



St Helens and Knowsley  
Teaching Hospitals  
NHS Trust

# Overseas recruitment & training programme opportunity

Presented to Masaryk University  
Faculty of Medicine  
Brno – Czech Republic December 2018

**Mr Michael H Scott**

Consultant General Surgeon for General Surgery

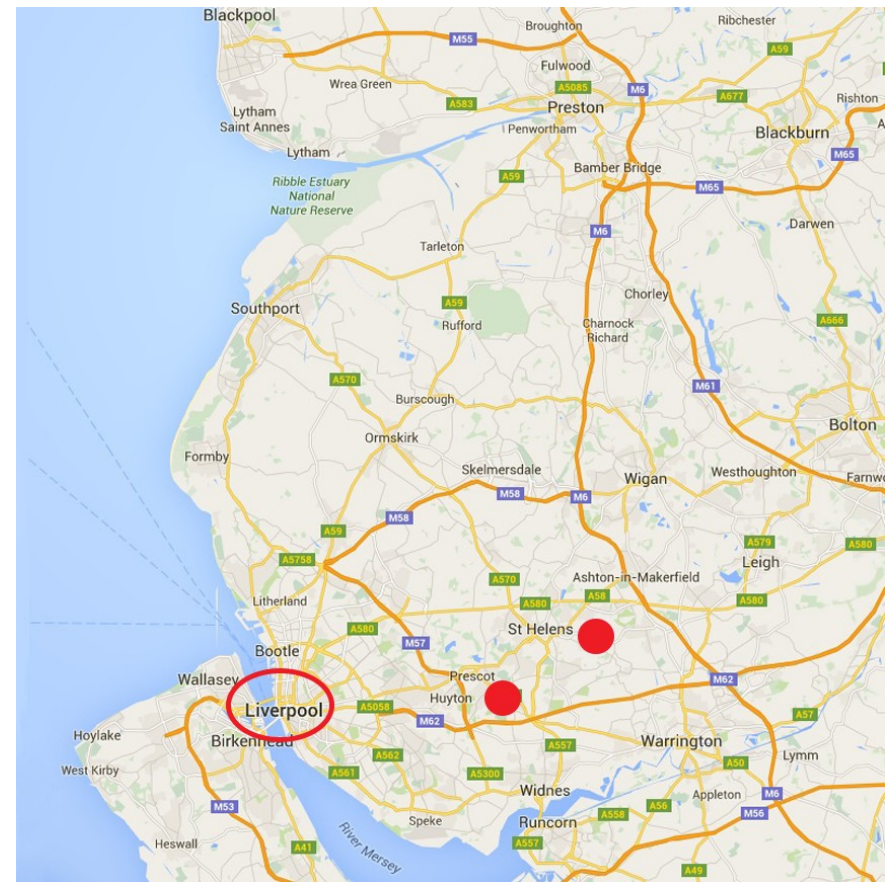
**Mrs Patricia Keeley**

Assistant Director of Operations

# Introduction

# Where we are in the UK:

- **Whiston Hospital**, Prescot, Merseyside.
- **St Helens Hospital**, St Helens, Merseyside.
- Approximately eight miles to the east of Liverpool City Centre and 21 miles west of Manchester City Centre.
- 30 minutes by Rail/Road from Liverpool and Manchester Airports.
- Excellent public transport links.
- 2 hours by train to London.
- 1 hour by road to the Lake District and North Wales.



# Who we are: Whiston Hospital

- **St Helens & Knowsley Teaching Hospitals NHS Trust. Employs in excess of 7,000 staff to include Lead Employer Service.**
- **Two hospitals opened in 2008 and 2010 respectively, as part of a combined £338million investment.**
- **Established educational and research relationships with the University of Liverpool and Liverpool John Moores University. New development with Edge Hill University**
- **Main site Whiston Hospital large acute teaching hospital with circa 850 beds**



# Ariel View of Whiston Hospital

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# Who we are: St Helens Hospital

