

**NHS**

**Humber Teaching**  
NHS Foundation Trust

# DESTINATION HUMBER



GENERAL  
PRACTICE

**#HUMBELIEVABLE**

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Caring Learning Growing



# Hello and welcome to Humber Teaching NHS Foundation Trust.

We have put together this booklet to support General Practitioners who are interested in joining our Trust. We know that you could choose to work anywhere 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 this means for General Practitioners at [join.humber.nhs.uk](http://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



# OUR TRUST IN NUMBERS



## AWARD WINNING TRUST

We are proud to see our teams' hard work recognised year on year at national and local level.

# 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.



## 3,600 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.

## 5 GEOGRAPHICAL AREAS

We are the leading provider of integrated health care services across five geographical areas - Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale.



## 97 LOCATIONS

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



# 772,000 PEOPLE



We deliver a wide range of health and social care services that support the health and wellbeing of our local populations.

# 37



## 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.



## STAFF AWARDS

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, the East Riding and North Yorkshire.

## **HULL**

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

## **EAST YORKSHIRE**

Across the East Riding, our teams deliver a range of community and specialist nursing services and community therapies for children and adults, including Physiotherapy, Occupational Therapy, Dietetics and Speech and Language Therapies. We also have Addictions, Prevention, Wellbeing and Recovery services.

## **NORTH YORKSHIRE**

We provide integrated prevention, community care and support services, including inpatient rehabilitation and palliative care. We have a range of community and specialist therapies.

We run Whitby Community Hospital, providing an Urgent

Treatment Centre (UTC) and inpatient rehabilitation, palliative and end of life care.

## OUR PRIMARY CARE SERVICES

We operate Primary Care services in a number of GP Practices across our patch.

