



Silas Nicholls
Chief Executive



Lancashire Teaching
Hospitals
NHS Foundation Trust

Welcome!

We have put this interactive guide together to tell you more about our award winning hospitals, our vision and what we can offer to you. It will give you a flavour of who we are and what we do, as well as what you can gain in joining us. I do encourage you to explore our website further from the links throughout and I hope that you find it useful.

These are challenging, yet exciting, times for our hospitals as we move forward into the new collaborative NHS world in which our roles and relationships will take greater prominence as the entire NHS recovers from the ongoing effects of the pandemic.

What won't change however, is our vision to always provide excellent care with compassion to our communities. Our ambition, success, identity and values remain so important in recruiting and retaining the best staff as well as developing and delivering excellent services.

We know that completing an application form can be challenging, but it's really important to us that we find out everything about you so that we can make the very best recruitment decisions. To support you in this we have created an [application guide](#) as well as **an e-learning resource to help you complete your application form**. No registrations are needed for either - just click on the links for access.

Good luck

Silas Nicholls, Chief Executive



Important Documents

Our Mission and Values

Our mission is to provide excellent care with compassion from our main sites across Preston and Chorley, as well as through our tertiary services to 1.5m people throughout Lancashire and South Cumbria.

About
us

Our Big
Plan

To achieve the ambitions we have set for ourselves we have created Our Big Plan. It sets out what we need to do to be successful, both now and in the future.

Our values are integral to the culture of the organisation. They shape our actions, behaviours and attitudes towards each other, towards our patients and to their families.

Our
Values

Patient
Strategy

Our Patient Experience and Involvement Strategy is designed around our ambition to consistently deliver excellent care. The actions in this Strategy are a direct result of listening to what our patients have told us matter to them.

We are
HIRING
JOIN OUR STARS

OUR COMMITMENT TO YOU

We know that it is important to recognise and reward the hard work and achievement of our colleagues, and there are plenty of examples of this throughout the organisation from our Thank You tool to annual Our People Awards.

We value colleagues having a voice and provide many opportunities for you to engage, make suggestions, provide feedback, influence change and share good ideas.

We're known as A Great Place to Work and you can see more about why that is [here](#).

- ➔ Support
- ➔ Development
- ➔ Opportunities
- ➔ Education
- ➔ Flexibility

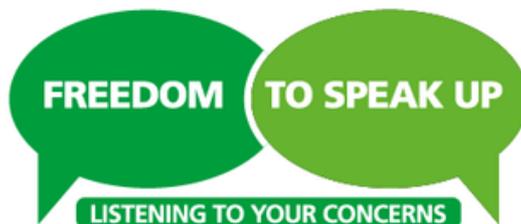


If you're transferring to us from another NHS organisation you'll already be familiar with lots of the benefits already available to you. However, what we can offer to everyone who joins us is more than just annual leave and pension benefits – though they are pretty good! Click on the poster to take a look at what you can expect when you join us.

REWARDS & BENEFITS FOR YOU NHS Lancashire Teaching Hospitals NHS Foundation Trust

WELLBEING <ul style="list-style-type: none"> Supporting Disability Agreements/Passport Workplace Wellbeing Charter Accreditation On line wellbeing portal Vivup Emp Assistance 24 hour helpline Dyslexia support group In house psychology support Work Related Incident Support Mental Health First Aiders Careers Network Menopause Support Mindfulness Chaplaincy services Smoking Cessation Schweitz Rounds NHS Champions 	TOGETHER <ul style="list-style-type: none"> Working Smarter Pledge Inclusion Ambassador Forums Partnership working Early Resolution & Just Culture Flexible and agile working Colleague networks Freedom to Speak Up Mediation Weekly Strategic Briefing Manager Update sessions Wellbeing, culture and staff surveys Our People Awards Armed Forces Covenant British Indian Nurses Association 	FINANCIAL <ul style="list-style-type: none"> NHS Pension Scheme Minimum 27 days annual leave plus the option to buy or sell annual leave Salary Sacrifice schemes for nursery costs, bicycle purchases Vivup Staff Benefits debt advice, high street discounts, car lease Unify Credit Union Relocation assistance 	DEVELOPMENT <ul style="list-style-type: none"> Apprenticeships Health Academy Leadership Circles Structured Development Programmes Self development courses Networking events Career pathways Coaching and Mentoring Talent Management Library services with remote access Annual appraisal and development plan Internal Transfer opportunities (NSM and A&P roles)
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HIRING Special Role



