



**Doncaster and Bassetlaw
Teaching Hospitals**
NHS Foundation Trust



Working at Doncaster and Bassetlaw Teaching Hospitals

Candidate information

Bassetlaw Hospital

Doncaster Royal Infirmary

Montagu Hospital



A word from

Richard Parker OBE, Chief Executive



Thank you for expressing an interest in joining Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust.

Over the past few years, we have gone through some substantial changes as a Trust; some of these have been challenging while others exciting, but all point towards a bright future for our patients, services and staff.

As I hope you will discover, this is an optimistic time for our organisation. We are currently working hard to implement our new divisional structure, striving to maintain our position as one of the best in class for health, whilst also embarking upon a journey to become CQC 'Outstanding'.

Alongside these aims, we intend to build upon our strengths and reputation for specialised services, ensuring that we remain at the forefront of innovation, research and development, as well as best practice as a Teaching Hospital and learning organisation.

Like all NHS organisations, we expect, and indeed are seeing, increased demand for our services, at the same time as having to respond to a changing healthcare economy. As a Trust we are working with our local and regional partners and stakeholders to reshape pathways to improve patient experience and offer faster access to the highest quality of care in the most appropriate setting, and this is where you come in.

Employing over 6,600 people across Doncaster and Worksop, every member of staff contributes crucial expertise which directly impacts on our ability to provide high quality patient care, and it is hugely important to me that each and every individual within

the organisation has a personal stake in our future successes and achievements.

As we operate a number of sites, you will gain a sense of a large and expansive organisation; however it is essential that our Trust has a great sense of community and identity, with an accessible leadership team and a feeling that each and every member of the team can make the difference.

As an organisation, we are proud that many of those in senior positions within the Trust began their careers here. We are also fortunate to have a large number of long-serving team members, with one member of staff recently retiring after 60 years of service, having spent an entire, happy career at the Trust.

This commitment is evidence of our ambition to give those who join the Trust the tools and opportunities in order to grow and progress their career, so whether you spend just one year or fifty with us, it's our pledge to help you **Develop, Belong and Thrive, Here**, not only for the benefit of local people but also the wider health service.

As Chief Executive, I am convinced of the strength and potential that we have as an organisation, and our ability to realise it in the coming months and years, meeting and moving beyond any challenges that we face.

I hope that you will soon join us in this journey, complimenting a fantastic, enthusiastic and innovative team. While we face challenges like all NHS providers, at DBTH we promise that you will work in an interesting, varied and ambitious environment, with some of the most talented and skilled people the NHS has to offer.

Richard Parker OBE,
Chief Executive at DBTH

Who we are

Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust (DBTH) is one of Yorkshire's leading acute trusts, serving a population of more than 420,000 across South Yorkshire, North Nottinghamshire and the surrounding areas.

Hosting three main hospital sites and a number of additional services, the Trust is one of only five Teaching Hospitals in Yorkshire and trains 25% of all medical students in the region and 30% of all other healthcare professional students.

As a Trust, we employ over 6,600 people, and, we believe, every member of staff contributes to patient care and has a personal stake in our future successes and achievements.

We are fully licensed by NHS Improvement (formerly Monitor) and fully registered (without conditions) by the Care Quality Commission (CQC) to provide the following regulated activities and healthcare services:

- Treatment of disease, disorder or injury
- Nursing care
- Surgical procedures
- Maternity and midwifery services
- Diagnostic and screening procedures
- Family planning
- Transport services, triage and medical advice provided remotely
- Assessment or medical treatment for persons detained under the Mental Health Act 1983.

We provide the full range of district general hospital services and some specialist tertiary services, including vascular surgery. We also provide a number of community services, external to our main hospital sites including sexual health services.

In 2017/18, the Trust received income over £380 million, managing to perform well within financial constraints. Like many NHS organisations, since 2015 the Trust has worked to reduce a significant deficit, delivering savings in the last financial year of around £10.3 million. Although a challenging time for DBTH, it also represents significant opportunity, with increased scope to foster creativity and ingenuity in order to meet our cost pressures but also to continue to improve for the benefit of patients.

