



The Dudley Group
NHS Foundation Trust

Why work for The Dudley Group?



To work for The Dudley Group is to be a part of something special.

Joining the main provider of acute hospital and adult community services in Dudley means you are ready to be part of an amazing, award winning team with a passion for providing high-quality care and an ambition to make our patients' experience the best it can be.

You could be a part of an amazing team

Overview

We have excellent staff engagement and hold regular events throughout the year to ensure they have a voice

Based in the heart of the Black Country, The Dudley Group serves a population of about 450,000 with a full range of secondary care services as well as some specialist services provided from three hospital sites, more than 40 health centres across the borough and in people's homes.

Our hospitals are among some of the most technologically advanced in the country, where state-of-the-art equipment and modern, purpose-built buildings combine to help create the highest standards of patient care.

The vast majority of both staff and patients who take part in the Friends and Family Test would recommend us. Patients who review their care on the NHS Choices website consistently rate us four stars and above. We have excellent staff engagement and hold regular events throughout the year to ensure our staff have a voice and are at the very centre of change and innovation.

We are committed to working collaboratively with our GPs, neighbouring trusts and other partners across health and social care. We are developing new models of care to fulfil a shared vision to improve health and wellbeing for our patients, produce better outcomes and foster a more engaged community.

Watch our customer care video **Communicate, Connect, Care** on our website www.dudleygroup.nhs.uk.



Working in Dudley



Why work
for The
Dudley
Group?

We have vacancies across many specialties, including emergency care, elderly care, surgery, medicine and trauma and orthopaedics. Find out why a career in Dudley is so rewarding and so special.

Here at The Dudley Group, we are dedicated to providing learning and development opportunities to support all employees, whether based in the hospital or in a community setting. We aim to meet the learning needs of all our staff, no matter how big or small. We provide a variety of learning options which include classroom based learning, e-learning and learning on the job, as well as in our nationally recognised, state-of-the-art clinical simulation centre.

We are currently developing a coaching culture to support staff in achieving their

goals and aspirations helping our staff make a difference.

Mandatory training is recorded and monitored across the Trust to ensure continuous service improvement, performance management and quality patient care.

We offer an attractive leadership programme providing a variety of courses to build on skills, develop talent and enhance knowledge.

There is no shortage of training opportunities and we aim to provide a flexible approach to meet the needs of individuals and the organisation. We pride ourselves on providing high quality training and development.

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on providing high
quality training
opportunities



Equality and diversity



We are committed to promoting equality, diversity and human rights (EDHR). Our aim is to provide a quality service where there are no barriers to access and where people matter most.

Our vision is to be trusted to provide safe, caring and effective services because people matter, supported by our values of care, respect and responsibility. We shape our service delivery, employment practices, policies and procedures to ensure our values are at the centre of our culture and promote our commitment to EDHR.

Applicants are assured of our non-discriminatory practices throughout the process and that, if successful, they will be joining a Trust that empowers its employees to be involved and engaged in Trust decisions and service improvements.



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Staff health and wellbeing

Why work
for The
Dudley
Group?



It is our belief that our employees are our most valuable asset. The health and wellbeing of our staff makes an essential contribution to the success of the organisation and the care we provide to our patients. Our health and wellbeing team's aim is to promote and maintain the highest degree of health, safety and wellbeing of all staff.

Employees are most productive when they are working in an environment which supports their health and wellbeing. Understanding the relationship between health and the workplace is fundamental to the success of any organisation. The range of services provided by our Staff Health and Wellbeing Department (Occupational Health) is ideally placed to meet these needs. Access to the service offers you the opportunity to explore the effect of work on health and wellbeing of employees.

The services provided within the Staff Health and Wellbeing Department are:

- New employee health assessments
- Immunisations
- Screening for immunity to blood borne viruses
- Manage needlestick/splash incidents for staff
- Management referrals
- Health and lifestyle advice
- Counselling services
- Physiotherapy support
- Health promotion activities and seasonal health campaigns
- Work related health surveillance
- NHS Health Checks
- Coaching

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Dudley Staff Representative Committee



The Dudley Group has a staff representative committee made up of stewards from a number of unions active within the Trust.

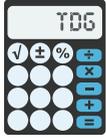
Their aim is to work in partnership with the Trust management to provide swift solutions to problems experienced by both our hospital based colleagues and those within community settings. Committee members are encouraged to attend policy review meetings and to participate in job evaluation panels, as well as health and safety and staff health and wellbeing committees.

Throughout the year, the Staff Representative Committee meets regularly with Trust directors at the Joint Negotiating Committee. This allows them the opportunity to put forward any concerns members may have on varying issues within the Trust, and to work together in order to achieve and maintain a happy and healthy work life balance, whilst continuing to provide our local community with a high quality healthcare.



Working together in order to achieve and maintain a happy and healthy work life balance

The benefits of working with us



Financial

- Access to your personal Total Rewards statement
- Affordable onsite residential accommodation
- Annual incremental pay rise on Agenda for Change pay scales
- Discounted food and beverage facilities
- Excellent maternity, paternity and adoption leave and benefits
- NHS Discounts across leisure, retail and travel
- NHS Pension Scheme with 14.5% employer contribution
- Salary sacrifice scheme for childcare vouchers, bikes and car parking



Reward & Recognition

- Annual personal development plan and ongoing continuous professional development
- Annual staff awards – ‘Committed to Excellence’
- Apprenticeships
- Comprehensive Clinical Library
- Excellent annual leave entitlements, on appointment of 27 days, rising to 29 days after 5 years and 33 days after 10 years, plus bank holidays
- First class undergraduate centre
- Learning & development opportunities
- Long Service Awards
- Modern purpose-built Clinical Education Centre
- Monthly staff awards – ‘Healthcare Heroes’



Health & Wellbeing

- Chaplaincy
- Counselling service
- Free seasonal flu vaccine
- In-house occupational health service
- Physiotherapy support for staff
- Subsidised gym membership



Staff Voice

- Breakfast with the Boss coffee mornings with the exec teams
- Chief Executive Team Brief open to all staff
- NHS Staff Survey
- Staff Friends and Family Test
- Staff listening events and focus groups



DudleyGroupNHS



Our vision

Trusted to provide safe, caring and effective services because people matter

Our values

Care, Respect and Responsibility



www.dudleygroup.nhs.uk