

#JOINTEAMELIOT

Why choose us?

At George Eliot Hospital people from all kinds of professions work together to deliver excellent patient care. You will be working with devoted and caring individuals who bring their passion, commitment and expertise to George Eliot and enjoy the opportunities to make a difference to peoples' lives every day.

In return, you'll join a family, build great friendships, and be given the support you need to unlock your talent and fulfil your potential.

Our Vision and Values

Our vision is to **Excel** at patient care.

To help us achieve this, we are a Trust that is underpinned by strong values, developed in consultation with our staff:

Effective open communication
EXcellence and safety in everything we do
Challenge but support
Expect respect and dignity
Local health that inspires confidence

Working with Exceptional Colleagues

At George Eliot you'll be surrounded by an extraordinary team of supportive colleagues who are always on hand to help you. Their expertise, ability to infuse energy, commitment and passion will continuously inspire you. Their support will give you assurance and a sense of teamwork that will help you to reach the heights of your capabilities.



Colleagues recognised for living our values can be nominated to receive an IEXCEL award.



Staff, patients and carers can nominate someone who they feel and believe has demonstrated leading with compassion.



The Team Eliot Awards have been created to celebrate the dedication and outstanding contribution of our workforce.

Long Service Awards

High standards and quality of the services is dependent on the contribution, effort and loyalty of the staff. As such, this is an opportunity for the organisation to demonstrate that the contribution employees have made to the organisation and the NHS is valued. 20, 30 and 40 years' service are acknowledged and celebrated.

Benefits

Paid annual leave and bank holidays

When you start working for the NHS you receive the following annual leave, pro-rata, plus 8 bank holidays pro rata:

- On appointment to NHS – 27 days pro rata
- After 5 Years NHS Service – 29 days pro rata
- After 10 Years NHS Service – 33 days pro rata



Buying and Selling Annual Leave

There is the opportunity for employees to buy up to two weeks annual leave. Employees may also sell annual leave provided they take the required 5.6 weeks inclusive of bank holidays.

NHS Pension Scheme

The NHS Pension Scheme is still one of the most generous and comprehensive in the UK.

The employer contribution rate for 2016/17 to 2018/19 is 14.3 per cent of pensionable pay for both the 1995-2008 Scheme and the 2015 Scheme.

Cycle to Work Scheme

Subject to satisfying eligibility criteria employees can access the cycle to work scheme. This enables employees to get a brand new bicycle at a discounted rate and benefit from tax and national insurance savings by paying for it through their salary.

Willow Brooke On-site Day Nursery

Willow Brooke Day Nursery (privately owned) is situated on George Eliot Hospital Premises. The Nursery is registered with OFSTED to provide for 64 children on a full and part time basis. It is open 7am-6pm Mon-Fri, 52 weeks of the year. They do close on some bank holidays. NHS discount is 8% for all Hospital staff with a 10% discount for twins/siblings.

Tickers Gym

Employees can enjoy an on-site gym which includes a one-off joining fee and low monthly membership payments.

Learning & Development

The Trust supports a learning culture and encourages all staff to undertake appropriate education and development opportunities which include in-house and external courses, conferences and study leave. In addition all staff receive regular supervision, a personal development plan and an annual appraisal.

Other Benefits include but are not limited to:

Equality and Diversity

Subsidised on-site Car Parking

Staff lottery

Smoke free Site

Alcohol and Smoking Cessation support

Walk 4 life – smile mile walk

Flexible working

Locally agreed NHS discounts

Discounted on-site restaurant

On-site fitness classes

Flu vaccination scheme

Library and Information Service including library book vending machine

Opportunities to join recognised trade unions

Occupational Health Services and support

Chaplaincy and Spiritual Care Team including multi-faith prayer room

Well to excel days

Eye tests reimbursed for DSE users

Leadership development opportunities

On-site bus stop

Learning and development opportunities

Rotational opportunities for nurses

Tranquillity courtyard providing a furnished area for quiet time and reflection

External Benefits – Free to join

www.nhsstaffbenefits.co.uk

www.psdiscounts.com

www.healthservicediscounts.com

OUR CORE VALUE PLEDGES



Our culture; the way we do things defines us as a provider of care and as an employer. Our core values, developed by our employees, reflect the culture we want both for our patients and our employees. To this end our appraisal process will review not just what an employee does but how they do it through our Value Pledges Behavioural Framework.