WE WANT YOU TO BRING YOUR WHOLE SELF TO WORK

The idea behind our four Inclusion ambassador forums below is that they can be used to provide our people with a voice. Meeting on a bi-monthly basis our forums give support, discuss issues, review policies/procedures but also educate colleagues and help us to truly embrace and celebrate difference. Together we can make a positive difference.



Inclusion Ambassador Forums

To learn more please contact Inclusion@lthtr.nhs.uk



DEVELOPMENT OPPORTUNITIES

We are wholly committed to the continual growth of our colleagues.

If you join us, you'll have access to a [wide range of development opportunities](#) to help you consolidate or learn new skills.

We also provide support for teams in order to help them identify ways in which they can build stronger relationships and continually perform at their peak.



From a leadership perspective, whether you are applying for your first leadership role or you are hoping to develop into a leadership role as part of your career - we can (and will) support you.

We know people learn in different ways, they also seek support at different times. We have embraced the virtual world during the pandemic and our e-learning portal is available to all whether accessing on-site or off-site.

SOMETHING FOR EVERYONE

EDUCATION & RESEARCH

Education opportunities



[Education](#) is a key part of enhancing the skills of our colleagues and the host of medical, nursing and AHP students we have on site.

Our Health Academy has three centres across two of our sites - providing mandatory training, surgical simulation courses within our simulation lab, a first class preceptorship programme, leadership and development courses, and so much more!

There are also plenty of opportunities to be involved with teaching undergraduate and post-graduate classes. Our education partners include UCLAN, University of Manchester and University of Bolton.



Research and Innovation

[Research](#) enables the NHS to improve the current and future health of the people it serves and all NHS organisations must play their full part in supporting health research.



Our specialist clinical research facility is for patients and volunteers taking part in early-phase clinical trials. We are one of the country's leading cancer trial patient recruiters, demonstrating our commitment to develop new and progressive treatments, enabling improvements in health outcomes and have significantly increased our participation in national and international research programmes.

The Centre for Health Research and Innovation is based at, and incorporates, the National Institute for Health Research (NIHR) Lancashire Clinical Research Facility (LCRF) supporting projects at our hospitals, sites and in the community.

A large, vibrant multi-disciplinary Research & Innovation team - both nursing/clinical and management/administrative. They work across five clinical themes, including Cancer, Neurosciences, Renal, Women & Children's and beyond, and the LCRF, which is an elite national specialist centre for cutting-edge clinical trials funded by the NIHR.



Working with colleagues in Education at The Health Academy we oversee Edovation, our Innovation Hub, working with entrepreneurial NHS staff, industry and universities to take innovative ideas to fruition for patient benefit.

WHERE TO LIVE AND EXPLORE IN LANCASHIRE



Lancashire is a county of contrasting landscapes, diverse heritage, plus plentiful food and drink. From the wildlife rich Morecambe Bay; the flat and fertile coastal plains of Ormskirk and the Ribble Estuary; world famous seaside towns on the Fylde Coast; to the moorland of the Forest of Bowland and Pennines, visitors and residents of Lancashire are truly spoilt!



There are excellent transport links for the Lancashire area, both road and rail, to major cities within the North West as well as rural hotspots. We are situated on the doorstep of the M6 motorway, which provides routes to all over the UK.

There are many services operating from Preston train station; including several Avanti services to locations all over the UK such as Glasgow, Edinburgh, and the Midlands; plus a speedy service to London Euston, arriving in just over two hours. You can also be in Manchester or Liverpool within an hour!

With this network in place, working in central Lancashire is a brilliant option: you could live locally, or look further afield to find your perfect home, and you will still be able to commute.

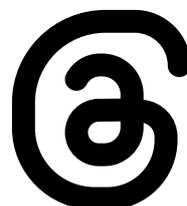




Keep up to date with our latest vacancies from any of the links below!



@LancsHospJob



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