- **St Helens Hospital is an Ambulatory Care Centre with Intermediate Care, Trauma Rehabilitation and Day Surgery**
- **Manage the contract for Community Services including Newton Hospital Intermediate Care Facility, District Nurses and Matrons**
- **Manage a GP Practice, Marshalls Cross Medical Centre with 5000 patients**



# World Class Hospitals



- **Providing 5 Star patient care.**
- **Using state of the art equipment.**
- **Working in an ultra modern environment.**
- **Resulting in high quality care in world class surroundings.**

# And ...we have the best gardens!





# Radiology & Patient Side Room

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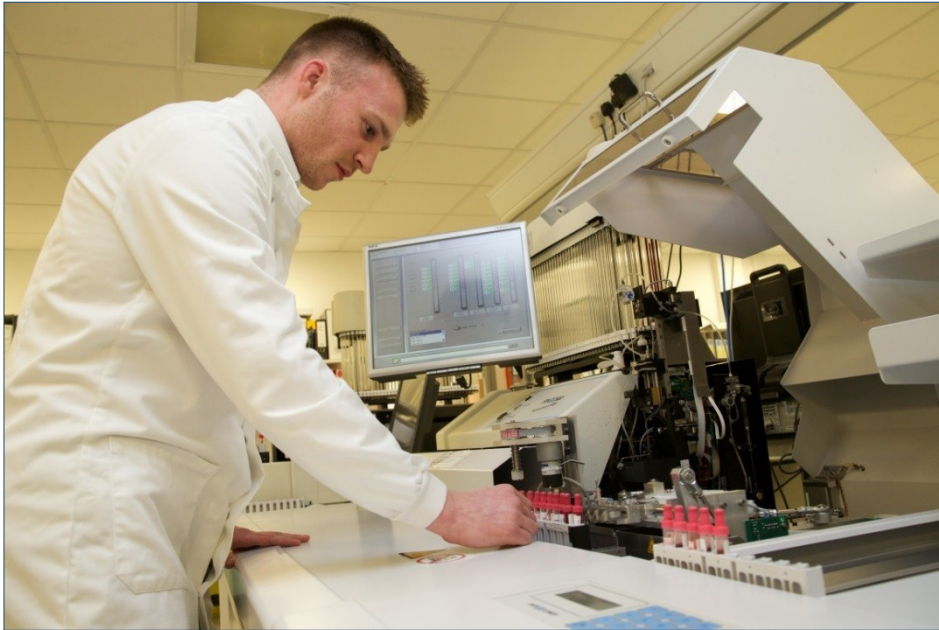
# Ward entrance & Theatre Equipment

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# Pathology & Ward Area

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# 5 Star Patient Care



  
 St Helens and Knowsley  
 Teaching Hospitals  
 NHS Trust

## Trust Objectives 2017-2018



**5 STAR PATIENT CARE - Care**

**We will deliver care that is consistently high quality, well organised, meets best practice standards and provides the best possible experience of healthcare for our patients and their families**

- Through improved planning, we will bring forward the time of patient discharges so that at least a third leave hospital by midday with the appropriate medication and care packages in place
- In support of "John's Campaign", we will ensure that carers of people with dementia are welcomed to spend as much time with patients as they want to and be involved in their care
- We will actively seek opportunities to reduce variation in standards of care delivery

**5 STAR PATIENT CARE - Safety**

**We will embed a culture of safety improvement that reduces harm, improves outcomes and enhances patient experience. We will learn from mistakes and near-misses and use patient feedback to enhance delivery of care**

- We will take active measures to improve safety and clinical outcomes particularly in the areas of infection control, falls and pressure ulcers, ensuring that lessons are learned and appropriate actions implemented throughout the Trust
- We will ensure that incidents are reviewed within 72 hours of their occurrence and clear action plans are in place to prevent recurrence, which are widely shared
- We will implement a new system for learning from hospital deaths, using best-practice national guidance

**5 STAR PATIENT CARE - Pathways**

**As far as is practical and appropriate, we will reduce variations in care pathways to improve outcomes, whilst recognising the specific individual needs of every patient**

- We will increase the scope of emergency ambulatory care pathways to reduce non-elective admissions, ensuring they are embedded and accessible
- We will implement a new midwifery-led care pathway for women having low risk births
- We will achieve the planned benefits from taking over the management of adult community services in St Helens

