP practices and more!



# 47 **5**

### ACTIVE RESEARCH PROJECTS

Over 1,400 participants took part in research projects over 2019/20 helping to improve the health and wellbeing of our patients and service users, our services and the care and treatment of people worldwide.

# 75 LEADERSHIP DEVELOPMENT OPPORTUNITIES

Our leadership and senior leadership programmes support staff from across the Trust to develop their personal leadership skills and lead engaged and high performing leads.





# 4,700 SQUARE KILOMETRES

We care for people of all ages across a wide geographical area along the north east coast of England.



Our staff awards are our annual opportunity to celebrate together and reward and recognise excellence and achievement.

### **OUR SERVICES**

We're a diverse Trust offering a wide range of services across Hull, East Yorkshire, Scarborough and Ryedale.

#### **HULL AND EAST YORKSHIRE**

We provide services for people of all ages including a broad range of community services, community and inpatient mental health services, learning disability services, healthy lifestyle support and addictions services.

#### **SCARBOROUGH**

We provide integrated prevention, community care and support services including inpatient rehabilitation and palliative care at Malton Community Hospital (Fitzwilliam Ward), a range of community and specialist therapies including physiotherapy, occupational therapy, dietetics and speech and language therapy and NHS Weight Management.

### **WHITBY**

We run Whitby Community Hospital providing a Minor Injuries Unit and inpatient rehabilitation, palliative and end of life care. We offer a wide range of a range of community and specialist therapies including Physiotherapy, Occupational Therapy, Dietetics and Speech and Language Therapy.

We support a range of Community and specialist nursing services and offer an NHS Weight Management service.

#### **POCKLINGTON**

We provide a range of Community and Specialist nursing services, community therapies for children and adults including Physiotherapy, Occupational Therapy, Dietetics and Speech and Language Therapy. We also provide Outpatient Physiotherapy and Addictions and Prevention Wellbeing and Recovery Services.



### **MENTAL HEALTH SERVICES**

Our inpatient and community mental health services serve a population of 600,000 across Hull and East Yorkshire.

### **INPATIENT SERVICES**

### Maister Lodge

A 16-bedded inpatient unit for older people that provides a comprehensive, needs-led service to Hull or East Riding residents who are experiencing predominantly organic mental health problems.

### Mill View Court

An acute treatment unit for working age adults who are experiencing mental health difficulties. This is a is a 15-bedded mixed sex unit, with a team that consists of a diverse range of professionals.

### Mill View Lodge

A 9-bedded acute inpatient unit for men and women who are over the age of 65 and are presenting with a functional mental illness. As with Mill View Court, this inpatient unit is located on the Castle Hill site.

### Inspire (CAMHS)

Opening in late 2019 this state of the art 13-bedded mental health inpatient unit includes nine general admission beds and four PICU beds. The unit services the communities of Hull, East Riding and North and North-East Lincolnshire.

### **New Bridges**

A safe, therapeutic environment with 18 beds for males suffering from any form of mental illness who need to be in hospital.

#### **LEARNING DISABILITIES**

### **Townend Court**

A 14-bedded Learning Disability inpatient service providing assessment and treatment for from across Hull, East Riding, North Lincolnshire, and North East Lincolnshire.

### **FORENSIC**

### **Humber Centre for Forensic Psychiatry**

A medium secure hospital for patients suffering from mental disorders. Our services include assessment, treatment and rehabilitation.



### WE'RE HUMBELIEVABLE

We asked our teams to sum up what was great about working at our Trust. We asked them about their day to day working lives and their career journeys, and why they would recommend choosing Humber to someone who are ready to take next step in their career.

These conversations created our 'Humbelievable Promises' – the five things we believe make our Trust special and ones which, if you choose to join our team, you will experience every day.

### **OUR HUMBELIEVABLE PROMISES**

### **WE BELIEVE IN YOU**

Join our team and you'll find a Trust committed to supporting you personally and professionally and that rewards and celebrates your achievements.