### COTTINGHAM

**King Street Medical Centre**  
[kingstreetmedicalcentre.nhs.uk](http://kingstreetmedicalcentre.nhs.uk)

### BRIDLINGTON

**Humber Primary Care**  
[humberprimarycare.nhs.uk](http://humberprimarycare.nhs.uk)

### MARKET WEIGHTON

**Market Weighton Practice**  
[marketweightonpractice.nhs.uk](http://marketweightonpractice.nhs.uk)

### HULL

**Northpoint Medical Practice**  
[northpointmedicalpractice.nhs.uk](http://northpointmedicalpractice.nhs.uk)

**Princes Medical Centre**  
[princesavenuemedicalcentre.co.uk](http://princesavenuemedicalcentre.co.uk)







# 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 3,600 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.

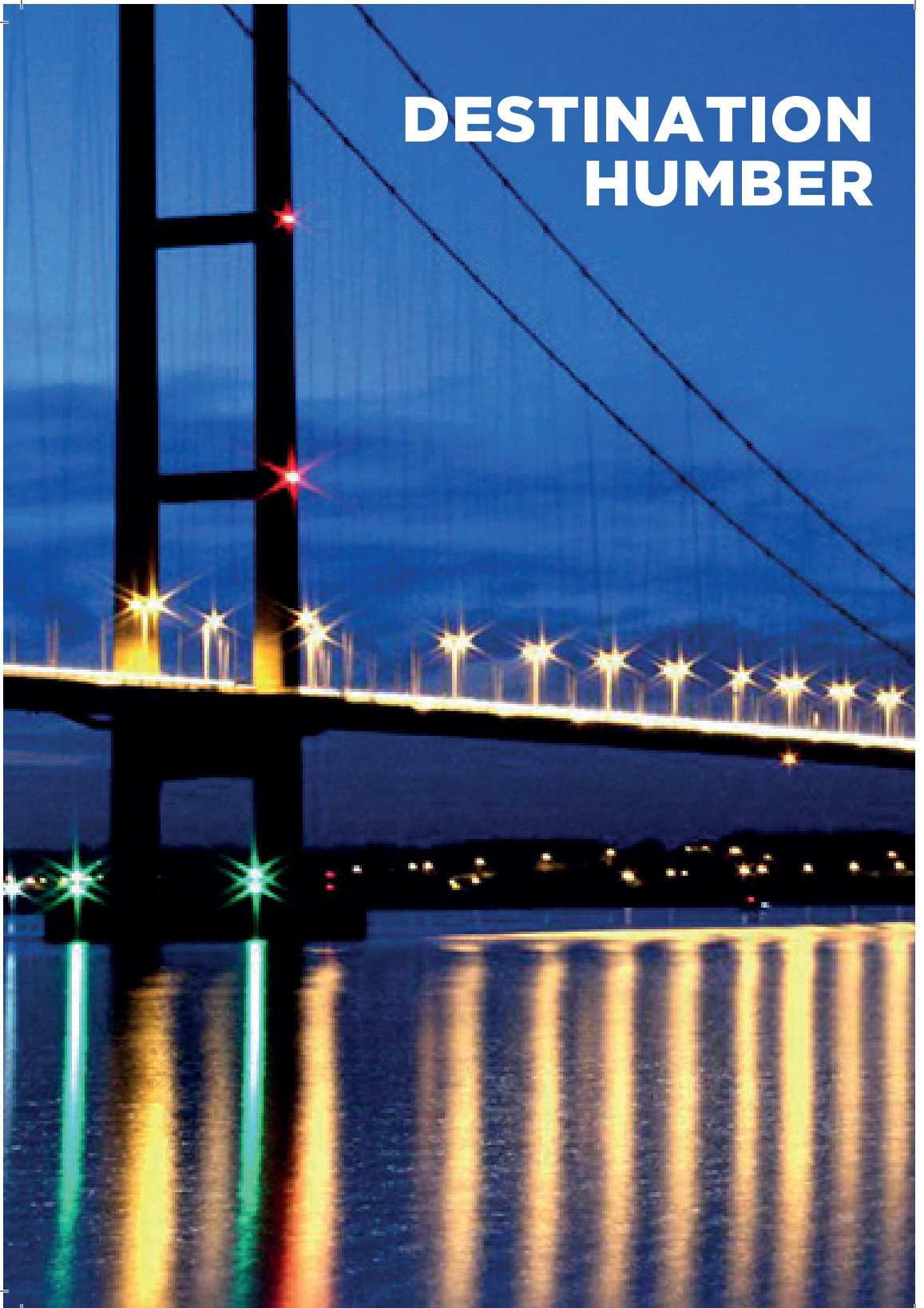
### WE BELIEVE IN INNOVATION

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



# DESTINATION HUMBER



# YOUR APPLICATION

1

## START YOUR SEARCH

View our live jobs at [join.humber.nhs.uk](https://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

Susan Wardlow, Service Manager,  
Primary Care  
07976 703725



[susan.wardlow@nhs.net](mailto:susan.wardlow@nhs.net)

Dr Iqbal Hussain, GP Lead for the  
Community & Primary Care Division  
07814 359070



[iqbal.hussain3@nhs.net](mailto:iqbal.hussain3@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'.

4

## JOIN THE PLATFORM

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

5

## 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](https://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.

Consultants 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.

## WE WOULD LOVE FOR YOU TO JOIN OUR TRUST.

Our Department of Medical Education works closely with Hull York Medical School and Health Education England to deliver high quality medical education at an undergraduate and postgraduate level. We have worked to support Doctors through the pandemic with medical education, wellness, and recovery needs, and have expanded the number of funded medical education roles available, which we encourage Doctors to contribute to when they join.

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, Foundation Doctors and GP Trainees to support and manage patients with mental health problems and consider a career in Psychiatry. We will continue to support our core and higher trainees through their training programmes to become leading psychiatrists. 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 Soraya Mayet,  
Director of Medical Education



# ACADEMIC PARTNERS

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 tomorrow's 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 and Social Care Research Clinical Research Network (NIHR CRN) for Yorkshire and Humber and can support you with various opportunities, including taking on local Principal Investigator roles in research projects and leading and generating research as a Chief Investigator.

Our Research Conference is a sell-out event each year. In 2022, we welcomed over 450 delegates from over 100 organisations, who heard from speakers covering a wide variety of topics, from many different specialities and professions.

We view research as a core component of our clinical services, enhancing our offer to those who access our services, but also making our Trust an excellent place for staff to work, learn and innovate. Our Research team welcome contact from practitioners who are interested in getting involved in research and all of our GP Practices are signed up to participate in these studies.

“

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!