**5 STAR PATIENT CARE - Communication**

**We will respect the privacy, dignity and individuality of every patient. We will be open and inclusive with patients and provide them with more information about their care. We will seek the views of patients, relatives and visitors, and use this feedback to help us improve services**

- We will pursue improvements in the systems used to investigate and respond to complaints and strive to respond to 90% within the agreed timescale. We will ensure that lessons are learned and shared
- We will review and improve patient information and communications ensuring that we are delivering concise, clear messages regarding all aspects of the individual patient's care
- We will continue to work with patient focus groups to enable a fuller understanding of patients' and carers' views and experiences in order to respond appropriately

**5 STAR PATIENT CARE - Systems**

**We will improve Trust arrangements and processes, drawing upon best practice to deliver systems that are efficient, patient-centred, reliable and fit for their purposes**

- We will introduce a new Patient Administration System, which will support improvements to the patient journey and will offer decision support capability
- We will undertake benefit realisation exercises following the introduction of each new system to ensure that the planned benefits have been realised, or highlight where additional opportunities for efficiencies exist
- We will develop new systems to support clinical transformation across a wider footprint

**DEVELOPING ORGANISATIONAL CULTURE AND SUPPORTING OUR WORKFORCE**

**We will use an open management style that encourages staff to speak up, in an environment that values, recognises and nurtures talent through learning and development. We will maintain a committed workforce that feel valued and supported to care for our patients**

- We will identify creative approaches to recruitment and retention to ensure the Trust remains an employer of choice
- We will explore opportunities for innovative ways of staff training and working to address skill shortages such as nurse and pharmacist prescribing to help overcome junior doctor shortages
- We will maintain a positive organisational culture that supports the achievement of the Trust's objectives

**OPERATIONAL PERFORMANCE**

**We will meet and sustain national and local performance standards**

- We will achieve national performance indicators including:
  - The agreed trajectory for emergency access standards
  - Cancer treatment standards
  - 18 week access to treatment for planned care
  - Diagnostic tests completed within 6 weeks
  - Ambulance handover
- We will achieve local performance indicators including:
  - CQUINS
  - Contract performance indicators and compliance
  - Activity levels to meet Trust operational plans
- We will use benchmarking and comparative data to highlight areas for improvement and seek to learn from best practice

**FINANCIAL PERFORMANCE, EFFICIENCY AND PRODUCTIVITY**

**We will achieve statutory and other financial duties set by regulators within a robust financial governance framework, delivering improved productivity and value for money**

- We will establish a benchmarking and reference cost group to learn from the multitude of comparative performance information and improve data shared
- We will develop capacity and demand modeling capability at divisional level and ensure a consistent approach to service development proposals using regular source information
- We will continue to review the opportunities for running non-clinical back-office functions and other services across a wider footprint where economies of scale can be demonstrated

**STRATEGIC PLANS**

**We will work closely with NHS Improvement (NHSI), and commissioning, local authority and provider partners to develop proposals to improve the clinical and financial sustainability of services**

- We will foster positive working relationships with health economy partners and help create the joint 5 year strategic vision for health services across wider footprints
- We will collaborate with partners in reviewing integrated patient pathways which offer alternative ways of working to the benefit of patient care, safety and efficiency of services
- We will meet all the compliance requirements set by NHSI for long-term sustainability of the Trust's clinical services, working collaboratively with partners where appropriate

[www.sthk.nhs.uk](http://www.sthk.nhs.uk)

## Services provided at Whiston Hospital

- OVER 6 LEVELS
- Gastroenterology.
- Emergency Department
- Medicine for Older People.
- Diabetes and Endocrinology.
- Respiratory.
- General Medicine
- Paediatrics
- ITU, HDU and Coronary Care Unit.
- General Surgery
- Trauma & Orthopaedic.
- Urology Services.
- ENT
- Vascular
- Burns & Plastics
- 15 theatres
- Fracture Clinic
- General Outpatients