#### **WE BELIEVE IN US**

We believe that together we can do amazing things. We're a team that works together, listens to one another, celebrates our successes and never stops trying to make a difference.

### WE BELIEVE IN COMMUNITY

When you join our Trust you'll become part of our 2,800 strong community. Together we have a wide range of specialities and expertise but we're connected through our commitment to one thing - delivering outstanding care. We need people like you to help us continue to change lives.

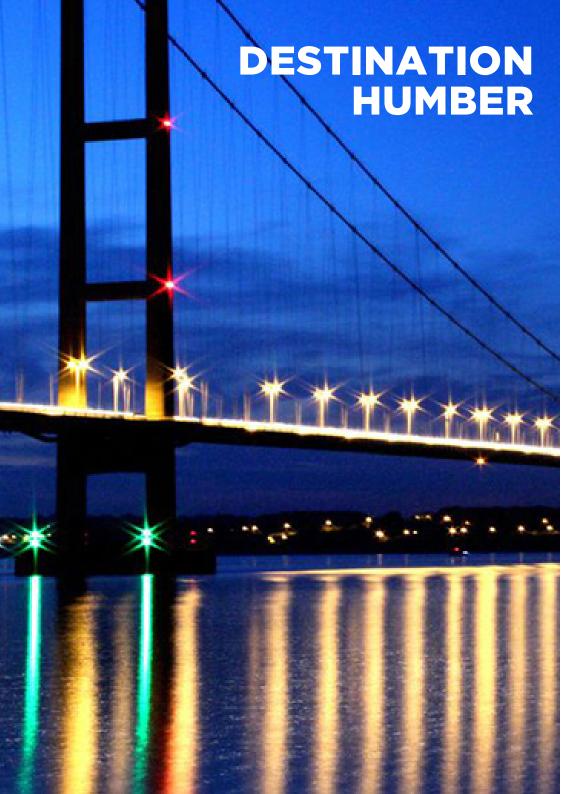
We know that where you live is as important as where you work. If you already live here you'll already know how amazing it is, but if you're new here, you're in for a treat. Wherever you're working you're bound to discover a place where you can choose the lifestyle you want to lead —country, city, seaside, suburbs — we've got it all on our doorstep.

### WE BELIEVE IN INNOVATION

We never stop thinking about ways to make things better. We don't just do things because that's the way they've always been done. We're open to change, trying new things and leading the way in innovation and transformation. Everyone's voice is important to us. We're committed to listening to feedback so we know where things are going well and how we can continue to grow.

### **WE BELIEVE WE CHANGE LIVES**





### YOUR APPLICATION

1 START YOUR SEARCH

View our live jobs at join.humber.nhs. uk to find the role that's right for you. Or you can make a speculative enquiry by contacting our Medical Staffing Team.

Send us your CV to us or give us a call

Gillian Hughes, Medical Directorate & Medical Education Manager 01482 389152

gillian.hughes17@nhs.net

Dr Kwame Fofie, Consultant Psychiatrist & Deputy Medical Director 01482 336699

kwame.fofie@nhs.net

Dr John Byrne, Executive Medical Director 01482 389113

john.byrne1@nhs.net

2 FIND OUT MORE

We can arrange for you to have an informal discussion with key contacts in our Trust who will answer any questions you may have.

We are also happy to arrange a visit to our Trust during which you will meet some of our doctors and managers, view our facilities, meet our team and hear more about the opportunities and roles available.

3 APPLY

Select the job you are interested in on the website and click 'Apply online now'.

JOIN THE PLATFORM

Register on our online recruitment platform, Trac jobs to formally apply for a role.

### **APPLICATION**

Complete your application

We will support you as much as you need throughout your recruitment journey to make your transition to our Trust as easy as possible

See all live vacancies now at join.humber.nhs.uk



### MEDICAL EDUCATION

We're proud to be a major teaching partner with Hull York Medical School (HYMS), one of the UK's most exciting and contemporary schools which delivers innovative and rigorous medical education and research.