Overall, the past 12 months for the Trust have been filled with organisational achievements, improvements, and the continuation of the financial recovery journey that we embarked upon two years ago. It has also been a time of consolidation to maintain the good progress made in patient care, treatment and experience, while overcoming challenges local to the organisation and nationally within the NHS.



Providing Care

Hosting three main hospital sites and a number of additional services, we are proud to serve the people of Doncaster, Bassetlaw and beyond.

Doncaster Royal Infirmary (DRI): A large acute hospital with over 650 beds, a 24-hour Emergency Department (ED), and trauma unit status. In addition to the full range of district general hospital care, DRI also provides some specialist services including vascular surgery. It has inpatient, day case, diagnostic and outpatient facilities.

In 2017/18 the site saw 500,000 patients.

Bassetlaw Hospital (BH) in Worksop: An acute hospital with over 170 beds, a 24-hour Emergency Department (ED) and the full range of district general hospital services including a breast care unit and renal dialysis. Bassetlaw has inpatient, day case and outpatient facilities.

In 2017/18 the site saw over 150,000 patients.

Montagu Hospital (MH) in Mexborough: A small non-acute hospital with over 50 inpatient beds for people who need further rehabilitation before they can be discharged. There is a nurse-led minor injuries unit, open 9am to 9pm. It also has a day surgery unit, renal dialysis, a chronic pain management unit and a wide range of outpatient clinics. Montagu is the site of our Rehabilitation Centre, Clinical Simulation Centre and the base for the abdominal aortic aneurysm screening programme.

In 2017/18 the site saw 85,000 patients.

We are also registered to provide outpatient and other health services at Retford Hospital, including clinical therapies and medical imaging.

We also provide some services in community settings across South Yorkshire and Bassetlaw. The rehabilitation beds we used to have at Tickhill Road Hospital in Doncaster transferred to Montagu Hospital in August 2012 however we still provide outpatient care of older people at this site.

In June 2017 the South Yorkshire and Bassetlaw Sustainability and Transformation Partnership (STP) was named as one of the first Accountable Care Systems (ACS) in the country. Known as Health and Care Working Together in South Yorkshire and Bassetlaw, the ACS is a partnership of 25 organisations responsible for looking after the health and care of the 1.5 million people living in Barnsley, Bassetlaw, Doncaster, Rotherham and Sheffield.



Doncaster Royal Infirmary



Bassetlaw Hospital



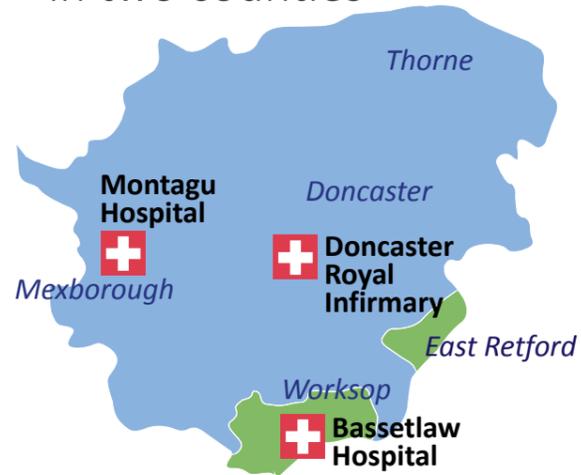
Montagu Hospital

“Everyone at DBTH was so helpful - even when they had a million other jobs to do they still took the time to show me where things were and explain anything I queried.”

Medical student at the Trust

Our Trust

We operate **three hospital sites** in two counties



We have a budget of over **£380 million**

We are one of **five teaching hospitals** in the region



We have over **6,600 staff** and **16,000 members**

Last year...

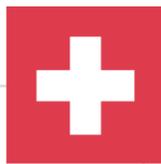
We cared for **53,185** inpatients



We cared for **539,97** outpatients



Our **Emergency Department** cared for over **165,000** people



We delivered over **4,900** babies



Highlights in 2018/19

LEADERSHIP



Chief Clinical Information Officer appointed: Dr Mike Whiteside is appointed to the new post as the Trust looks towards digital innovations.