## Services provided at St Helens Hospital

- OVER 3 LEVELS
- Extensive Out-Patient and Elective Surgery Facilities
- 6 Theatres plus 2 Plastic Surgery Day Case Theatres
- Intermediate Care Wards
- Trauma Rehabilitation
- Oncology Unit (The Lilac Centre) and The Burney Breast Unit
- Ophthalmology
- Oral Surgery
- ENT
- Gastroenterology
- Mohs Surgery
- 7 day Radiology including CT and MRI

# Success of our staff

## ANAESTHETIC DEPARTMENT LEAD THE WAY FOR QUALITY

The Trust's Anaesthetic Department has been awarded the prestigious Anaesthesia Clinical Services Accreditation (ACSA) in recognition of the excellent service it provides to patients. The department worked in record time to receive the accreditation in less than 11 months, and is one of only twelve trusts in the entire country to receive this prized accreditation demonstrating the high quality standards of the anaesthetics team in a number of key areas.



As a result of a unique peer review scheme by the Royal College of Anaesthetists, and has been awarded accreditation by regulators including the Care Quality Commission. The department received a plaque from a representative of the anaesthetists, Dr David Whitaker, at a presentation event, the department received a plaque from a representative of the anaesthetists, Dr David Whitaker, at a presentation event.

## Midwife Julie is Bereavement Worker of the Year

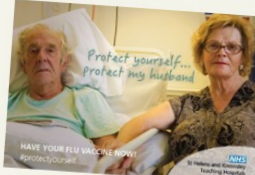


Bereavement midwife, Julie Sanderson, has been named 'Worker of the Year' at the national Bereavement Worker Awards 2016. Julie has been a midwife at Whiston Hospital for over 25 years and was nominated by a bereaved parent for the outstanding care she received from and continues to help her with the loss of her son.

Mum Louise Gardner, who nominated my son Bobby for the award, said: "Julie discovered what a wonderful job she has done for other people in the same position as me. She has worked above and beyond her role to help me cope with the emotional turmoil since losing Bobby and I know she does the same for other families."

The Bereavement Awards celebrate those who help support or raise money for people who suffer the loss of a baby and many receive awards for the courage they show in supporting those going through baby loss. Receiving her award, Julie said: "I became Whiston Hospital's first ever bereavement midwife in 2004 to the families who need it most, and since then I have made it my mission to help the Trust deliver the best possible care to the families who need it most."

## Trust flu campaign leads the way



Patients and families at Whiston and St Helens hospitals are leading the battle against flu this year by urging all NHS staff to have their flu jab and protect themselves. As a hard-hitting awareness campaign highlights the importance of staff protecting themselves in order to also protect their patients. This is particularly dangerous for patients with long-term health conditions, those with an acute illness, pregnant women, young children and the over 65s. The flu affects some of the most vulnerable patients treated in the hospitals including a patient receiving chemotherapy for breast cancer, a baby born 10 weeks early in the Special Care Baby Unit, a gentleman who is recovering from a stroke and a young boy who

The hospitals performed exceptionally well last year with almost 80% of staff having their flu jab. However, vaccine uptake is approximately six months and the strain of flu can vary between seasons. Sue Eddison, Director of Nursing, said: "This year, our patients and their families take centre-stage to really get across how important it is to protect yourself from what can be a deadly virus. The message is that their loved ones are vulnerable enough without having to struggle on top of everything else. Our staff are but we never rest on our laurels and want as many as possible to protect themselves and their patients."

## Whiston Nurse Debbie named Pressure Care Nurse of the Year



In a ceremony in London (UK) on March 10th, the 2017 British Journal of Nursing Award went to Debbie Gleeson as 'Pressure Care Nurse of the Year' for her pioneering work on St Helens and Knowlsey Teaching Hospitals NHE Trust by integrating Ultra-Low-Friction Booties into

in hospitals and home care settings by resolving major issues: patient safety, nursing time and treatment costs, inventory and storage issues, patient psychological stress, and most importantly, none of the current systems are optimal for Heel Pressure Ulcer prevention. Maureen Coleman, Chairman stated we are delighted that Debbie Gleeson won this very prestigious award and thank the judges involved for voting for her. This is a very exciting point in time

and a recognition that Whiston hospital has been in the forefront in Pressure Ulcer (PU) prevention, by developing a PU risk assessment tool and integrating Parafit Ultra-Low-Friction Technology™ into standard of care, this is also an endorsement that will help us inform health professionals and the general public about the benefits of our technology we are committed at AFA Parafit Ltd to work with end-users and professionals to develop innovative yet practical products."