Our Medical Education team supports doctors at all levels of their career, from student placements to postgraduate speciality training and continued development for consultants. We consistently demonstrate our commitment to developing and investing in the psychiatrists of the future by growing our own medical workforce with a good retention rate of trainees as Consultants.

We are proud to provide a thriving learning environment which motivates and inspires

trainees, ensuring that they're excited by the opportunities their career in psychiatry offers. Our teams' passion for teaching was rewarded in 2020, with a HYMS excellence award for providing students with a positive, inspiring and enjoyable experience.

Consultant's play an active role in undergraduate teaching and examining and for those who wish to get involved, HYMS awards the title of Honorary Senior Lecturer.

There are opportunities and support for Consultants to become Educational and Clinical Supervisors for Foundation doctors, Core Trainees and GP Trainees and also to develop as Higher Trainers.



The Department of Medical Education works closely with the Hull York Medical School and Health Education England to deliver high quality medical education at an undergraduate and postgraduate level.

Our dedicated, innovative and enthusiastic team work alongside our undergraduate tutors and postgraduate trainers to support them in their roles training the next generation of psychiatrists.

We hope to inspire medical students and foundation doctors to consider a career in psychiatry and to support our core and higher trainees through their training programmes. Our aspiration is that these doctors at the start of their career will want to

continue to work in the Trust as our future consultants.



Dr Stella Morris,
Director of Medical Education



As a teaching Trust, we work closely with our major academic partners, the University of Hull, York and Coventry (Scarborough Campus) nurturing a workforce of tomorrow's nurses.

### **LINKS WITH LOCAL UNIVERSITIES**

We're proud of the partnerships we have built with our local universities, which give us an opportunity to influence the nursing curriculum and participate in the teaching of tomorrows nurses.

Our nursing staff also have access to post registration education through these partners, enabling them to develop and expand their nursing knowledge and skills.

Our Practice Education team supports our nursing workforce at all levels of their career, from student placements to postgraduate speciality training and continual professional development.

We are proud to provide a thriving learning environment which motivates and inspires nurses, ensuring that they're excited by the opportunities their career in our Trust offers.

### RESEARCH

We recognise the importance of investing in research, enabling our staff to learn and grow and our community to participate in healthcare improvement. As a research-active Trust with a well-established Research Department we work with local, national and international research experts and evaluate innovative healthcare interventions.

We are partners in the National Institute for Health Research and Humber Clinical Research Network and offer opportunities to take on local Principal Investigator roles in research projects or to lead and generate research as a Chief Investigator.

Our Research Conference is a sell-out event each year. In 2019, we welcomed over 170 delegates from more than 30 organisations, who heard from speakers covering a wide variety of topics. This included smoking cessation for those with severe mental illness, birth satisfaction, developing drugs for dementia, diabetes and severe mental illness, and using artificial intelligence for wound healing.



For me, the most important reason that I'm involved in research is to make a difference to patients, their carers and our colleagues. Being involved in research enables me to develop transferable skills to support me in different work related avenues that I might wish to take in the future. Hopefully the outcomes of research go forward to being part of our usual practice, but even if they don't I know that I have made a difference to the people that I have worked with and that is a good feeling to have!



Alison Williams, Specialist Occupational Therapist



Taking part in the research has been an amazing experience for us both



Research Participant



### **IN OUR OWN WORDS**

Originally from South East London, I studied at the nearby Hull York Medical School and then went down to the South Coast for my foundation years. I was tempted back North by the affordable quality of living that Hull and East Riding offers.

The quality of training has evolved since my time here, and the impression I get is that the Trust is dynamic and willing to embrace new ideas and concepts.

Being able to train in a medical speciality and enjoy the job, work with colleagues and meet a diverse patient group is enough to get me out of bed in the morning.

I would encourage you to check out Humber and this region as it offers good quality affordable living and working with a supportive team capable of enacting change.