ENGAGEMENT



Trust significantly increases visiting times: All wards increase their visiting times to 11am to 8pm each day, with some offering open access.

INNOVATION



Improvements coming to the Trust's ED: Works are currently underway to improve how patients book into the Emergency Department.

QUALITY



All hospitals go an entire year without MRSA: The Trust has not seen any cases of hospital-acquired MRSA since October 2017.

PREVENTION

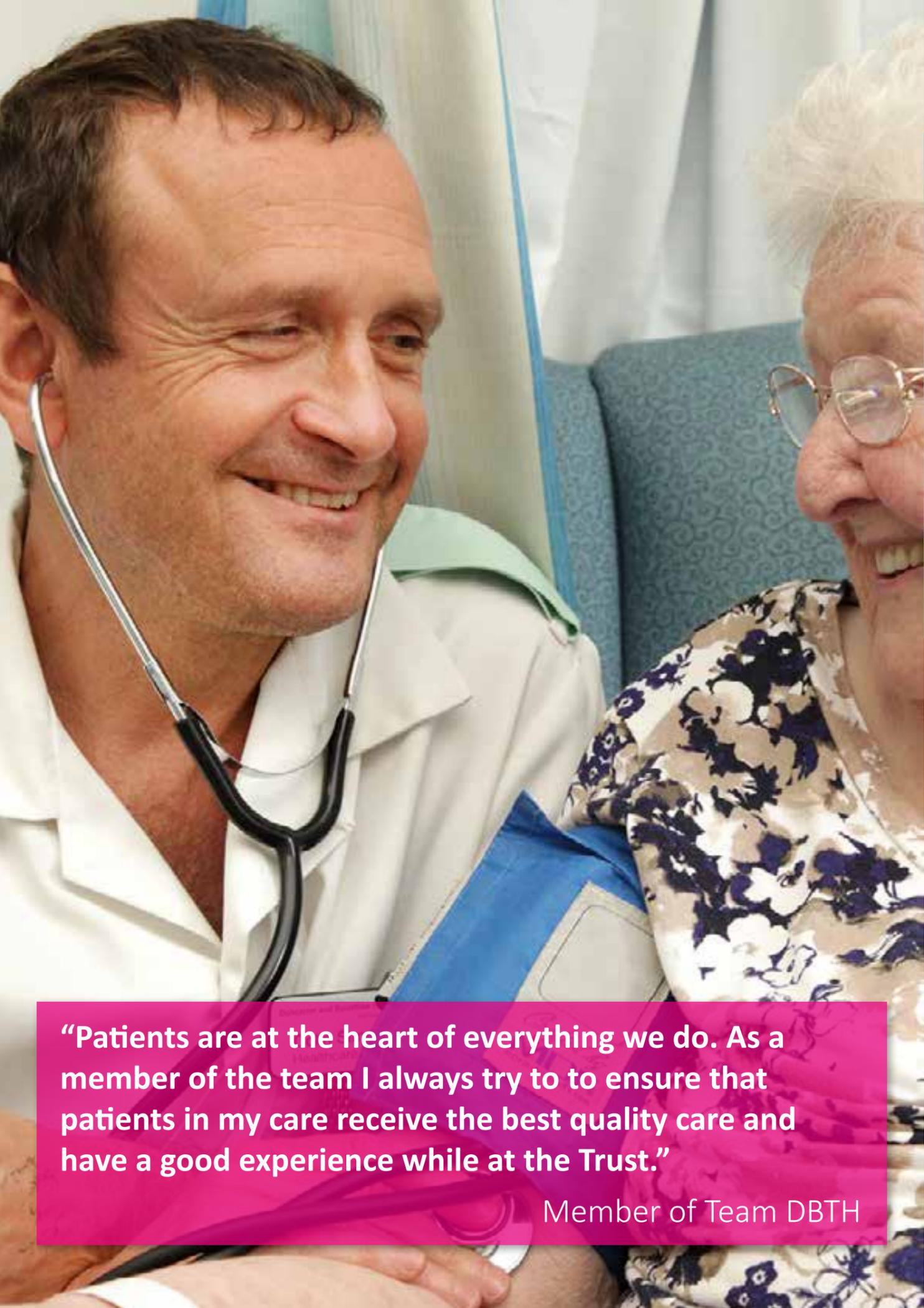


First Trust to vaccinate 75% of front-line: For the third year running, DBTH is first nationally to vaccinate over 75% of staff against flu.