## BURNS UNIT AWARDED GOLD



QCAC accreditation for the Burns Unit. Congratulations to Ward 4D, Mersey Regional Burns Unit, who received their gold badge yesterday in the Quality Care Assessment Tool (QCAC) accreditation.

The assessment looks at key standards including: respecting and involving patients in decisions about their care, personalised care, safeguarding & safety, staffing and complaints & recording of information.

Ward 4D were the first ward to receive gold accreditation at the Trust, which is recognition of the excellent and quality care provided to patients. Well done team - you're all superstars!

## QUALITY GOLD RUSH ON WHISTON WARDS

QCAC accreditation for Wards 5B and 4A.

Congratulations to our fantastic staff on Wards 5B and 4A, who recently received their gold badges in the Quality Care Assessment Tool (QCAC) accreditation.

The assessment looks at key standards including: respecting and involving patients in decisions about their care, personalised care, safeguarding & safety, staffing and complaints & recording of information.

The award is recognition of the excellent and quality care provided to patients.

Well done team - you're all superstars!



## DIABETES NURSE IN LINE FOR NATIONAL CHILD HEALTH AWARD

We are delighted to announce that Helen Thornton, Clinical Nurse Specialist for Children and Young People with Diabetes has been short-listed for an award at the RCN Nurse Awards 2017, under the category of 'Child Health Award' for her role in devising the 'Goals of Diabetes Education' structured education program. Taking place on 5th May 2017, the RCN Nurse Awards are the profession's top accolade

for nursing excellence. They recognise and reward nurses who have come up with new ways to improve health outcomes, enhance patient experiences and transform nursing practice. The awards provide a fantastic opportunity to share nursing initiatives, raise the profile of nursing, gain national recognition and influence nursing policy and practice. The RCN have stated that the entries submitted for this year's Awards

was exceptionally high and gave their panel of judges the extremely difficult task of creating a shortlist of 70 finalists from over 600 entries. So, we are naturally and delighted that Helen has reached the finals. Good luck Helen - we are very proud of you!



# Achievements

**Top 5 for patient experience nationally**

CHKS Top Hospitals

**Top 3 for stroke care nationally**

SSNAP 2016

**Best patient environment in the NHS**

PLACE



# Hospital named top 100 best places to work

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FOR HEALTHCARE LEADERS  
**HSJ**

