Oxford Health
NHS Foundation Trust

Recruitment

Working for us

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Website: www.oxfordhealth.nhs.uk
About the trust

Oxford Health NHS Foundation Trust is a community-focused organisation that provides physical and mental health and social care with the aim of improving the health and wellbeing of all of our patients and their families.

We work in partnership with other organisations:

- with the University of Oxford to promote innovation in healthcare and to train doctors and psychologists.
- with Oxford Brookes University and the University of Bedfordshire and Thames Valley to train nurses and allied health professionals.
- with local authorities and voluntary organisations to provide joined-up care.
- with GPs.

Overview

We provide a wide range of mental health and community services for people of all ages across Oxfordshire, Buckinghamshire, Swindon, Wiltshire, Bath and North East Somerset.

These services are provided in a range of settings including inpatient hospitals, outpatient settings and people’s own homes. Our focus is on delivering all care as close to home as possible.

We provide three main groups of services:

**Adult services**

Providing specialist mental health services for adults across Oxfordshire and Buckinghamshire both in inpatient and community settings.

This group also provides care to people with forensic mental health needs (people who require their care in a secure setting) and disadvantage and hard to reach groups of adults (for example substance misusers and
offenders) who find it hard to access mainstream primary and community services and need more specialised input and support before moving toward mainstream services.

**Older people’s services**

Supporting older adults with long term conditions and rehabilitation needs with an emphasis on providing physical and mental healthcare to keep people out of acute hospitals and provide care as close to home as possible. Providing specialist mental health services for older adults across Oxfordshire and Buckinghamshire both in inpatient and community settings.

**Children and young people’s services**

Providing a range of services with a “whole family”, health and wellbeing mainstream and preventative approach and public health focus.

**Our vision and values**

Our vision is for patients and carers who use trust services to feel that they receive ‘outstanding care delivered by outstanding people.’

Our values are caring, safe and excellent.

We constantly strive to provide caring, safe and excellent care in all of our healthcare settings and to meet our patients’ individual healthcare needs. We will ensure that where possible we will join up our physical and mental health services to provide improved care for our patients and their carers.

**Why work for our trust?**

Oxford Health NHS Foundation Trust looks to recruit individuals who embody our values and share a true desire to put service users at the heart of everything they do.
Before you apply for a vacancy with the trust you need to ensure that you are committed to our vision and values and that you are able to demonstrate them throughout the recruitment process.

In return we offer innovative learning and development opportunities which help you to develop within an environment that is both challenging and supportive.

We provide access to a wide range of development opportunities to reflect the needs of our organisation, including clinical and professional development, vocational qualifications and leadership and management development.

For newly qualified clinical staff we have a preceptorship programme that is specifically designed to help you develop the skills that you will need in your first year.

Our commitment to our service users and their carers

**People who use our services and their carers can expect the following:**

- To be listened to and to be put first.
- To have their physical, social and mental health needs met.
- To have services provided as close to where they live as possible.
- To not have to wait an unreasonable time to be seen.
- To be fully involved in and informed about any decisions about their care.
- To be supported to manage their own care.
● To have information about treatment options available to them.
● To have a service that promotes recovery and independence.
● To be treated with respect and dignity.
● To be consulted on all service developments.

We constantly strive to provide caring, safe and excellent care in all our healthcare settings and to meet our patients’ individual healthcare needs.

We will ensure that where possible we will “join up” our mental and physical health services to provide improved care to our patients and their carers.

**We also have a commitment to:**

● streamline how we work so that we can free up more time for care and provide a better patient experience.

● make sure that our corporate functions are efficient and cost effective so that we can focus our energies on supporting and developing care services.

● support and develop our staff so that they have the skills to constantly make improvements in how they deliver care.

**Oxford Health NHS FT: A rewarding place to work**

**Pay and conditions**

The NHS pay system known as Agenda for Change offers real benefits for all directly employed staff except doctors and dentists, including:
• a standard working week of 37.5 hours
• holiday entitlement of 27 days a year, rising to 29 days after 5 years of service and 33 days after 10 years of service
• pay enhancements to reward out-of-hours, shift and overtime working
• better career and pay progression based on the application of knowledge and skills
• annual personal development reviews to support career aspirations

Pension scheme

The NHS pension is one of the most generous and comprehensive in the UK, providing an excellent package of pension benefits including a 14% contribution from your employer, age retirement benefits, life assurance cover, ill health retirement and family benefits.

As a new employee will you automatically join the NHS Pension Scheme. If you have previously been employed by the NHS then you will be able to carry your pension over.

Mandatory and statutory training

Our mandatory and statutory training programme ensures the safety and wellbeing of our staff, patients and carers. It also enables you to keep up-to-date with professional standards.

Your health and wellbeing

We want you to be able to look after your health and wellbeing whilst at work and to be able to get any help that you need in managing your work and personal life.

Wellbeing means different things to different people so we have put a range of services in place to help you to look after your physical, mental, emotional and spiritual wellbeing.
If you need advice or support at any time you can access any one of the services outlined below and overleaf.

**Occupational health**

Our occupational health (OH) team can provide you with impartial advice about any concerns you might have about your health and wellbeing.