EDUCATION



Foundation School in Health is launched: The Trust entered into a formal partnership with Hall Cross Academy, the nation's first.



“Patients are at the heart of everything we do. As a member of the team I always try to ensure that patients in my care receive the best quality care and have a good experience while at the Trust.”

Member of Team DBTH

Our vision and values

NHS
Doncaster and Bassetlaw
Teaching Hospitals
NHS Foundation Trust

W
We always put the patient first.

e
Everyone counts – we treat each other with courtesy, honesty, respect and dignity.

C
Committed to quality and continuously improving patient experience.

a
Always caring and compassionate.

r
Responsible and accountable for our actions – taking pride in our work.

e
Encouraging and valuing our diverse staff and rewarding ability and innovation.

As an Acute Teaching Hospitals Trust, and a leading partner in health and social care across South Yorkshire and Bassetlaw, we will work with our patients, partners and the public to maintain and improve the delivery of high quality integrated care.

Patients: Work with patients to continue to develop accessible, high quality and responsive services.

People: As a Teaching Hospital we are committed to continuously developing the skills, innovation and leadership of our staff to provide high quality, efficient and effective care.

Performance: We will ensure our services are high performing, developing and enhancing elective care facilities at Bassetlaw Hospital and Montagu Hospital and ensuring the appropriate capacity for increasing specialist and emergency care at Doncaster Royal Infirmary.

Partners: We will increase partnership working to benefit people and communities.

Prevention: Support the development of enhanced community based services, prevention and self-care.

Quality Improvement (Qi): Ensuring every member of staff is delivering the highest quality patient care by implementing Quality Improvements.

Benefits of #TeamDBTH

Learning and development opportunities

As one of the region's Teaching Hospitals, we believe it's absolutely paramount to encourage our staff to develop their skill set. From training to lunchtime lectures, our dedicated Education Team can help you to take that next step in your career. The quality of patient care the Trust is able to provide and the range of services that it is able to offer are upon the ability to ensure our current employees, together with any potential employees, are motivated, satisfied and want to stay working for us. This includes making sure staff have a personal development plan in place, access to training, development and career opportunities.

Park and Ride

We understand that parking can be an issue at most hospitals, this is why at Doncaster Royal Infirmary we provide a bus service to and from our 500 capacity car park, both of which are absolutely free. As we work across multiple sites in a 20-mile radius, we also provide a free-to-use shuttle bus to make it easier and cheaper to get around the Trust.

Health and Wellbeing

Working within the hustle and bustle of the NHS can make it hard to find time for yourself. Whether it's joining the DBTH netball team, taking part in a lunchtime walk with colleagues or getting your flu jab – the Health and Wellbeing Team are here to ensure you're supported in leading a healthy lifestyle.



Family friendly trust

The Trust is committed to improving the working lives of its staff and offers various benefits to attract and retain a motivated workforce. These include: Job Share Scheme, Term Time Contracts, Paternity Leave, Maternity Leave, Career Break Scheme, Adoption Leave, Leave in Domestic Emergencies and Flexible retirement.

Weekly newsletter

Keeping up with the latest happenings within an expansive and varied organisation such as ours can be tough, that's why we publish a weekly newsletter called the Buzz. Here you can find out about the latest Trust news, events and achievements.

Staff Facebook group

We know that it can be hard to keep up-to-date with emails and briefings - so that's why we encourage members of the team to join our Staff Facebook group. The updates important to you direct to your phone, tablet or laptop on your favourite social network.

STAR Awards

Recognising our staff for their hardwork and dedication is very important at DBTH. Each month a team and individual member of staff is awarded our STAR Award, with a glitzy annual event held for our STARs of the year.