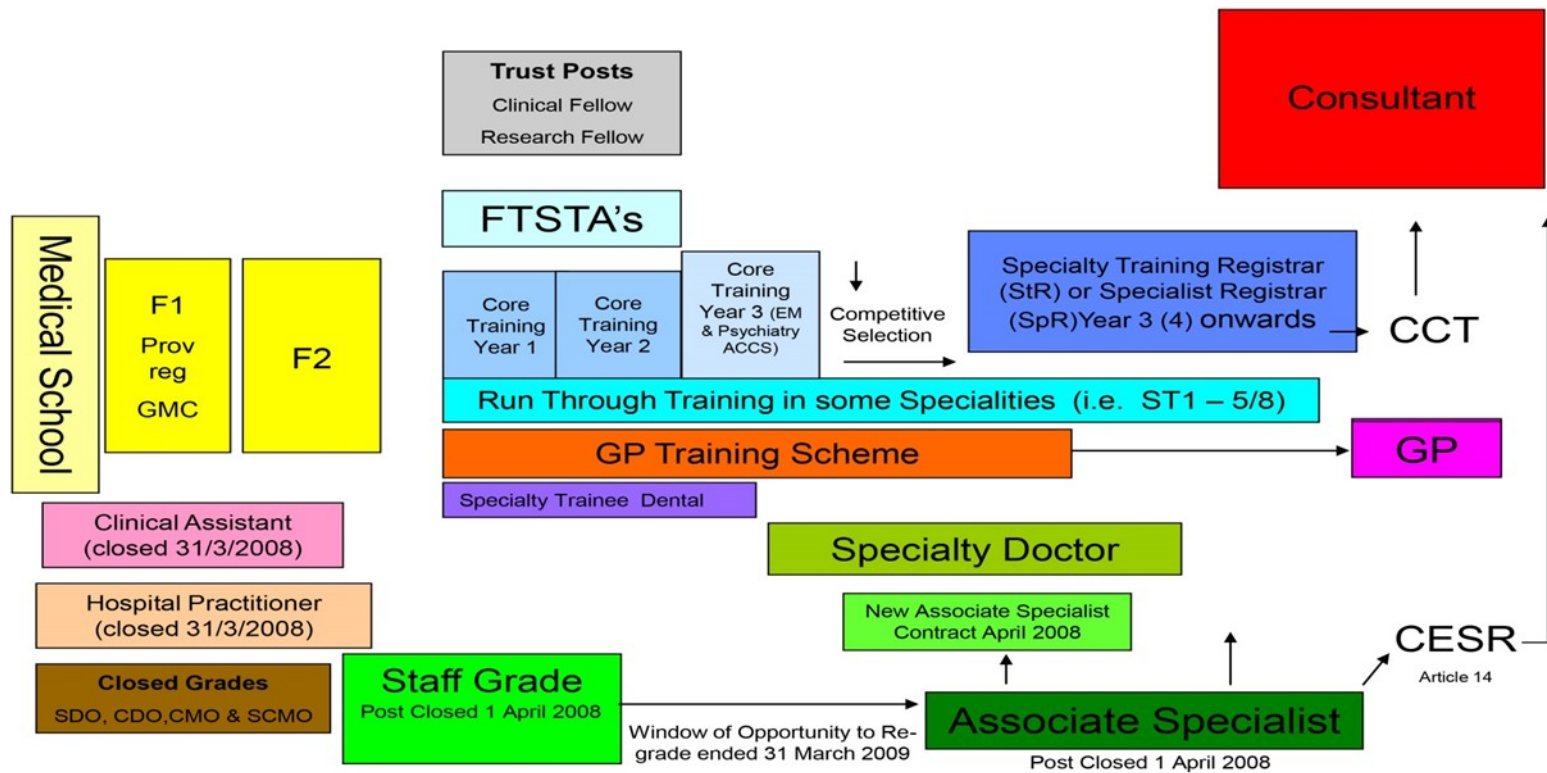


**What can we offer you ?**

# Medical Career Structure in the UK

## Career Structure Hospital Medical and Dental Staff

Compiled by Jane Cole Associates email [janecole18@btinternet.com](mailto:janecole18@btinternet.com) [www.pmps.uk.com](http://www.pmps.uk.com)



# A First Class Training Opportunity

- Structured 2 year Training Programme employed as a Trust Junior Clinical Fellow (“equivalent to foundation level”) consisting of:
- Year One : 3 x 4 month placements in Medical and Surgical Specialties at FY1 level.
- Year Two : 3 x 4 month placements in Medical and Surgical Specialties at FY2 level.
- Designated Educational/Clinical Supervisor.
- Mentor.
- Personal development plan.
- Protected weekly teaching programme.
- Shadowing & Induction Period.
- E-Portfolio.
- Workplace based assessments for each placement.
- Annual review of competency progression by Director of Postgrad Medical Education.
- Responsible Officer support with the revalidation process.

# **A First Class Training Opportunity will help you by**

- Building on your undergraduate education.
- Providing you with generic clinical experience.
- Providing a range of workplace experiences to deliver competence and inform career choice in the future.
- Provides opportunities to develop leadership, team-working and supervisory skills.
- Prepares you for specialty training applications.
- Expands your knowledge of the NHS and Healthcare in the UK.
- All previous placement who have wished to joining a training programme in the UK have been successful in doing so

# Dedicated Education & Training Centre

- The centre encompasses: -
- 180 seat lecture theatre with twin HD presentation system, hearing loop, etc.
- Seven seminar rooms, seating between 24 and 100 students (room dependant)
- Four clinical skills rooms
- Two simulation suites.
- Full Teaching Programme.