What is the Framework?

The framework defines the behaviours that we expect all our staff, regardless of job role, to demonstrate for our organisation to turn our vision into reality and to embed our core Value Pledges in all we do.

Why is the framework needed?

To **EXCEL** in Patient Care we rely on individuals and teams working together putting our patients at the heart of everything we do.

The Framework defines who we are; what our patients can expect from us and what we can expect from each other.

What is Compact?

Compact has been launched to help embed our Trust values and set out the behaviour and standards that we expect from you and you can expect from everyone else.

COMPACT TO EXCEL

Organisational Leadership Responsibilities

Effective Open Communication

- Share information regarding strategic intent, organisational priorities and business decisions
- Offer opportunities for constructive dialogue
- Provide regular, written evaluation and feedback
- Provide data from local and national tools on staff and patient experiences such as FFI and staff surveys

Excellence and Safety in all we do

- Recruit and retain the best staff
- Create opportunities to participate in and support research and development
- Support and facilitate learning
- Provide information and tools necessary to improve practice
- Provide a clear quality and clinical strategy

Challenge but support

- Manage and lead with integrity and accountability
- Lead organisational change

Expect Respect & Dignity

- Recognise and value contributions of all staff
- Create an environment that supports and recognises effective team working
- Support career development and job satisfaction

Local Healthcare that Inspires Confidence

- Acknowledge contributions to patient care and the organisation

Your Responsibilities

Effective Open Communication

- Communicate information in clear timely manner
- Request information, resources needed to provide care and service consistent with organisational objectives
- Actively seeking feedback on staff and patient experiences utilising local and national tools such as Friends & Family tests

Excellence and Safety in all we do

- Complies with professional and organisational standards
- Encourage patient involvement in all we do
- Work to deliver a seamless service
- Participate in and support team decisions
- Focus on the efficient use of resources
- Understand and work within the Trust's quality and clinical and strategy

Challenge but support

- Provide and accept personal and professional feedback (including constructive criticism)
- Demonstrate the highest levels of ethical and professional conduct including the duty of candour

Expect Respect & Dignity

- Incorporate clinical and non-clinical staff including managers in team working
- Behave in a manner consistent with team goals
- Participate in and support learning

Local Healthcare that Inspires Confidence

- Implement accepted standards of care and services
- Learn from mistakes and act on patient feedback
- Achieve and maintain optimal patient access
- Listen to and communicate with patients

BEHAVIOURAL INDICATORS

Behaviours We Expect to See

- You comply with professional and practice standards
- You comply with Trust policies and procedures
- You identify and work to resolve conflict with team colleagues
- You address concerns about professional or clinical judgments with colleagues directly and privately
- You communicate with others clearly and directly, displaying respect for their dignity
- You participate in regular behavioural feedback
- You work cooperatively with all colleagues
- You are open and receptive to constructive criticism
- You work within the Trust's quality and clinical strategy

Behaviours We Won't Accept

- You fail to comply with professional and practice standards
- You shame others for negative outcomes
- You use foul or abusive behaviour
- You fail to respond to colleagues' communication
- You arbitrarily sidestep guidelines and policies
- You act in a way that could be perceived as discriminatory
- You threaten a colleague with retribution, litigation or violence
- You criticise staff in front of others
- You are disrespectful or discourteous
- You rely on intimidation to get your own way
- You undermine your colleagues
- You work outside of the Trust's quality and clinical strategy