You can contact the OH team for a whole range of services, including:

- referrals on any health issue
- prompt assistance with accidental exposure injuries
- immunisation of staff at risk from infectious diseases
- access to counselling and physiotherapy services if appropriate
- workstation assessments and ergonomic advice

**Spiritual and pastoral care**

Our spiritual and pastoral care team offer a further source of support and guidance to help you through difficult times. Going through difficulties is common to us all, yet it is easy to feel alone and isolated in dealing with the issues that face us. At times like this a confidential conversation with someone who will listen carefully can help.

**Family support**

Our family support advisor can offer advice, support and information on any family issues from maternity to young families, to teenagers to caring for the elderly. We also offer workshops, information packs and publications on a range of subjects related to family life and work life balance.

**Fulfil your potential**

Our trust is committed to offering development and learning opportunities for all employees. No matter where you start with the trust, you will have
access to extra training and be given the opportunity to progress within the organisation.

You will receive an annual personal review and development plan to support your career progression. You will be encouraged to extend your range of skills and knowledge and take on new responsibilities through the career framework.

The career framework has been designed to improve career development and job satisfaction for NHS employees. It encourages you to learn new skills and take on extra responsibilities within the trust. Many employees take on additional responsibility within their own area, while others retrain and move in to different roles.

Additional benefits for you

**Member of the trust**

There are many benefits of becoming a member of the trust, some of these are listed below:

- Membership means people who have an interest in our services can actually influence them.
- Members can be involved in as little or as much as they choose and in a variety of different ways.
- Members can meet other people with similar interests in local physical and mental healthcare.

**Library services**

These include:

- interlibrary loans
- literature searching
- NHS Athens
- remote access
- training
- electronic resources
Childcare vouchers (Kiddivouchers)

Childcare vouchers are a great way for working parents to receive help with dependent children. They can help you find quality childcare to suit the needs of your family and, because you don’t pay tax or national insurance on childcare vouchers, you can save up to £1,195 per year.

There are also savings offered on different lifestyle products and services. Childcare vouchers are not just for young children. They can be used to pay for the care of children up to 15 years old (16 years old if they are registered disabled).

The scheme works on a salary sacrifice basis, which means that you will sacrifice a certain amount of your salary every month in return for childcare vouchers.

Cycle to work

The Cycle to Work scheme is an excellent way to loan a top of the range bike whilst saving up to 48% off the typical retail price. You will be loaned a bicycle and in return agree to a monthly reduction in your gross salary (a salary sacrifice) for the use of the bicycle during the loan period.

The loan period lasts for 12 months, and at the end of the term you will be offered the option to either purchase or return the bicycle for a nominal payment.

As it is a salary sacrifice scheme you make significant savings on your income tax, national insurance and pension contributions and the payments are administrated through payroll so they are made automatically from your gross salary each month.

Lease car scheme

The lease car scheme is designed to provide staff with competitively priced and trouble-free motoring. There is no deposit and costs are fixed for all elements for the duration of the lease (usually three years).
Employees also have the opportunity to make further savings by the use of a salary sacrifice scheme. For further information please contact NHS Fleet Solutions on 08448 118228.

**Springfields staff accommodation**

This accommodation is located on the Littlemore Mental Health Centre site in Oxford and includes seven flats. Each flat is made up of one shared kitchen/diner and eight en-suite bedrooms.

Each kitchen is equipped with two fridge freezers, a washing machine, two cookers and hob, microwave oven and ironing board. Each bedroom is equipped with a single bed with storage, a single wardrobe, a desk with drawers, an electric wall heater, TV aerial point, mirror, notice board and en-suite shower room with a shower, sink and toilet. This property does not have a TV licence and the tenant must purchase their own if they wish to use a TV.

The accommodation is a privately funded investment (PFI) which is maintained by Interserve who have been contracted to clean and maintain the property on behalf of the PFI.

**HomeBuy scheme**

Help to Buy South offers a number of different options for purchasing an affordable new or existing shared ownership home. These Help to Buy schemes are funded by the Government, through the Homes & Communities Agency. Whether you are looking to buy or rent, we have a range of affordable options and advice to help you search and apply for your new home through the Government Help to Buy Schemes.

The website at www.helptobuysouth.co.uk has all the up-to-date information and will market the properties currently available on the schemes. Interested applicants will need to be registered in order to be nominated for assistance.

Applicants can apply online or alternatively contact our customer service team on 0845 604 11 22 for an application pack to be sent in the post.
NHS discounts

Employees of the trust can benefit from local and national discounts in the following categories: retail, food and drink, communication, transport, accommodation, leisure, health and beauty.

Discount websites

Health Service Discounts is the UK’s number one provider of employee benefits to the NHS. It offers a huge range of specially negotiated deals from over 100 national retailers.

There are plenty of benefits of using NHS discounts, including:

- savings from a wide selection of retailers.
- savings from a wide range of leisure and entertainment facilities, and professional services.
- discounts are available UK wide.
- total reward statements to show you how much you really save through NHS benefits.

For more information on Health Service Discounts and to register for an account please visit their website www.healthservicediscounts.com
If you need the information in another language or format please ask us

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আপনি যদি এই তথ্যটি অন্য ভাষায় বা মাধ্যমে (ফর্মেট) পেতে চান তবে দয়া করে আমাদেরকে বলুন

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若您需要本信息的另一种语言或格式的版本，请与我们联系

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