I was not a stranger to Hull when I joined the Humber Teaching NHS
Foundation Trust in 2017. With a partner already settled in the city, I was in Hull every weekend and what struck me about the city is the genuine warmth of its people. The variety of good quality, independent restaurants was and is a pleasant (and satiating) surprise and makes it a perfect way to unwind after a busy day at work.

Professionally the Trust has helped me to mould myself into becoming a more well-rounded doctor. Personally, it has taught me efficiency, resilience and that there is no shame in asking for help.

Hull is my home now and I would actively encourage you to consider making it yours.

Dr Janani Jaganathan, Speciality Doctor

The informal peer support that the Psychiatry team offer one another is invaluable - I can ask questions, share concerns and discuss patient support in a supportive environment.

Dr Maria Kallikourdi, Consultant Psychiatrist

Once you get a taste for it, there's nowhere else quite like living and working in Yorkshire and Hull is indeed the 'unseen rose of Yorkshire'! The scenery, culture and entertainment are just a few of the reasons why the quality of life in Hull surpasses other places.

Hull's surrounding villages offer impeccable value for money and welcoming neighbourhoods.

Dr Doug Ma, Consultant Psychiatrist and Royal College Tutor

### REWARD AND RECOGNITION

We offer a wide range of benefits to help support a healthy work-life balance and support your overall health and wellbeing.

### **HEALTH AND WELLBEING**



Staff benefit from up to 34 days leave per year. Staff are also able to buy and sell annual leave to meet their needs and in line with statutory guidelines.

### Flexible working

We offer flexible working practices such as full/part-time, flexible and annualised hours, and job share, to support our staff in achieving an excellent work-life balance.

### Corporate gym membership

Our gym membership scheme provides discounted membership to council run gyms in Hull and the East Riding.

### Occupational Health

Our Occupational Health Service is an independent confidential service that provides an impartial advisory service to both employers and employees to help you maximise the benefits of their health at work.

### Other health programmes include;

- Musculoskeletal quick referral scheme
- On site Health Checks for staff aged 40-74
- T'ai Chi Sessions
- Discounted rates on massage and reflexology
- Mindfulness and desktop yoga

### **GROUPS AND SOCIAL**

**OPPORTUNITIES** 



- Staff Choir
- Staff allotment

#### **TRAVEL**

Free car parking

All Trust sites offer free parking for staff.

#### Cvcle to Work Scheme

The Cycle to Work Scheme can help you keep fit and active as well as help us to reduce our carbon footprint. You can save up to 48% of High Street prices and benefit from 12 monthly payments direct through payroll, no credit checks and no finance charges.

### · Car Lease Scheme

The Car Lease Scheme, run by NHS Fleet Solutions, is a salary sacrifice scheme open to all full-time staff. The scheme allows staff to access a car of their choice at an attractive price. You can find out more about the scheme on www.nhsfleetsolutions.co.uk

### PERSONAL DEVELOPMENT

Our forward thinking and innovative Medical Education Team will support you to develop your skills in medical teaching and training. We actively support our consultants and salaried GP's to become Core and Higher Trainers. We also encourage our doctors to participate in undergraduate teaching.

If you have a special interest or aspirations such as leadership and management, research or quality improvement we will nurture this and facilitate the training or development that will help you reach your goal.

#### **CELEBRATION**

### Annual Staff Awards

Once a year we get together for our glittering annual staff awards to recognise and reward excellence and achievement and their contributions to providing excellent patient care.

### Long Service Awards

Our monthly celebration acknowledges the contribution of our long serving staff members

### • Employee of the Month

Our Employee of the Month award scheme aims to recognise those staff who go the extra mile for patients or colleagues. Alongside this programme staff send one another 'Virtual Bouquets' to say thank you for help, support and a job well done.

### **PAY AND CONDITIONS**



The NHS offers a comprehensive and generous pension scheme.