Clinician

”

“

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

Research Participant

”

“

Being involved in research gives me purpose, an identity and a feeling that I'm still helping people in some way

Research Participant

”



“ You'll join a forward thinking and award winning Trust that will provide you with the environment to develop and progress your career. ”

Dr Kwame Fofie, Consultant Psychiatrist  
& Executive Medical Director

## IN OUR OWN WORDS

“

As a GP you are part of a community and it's a privilege to provide care for patients when they need it most. Working closely with practice managers and clinical leadership Humber's GP's help to transform patient experience at their practices.

Dr John Byrne, Former Medical Director



”

“

I started off as a Salaried GP in the Trust in 2018 and have been well supported throughout my time here, enabling me to develop my career at an accelerated rate. This has led me to my current role to the coveted position of Clinical Lead for Primary Care & Community Services since the start of 2022.

Dr Iqbal Hussain, GP Lead for the Community & Primary Care Division



”



“

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

“

The beauty of general practice is being exposed to a wide variety of problems but being able to develop interest and skills in any of the curriculum areas. I have enjoyed my career in general practice and continue to find challenge and interest in every day practice. The demographics of our patient population are challenging but patient loyalty and continuity of care still features high to give us reward in clinical practice. The trust has supported my development as a sessional TPD for the GP vocational training scheme and now as GP Lead for Postgraduate & Undergraduate Medical Education GP educational lead.



”

Dr Caroline Lino, GP & Trust GP Education Lead

“

Working at the Practice in Bridlington means I am treated to a lovely drive to work each day with great views along the seafront. The Trust are forward thinking and very proactive and despite having only been with the Trust a short time I've already developed my skills and knowledge and am being supported to progress my career.

”

Emma Shann, Practice Nurse

# REWARD AND RECOGNITION



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

## HEALTH AND WELLBEING

### Flexible Working

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

### Corporate Gym Membership

- Our gym membership scheme provides discounts at council run gyms in Hull and the East Riding.

### Occupational Health

- This is an independent, confidential and impartial advisory service that supports you and your overall health at work. You will have access to Physio Med and counselling services as a member of our valued teams.

### Supporting Your Health

- In addition to the above, you will have access to an MSK referral scheme, on site Health Checks and support from our Workforce Wellbeing team, who are there specifically to look after you. We also offer menopause support, weight management, Tai Chi and other physical activity sessions, discounted rates on massage and reflexology services, and access to mindfulness resources such as desktop yoga.

### Groups and Social Opportunities

- We have a range of staff networks and groups you could join. These range from our LGBT+ network, the Rainbow Alliance, to our staff choir, walking and allotment groups.

## PAY AND CONDITIONS

### Annual Leave

- You can benefit from up to 34 days leave per year. We also give you a birthday day off to help you celebrate your special day.

### Buying and Selling Scheme

- We provide a buy and sell annual leave scheme, to meet your needs in line with statutory guidelines. You can 'buy' up to two weeks to supplement your contractual entitlement, and you can 'sell' up to 1 week. This week is based upon your weekly contracted hours at the time of application.

### NHS Pension

- The NHS offers a comprehensive and generous pension scheme.

### Retire and Return

- There may be opportunities for you to retire and return to work within the Trust. Our teams are here to discuss these options with you and support you through the process if it's right for you.

### Maternity, Paternity and Adoption Leave

- Maternity leave is available to all females working at our Trust, depending on your length of service. Maximum benefits include a year's leave with 8 weeks at full pay and 18 weeks at half pay. Paternity leave for partners currently stands at two weeks full pay. All members of staff are eligible for adoption leave. The entitlement to leave and pay is the same as those for maternity leave.

## Discounts

- Working for the NHS offers access to a wide range of national discount schemes, such as Blue Light Card and Health Service Discounts. These offer you money off everything from holidays, to household goods and your weekly food shop.

## TRAVEL

### Free Car Parking

- All our Trust sites offer free and ample car parking, so you don't have to worry when coming into work each day.

### Car Leasing

- Our car leasing scheme, delivered through NHS Fleet Solutions, is designed to provide you with competitively prices and trouble-free motoring. Using the scheme, you can lease a car using the Trust's suppliers, normally for a period of two or three years.

### Cycle to Work

- The Cycle to Work scheme can help you stay fit and active, as well as help us to reduce our carbon footprint. You can save up to 48% on high street bicycle prices and benefit from payment schemes direct through payroll – no credit checks and no finance charges.