# Skills Room

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# Team work and life on the wards



# Role/Example of daily duties

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- Allocated to a Ward or Team.
- Daily Patient Review/Examinations.
- Medical record keeping/History taking.
- Senior support from other medical staff.
- Multi disciplinary team working.
- Daily Ward Rounds by the Consultant.
- On-call cover/7 day shift pattern.
- Opportunities to attend Clinic/Theatre.

# Our recruiting history

Year	posts	Int / Czk	Core training	CT / Progression	What happened
2014	2	2 / 0	2 / 2	1. Pathology 2. GP	
2015	6	5 / 1	3 / 5	1. Surgery 2. Medicine 3. ED	1. Left after 12 months to get married
2016	10	6 / 4	4 so far	1. Medicine 2. GP 3. Paediatrics 4. ED	
2017	12	7 / 3	FY2		1. Left after 12 months (boyfriend) 2. Didn't start (failed ILETS)
2018	16	10 / 5	FY1		1. Didn't start (another post elsewhere)

# Terms and Conditions

# Contract Basics

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- Offered on a **2 year** fixed programme. 2<sup>nd</sup> year is subject to “sign off” of 1<sup>st</sup> year competencies by Director of PGME
- Post Title: **Year 1** Trust Junior Clinical Fellow and **Year 2** Trust Junior Clinical Fellow.
- Start date: **August 2018** with a shadowing /induction period commencing end of July 2018 (**dates to be confirmed**)
- **You need to be fully ready to start by the end of August at the very latest**
- **Important:** Posts are not recognised as training posts but afford the same training/educational opportunities as the equivalent Foundation level training at Year 1 and 2. Previous recruits have had no problem with moving on into Core training
- Salary: equivalent to UK FY1 and FY2 salary

# The offer of a post is subject to you

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- MB ChB or equivalent medical degree
- GMC Registration with a licence to practice
- **Successful completion of the IELTS or OET prior to commencing**
- Right to work in the UK
- Proof of identity
- Medical Clearance
- Satisfactory references for a 3 year period
- Police check/certificate. Disclosure Barring Services
- Further information will be provided on all of the above during the recruitment process

# Next Steps

# Application process

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- Open on line from January 2019
- Closing date tbc but will be mid March 2019
- Expressions of interest email to [patricia.keeley@sthk.nhs.uk](mailto:patricia.keeley@sthk.nhs.uk)
- Any questions to [michael.scott@sthk.nhs.uk](mailto:michael.scott@sthk.nhs.uk)
- Invite for interview to be held in Brno end of March 2019
- Feedback / offers within 48 hours of interview
- Offers to be accepted by 1 May 2019
- Pre-employment check process throughout May and June 2019
- To commence shadowing July 2019
- To commence formally in post August 2019

# Initial Joining Arrangements

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- Shadowing period minimum of 5 days prior to commencement in post (unpaid). To include attendance for Medical appointment
- Recommendation that if no prior undergraduate placement at Trust that this is extended to up to 4 weeks
- Formal induction period of 4 days (paid)
- Official start date in post TBC depending on GMC, IELTS or OET
- Shared fully furnished accommodation close to Whiston Hospital already available if required and rent will be automatically deducted from salary
- Guidance, help and support available from Trust throughout recruitment and commencing at Trust in addition to Medical support



**However it's not all about work**

# Annual Staff Awards Ceremony



# Social activities

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- **LIVERPOOL – A City of Culture, Heritage & People**
  - Voted the 4th Friendliest city in the WORLD!
  - Home of “The Famous Beatles”, Liverpool, Everton & Tranmere Rovers Football Clubs
  - One of the largest selection’s of Museums and Galleries outside of London
  - Diverse History and Architecture awaits you.
  - The Beautiful Wirral Peninsula is fantastic for walks and outdoor activities
  - A whole range of sports facilities and venues.

# Liverpool



**Chester**



**Manchester**



**Southport**



**North  
Wales**



**The Lake District**





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