#### · Retire and Return

There may be opportunities for employees to retire and return to work within the Trust. Contact us to discuss the options available.

### Terms and Conditions – Consultants (England) 2003.

We offer a generous, competitive package to Consultants joining our Trust. Talk to us to find out more.

### Enhanced maternity, paternity and adoption leave

Maternity leave is available to all female staff depending on the length of service; the maximum benefits may include up to a year's leave with eight weeks at full pay and 18 weeks at half pay.

Both male and female staff are eligible for adoption leave; in these circumstances. the entitlement to leave and pay is the same as those for maternity leave.

Paternity leave for partners is currently two weeks full pay.

#### **DISCOUNTS**

Working for the NHS offers access to a wide range of national discount schemes which offer money off everything from holidays to your food shop.

www.healthservicediscounts.com www.bluelightcard.co.uk













## A PLACE TO CALL HOME

Our Trust covers a unique and beautiful 4,500 square miles. From sandy beaches, pretty fishing ports, market towns, bustling cultural hotspots and Times top 100 places to live there's a place that everyone will want to call home.

### **SEASIDE TOWNS**

The picturesque and historic towns of Bridlington, Scarborough and Hornsea offer all the benefits of coastal living within easy reach of our Hull and East Yorkshire locations.

**Bridlington** High specification four bedroom detached new builds: £250,000

**Scarborough** Two bedroom period sea view apartment: £145,000

Whitby 4 bedroom Georgian terrace: £300,000

### **CITY LIVING - HULL**

From the iconic Humber Bridge, to spectacular aquarium 'The Deep', charming Old Town and Georgian high-street you'll find a modern, vibrant and independent cultural and foodie scene as well as everything you'd expect from city life.

- 2 bedroom terrace £150,000
- 4 bedroom new build family home £260,000

### **MARKET TOWNS**

Our market town communities are popular with staff and include Beverley one of the Sunday Times best places to live in the UK and Malton, the foodie capital of Yorkshire

**Beverley** Three bedroom new build family home: £230,000

Market Weighton Three bedroom semi detatched: £185,000

Driffield Two bedroom cottage: £140,000

**Pocklington** Three bedroom detached house: £260,000

**Goole** Four bedroom detached house: £250,000



### **FOOD GLORIOUS FOOD**

Yorkshire is well known for its incredible produce and artisan goods. Our Trust covers a diverse range of locations to please even the most discerning foodie.

From tasting international street food in Trinity Market, to casual dining in cafes and bistros down the bohemian Avenues or enjoying a selection of craft beers in the Old Town; Hull has everything you need when it comes to delicious drinking and dining experiences.

Our market towns are foodie destinations with Michelin starred haunts like the Pipe and Glass near Beverley and our food capital, Malton, which welcomes visitors from across the UK to experience the local markets and celebrate Yorkshire's best produce and cooking.

With so many coastal locations, we can't forget to mention the amazing seafood. Some of the world's best crab and lobster is fished here, making it a real treat to buy and eat locally caught, fresh produce.

### IT'S NEVER DULL IN HULL

It's no surprise that Hull was awarded City of Culture in 2017. With a diverse array of cultural hotspots including galleries, museums and theatres and annual cultural festivals like Freedom, you're spoilt for choice when looking for something to do.

When working near Hull, you don't have to travel far to experience something unique. Being home to places like Humber Street, with the old Fruit Market at its heart, you'll to find a wealth of independent retailers all in one place. From boutique clothing stores, to plant shops, jewellery makers and even gin schools, there's a huge selection to choose from. These hotspots seamlessly encompass the arts, culture, food, bars and other activities, meaning you don't have to go very far for a great day out.

Hull and the East Riding are also rich with history, and living near the coastline means the strong maritime roots are evident in the area's offerings. Marvel at the remarkable architecture that lines the local cities and towns, spot England's smallest window in Hull City Centre, or even travel out to York to explore the city's famous Roman roots and Viking past.