## APPRECIATING OUR PEOPLE

### Home Electronics

- Our Home Electronics Salary Sacrifice scheme, as part of our Vivup provider offer, allows you to save tax and national insurance contributions on the cost of home and electronic items.

### Annual Staff Awards

- One a year, we get together for our glittering staff awards event, where we recognise and reward excellence and achievement, and your contributions to delivering high quality patient care.

### Long Service Awards

- Our monthly celebration acknowledges the contribution of our long service staff members.

## Employee of the Month

- We have an award scheme that is open to everyone and is designed to recognise and reward those who go the extra mile for patients and their teams. We also have our 'virtual bouquets' programme where staff can nominate others to say thank you for their help, support and congratulate on a job well done.

## CARING, LEARNING AND GROWING

### Learning and Development

- Our team are dedicated to support you in a range of training and learning opportunities, to enhance your personal and professional skills and capabilities.

### Leadership and Management

- If you are looking to develop your management and leadership skills, you can take part in our Leadership Development Programme, the NHS Leadership Academy courses, or even apply for our High Potential development scheme.

### Research and Development

- Our Research and Development team offer a range of opportunities for you to get involved in and learn the importance of medical research.

### Medical Education

- If you are a consultant or Doctor interested in training and teaching opportunities, our innovative and supportive Medical Education team will be here to help you achieve your goals.

### Post-graduate courses and apprenticeships

- We offer funding and part-funding for post-graduate qualifications that will support the development of our staff and enhance the services we provide. We also have a successful apprenticeships programme and courses for those who may be looking to broaden their skills in different areas.

“

In fifteen minutes I can be in the centre of town or surrounded by beautiful countryside – what's not to love about that!

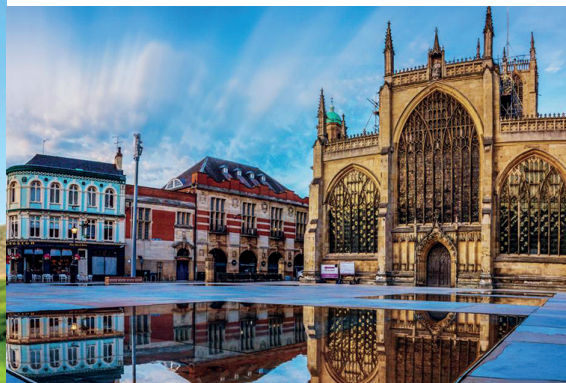
”



## 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 detached: £185,000

**Driffield** Two bedroom cottage: £140,000

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

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



# ESCAPE THE ORDINARY

## 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 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 actors having performed on its stage.



## A MATCH MADE IN HEAVEN

The impressive MKM 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 Sewell Group 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.





# EDUCATION

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](http://smchull.org)

[hthacademy.org.uk](http://hthacademy.org.uk)

[kingswoodsecondaryacademy.org](http://kingswoodsecondaryacademy.org)

### **East Riding Schools**

[beverleyhigh.net](http://beverleyhigh.net)

[southhunsley.org.uk](http://southhunsley.org.uk)

### **Independent Schools**

[pocklingtonschool.com](http://pocklingtonschool.com)

[hullcollegiateschool.co.uk](http://hullcollegiateschool.co.uk)

[hymerscollege.co.uk](http://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](http://www.compare-school-performance.service.gov.uk)



# NEXT STEPS

1

**FIND A JOB**

You can find all of our jobs at [join.humber.nhs.uk](https://join.humber.nhs.uk)

2

**APPLY NOW**

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

[healthjobsuk.com](https://healthjobsuk.com), [nursingnetuk.com](https://nursingnetuk.com),  
[nhsjobs.com](https://nhsjobs.com) and [jobs.nhs.uk](https://jobs.nhs.uk)

3

**JOIN THE PLATFORM**

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.

4

**APPLICATION**

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.

5

**YOUR INTERVIEW**

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.

6

**INITIAL OFFER**

Susan Wardlow, Service Manager, Primary Care  
07976 703725

7

**CHECKS**

 [susan.wardlow@nhs.net](mailto:susan.wardlow@nhs.net)

8

**FORMAL OFFER**

**APPLY AND BECOME PART OF  
OUR HUMBELIEVABLE TEAM**

Caring Learning Growing



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



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#humbelievable