Our Trust strategy 2017-2022

Over the past 18 months we have gone through substantial change as a Trust. As we move forward together, we set out our new strategy which describes what we want to achieve over the next five years and how we intend to get there.

In developing this vision, nearly 700 members of Team DBTH gave their thoughts, feedback and suggestions on this direction, through clinical governance meetings, our various communications channels and by completing and returning feedback postcards.

Please read the vision to gain an insight into how we intend to develop health care within Doncaster and Bassetlaw for the benefit of the communities we serve. This is a very exciting time for the Trust and we hope you will join us on this journey.

Key Trust publications

Access the latest Trust publications using the links below:

[Strategic Direction](#) for 2017-2022

[Annual report](#) 2017-2018



Our Improvement journey

In mid 2018, we began in earnest a journey towards 'Quality Improvement (Qi). We believe it is essential that Qi is seen as the way things are done at DBTH, and therefore it is crucial that this approach is driven by all members of the team, from Board to ward.

Our 'Due North' statement is: To be the safest Trust in the north of England, outstanding in all we do.

Our Executive Team are leading by example, and undertake 'coaching training' and other related bits of homework which in turn will help them to support Qi work within our related directorates and divisions.

This is also further supported as we are just one of seven trusts in the country to have been accepted upon a NHS Improvement programme which gives us additional support to implement Qi projects throughout DBTH.

This is all part of our ambition to become CQC 'Outstanding', and only by promoting, developing and implementing the ideas of our staff can this be a possibility.

Below you can find the roadmap for how we will support Qi within the Trust and also a short animation explaining our Qi approach.



The area

Spread across a wide and varied area, Doncaster and Worksop offer the perfect balance, with the best of the country and all of the comforts of city living.

The Trust operates over an area of 20 miles between our sites in Doncaster and Worksop, meaning that we are perfectly situated to take advantage of the sites, attractions and shopping destinations of both South Yorkshire and Nottinghamshire.

Both Doncaster and Worksop are located within easy access of the A1, M1, M18 and are only twenty minutes from Doncaster Sheffield International Airport.

Doncaster

An historical market town, at the southern edge of Yorkshire, Doncaster is renowned for its horse racing, rich railway heritage and its wealth of Georgian and Regency architecture on the Great North Road.

As a modern and ambitious town, with some of the most affordable real estate in the country, Doncaster hosts a vibrant town centre with first-class retail outlets, a fantastic night-life scene and ample opportunity for excursions, events and activities at the Dome, Yorkshire Wildlife Park or one of the town's sporting clubs.

Further afield, the town is home to some truly stunning scenes of a natural beauty, with rambling little villages to visit, ample woodland to explore and even a Norman castle to conquer.



Whether you fancy a trip to Meadowhall or wish to spend a lost afternoon in nearby Sheffield, Hull or Leeds, Doncaster is your perfect launch pad, combining the best of the country with all of the comforts of the city.

Doncaster Growing Together is a set of concrete plans for now and big ideas for the future. Find out more about the town's ambitious next steps.

Worksop

A quaint market town, Worksop is famed as the 'Gateway to the Dukeries', a unique selection of Ducal properties in north Nottinghamshire which includes Clumber Park, Welbeck Abbey, Thoresby Hall and Worksop Manor.

A former mining town, Worksop has many local attractions in the town and nearby, you'll find plenty of things to see and do and places to stay along with a whole host of bars and restaurants.

Like its neighbour, Worksop has some truly beautiful stretches of country side, boasting truly idyllic scenery and playing the perfect host for a good ramble through North Nottinghamshire's delectable sights and sounds.

A picturesque place to live and work, if the above isn't convincing enough, a recent study has found Worksop to be the happiest place in Nottinghamshire!



How to apply

If you're interested in joining the Trust, please do so via [NHS Jobs](#). Thank you for your interest in the role and we look forward to hearing from you.

For more information on the Trust please go to our website at www.dbth.nhs.uk or to contact a member of the Recruitment Team, email dbth.recruitment@nhs.net or ring 01302 642584.



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