### **MUSIC TO YOUR EARS**

Proudly overlooking the beach and harbour, Bridlington Spa hosts a range of events from live music to cabaret, comedy and of course pantomimes! Its Royal Hall, magnificent Art Deco ballroom and ornate Edwardian theatre are the perfect settings for all kinds of entertainment. The award-winning Pocklington Arts Centre (PAC) offers a varied and dynamic programme of live events, with some of the world's best musicians, comedians and actions having performed on its stage.



### A MATCH MADE IN HEAVEN

The impressive KCOM Stadium in Hull is a hotspot for sports fans as home to Hull City Football Club and the Hull FC rugby league team. But the fun doesn't stop there! Hull is home to not one, but two local rugby teams, with Hull KR located at Craven Park in the East of the city.

Scarborough Cricket Club hosts a regular schedule of games at their grounds near the sea including Yorkshire County Cricket Club fixtures.



### A BREATH OF FRESH AIR

If you like to spend time in the great outdoors, there really is no better place to be.

Located in the heart of the Yorkshire Wolds with rolling countryside in every direction, East Yorkshire is a hotspot for nature lovers. Pack up a picnic or hop on your bike and enjoy the nature trails and parks which can be found just 15 minutes from the city. For those looking for a little more adventure, you can find hiking trails with breath-taking scenery nearby in the North Yorkshire Moors, the Yorkshire Dales, the Peak District or the Lincolnshire Wolds.

In the summertime, spend your afternoons on one of the many beaches on our doorstep. Travel to the historic seaside town of Whitby and explore the monastic ruins of Whitby Abbey followed by a delicious fish and chips, or head over to Robin Hood's Bay, a small and scenic fishing village sprinkled with small independent shops and eateries.







If education is a priority for your family, you can find a number of excellent state and independent primary and secondary schools across the area.





In Hull, Kingswood Academy, St Mary's College, Voluntary Catholic Academy and Trinity House Academy all celebrated GCSE results above the national average in 2019.

Independent school, Hymers College, was founded in 1863 and boasts 45 acres of beautiful grounds and first class buildings and facilities.

In the East Riding, Beverley High School (girls) and South Hunsley School celebrated above average performance.

Pocklington School (day and boarding) and Hull Collegiate Schools are excellent independent schools boasting impressive results and outstanding facilities.



#### **Hull Schools**

smchull.org hthacademy.org.uk kingswoodsecondaryacademy.org

### **East Riding Schools**

beverleyhigh.net southhunsley.org.uk

### **Independent Schools**

pocklingtonschool.com hullcollegiateschool.co.uk hymerscollege.co.uk

#### **FIND A SCHOOL**

The governments school performance website is a useful tool to compare schools in Hull and the East Riding to help you make an informed choice for your family.

www.compare-school-performance.service.gov.uk



1 FIND A JOB

**APPLY NOW** 

JOIN THE PLATFORM

4 APPLICATION

YOUR INTERVIEW

INITIAL OFFER

CHECKS

FORMAL OFFER

You can find all of our jobs at join.humber.nhs.uk

Go to 'Find Jobs' to search all live vacancies at our Trust. You can also find our jobs at:

Go to 'Find Jobs' to search all live vacancies at our Trust. You can also find our jobs at:

healthjobsuk.com, nursingnetuk.com, nhsjobs.com and jobs.nhs.uk

Visit the individual job profile pages to read more about what it's like to work at our Trust and hear directly from our staff about their experiences.

If you want to find out more you will find an email address on each page that you can contact to arrange an informal chat.

If you are interested in any of our roles or want to find out more about the opportunities offered by our Trust please do not hesitate to contact us directly for an informal discussion.

Gillian Hughes, Medical Directorate & Medical Education Manager

gillian.hughes17@nhs.net

APPLY AND BECOME PART OF OUR HUMBELIEVABLE TEAM

Caring Learning Growing



humber.nhs.uk join.humber.nhs.uk





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#humbelievable