

Weston Area Health **NHS**  
NHS Trust

YOUR FUTURE  
IS HERE





“THE TRUST REALLY LOOKS AFTER ITS NURSES. THERE’S PLENTY OF TRAINING TOO.”

Welcome to Weston Area Health Trust – and your opportunity to join a dedicated team of nursing professionals, all working together to deliver exceptional care to our patients.

Situated in the popular seaside town of Weston-super-Mare, the Trust is home to one of the smallest hospitals of its type in the UK. This gives it a genuinely friendly, supportive and personal atmosphere. Teamworking is key here. People co-operate and help each other to achieve excellent results. It also makes each day more enjoyable!

Although we’re not a large Trust, we do provide a diverse range of services and different wards. This variety of specialisms means that our nurses can develop their skills, experience and knowledge in new areas as they build their careers and achieve their professional goals with us.

We support that by providing outstanding opportunities for training and development. When you first join us, you will enjoy a comprehensive 14-day induction programme. Then as you progress, you can choose from a variety of courses to ensure you stay up to date and are fully equipped for the areas you are working in.

At Weston, you will be seen as an individual, not just an anonymous member of a huge workforce. We actively encourage all of our staff to help us improve in everything we do, so your ideas will be listened to and your efforts will be recognised.

You can also look forward to living and working in this attractive town with its miles of beaches and thriving nightlife. The beautiful North Somerset countryside is close by, yet you are within easy reach of the UK motorway and rail network, as well as Bristol Airport with direct flights to Madrid-Barajas six days a week.

In addition, we offer excellent pay and conditions, including rent-free accommodation for your first two months here.

**Find out more about the Weston Area Health Trust at [www.waht.nhs.uk](http://www.waht.nhs.uk)**





“EVERYONE HERE SUPPORTS EACH OTHER  
TO DO A GREAT JOB.”

One of the smallest District General Hospitals in the UK, Weston Area Health NHS Trust offers nurses a uniquely friendly and supportive environment. The emphasis here is on teamworking as we co-operate and strive towards a shared vision of providing the very best care to every one of our patients.

An extensive transformation programme has seen us change the way we deliver our services through the introduction of clinical best practice across medicine. This has led to major quality and performance improvements over the last year – and we’re determined to build on this still further.

Having consistently delivered against national emergency and elective targets, our progress and success over the last twelve months has been recognised nationally. We have also invested significantly in nursing professionals to bring frontline staffing to a high level.

## WHAT WE OFFER: Registered Nurse – Band 5

- Salary range £21,388 – £27,901 + enhanced payments for out of hours work averaging approximately £3,500 per year
- First two months’ accommodation provided and paid for
- Transport arranged and paid for from Bristol Airport
- Three-week comprehensive induction programme
- 27 days annual leave (plus eight Bank Holiday days)
- On-site gym
- On-site nursery

**To join us, you will need to demonstrate that you can communicate fluently in English; whether face to face, when writing, or over the phone. You should also be an excellent teamworker with the ambition to develop your role and your career.**

## Training and development

Our staff are our most valuable resource, which is why we support and encourage learning. We want everyone who works here to achieve their professional and personal goals and this includes the staff who have made the commitment to join us from abroad. We'd like you to view this as an opportunity to progress and develop your career for the long term.

To begin with, you will have a full induction programme. This will ensure that you quickly settle into our hospital and gain an understanding of our approach to key clinical areas. It includes practical advice, clinical courses, familiarisation tours, social events and more. You will also get to spend time on wards with a mentor.

After that, you will have access to leading training and development programmes at all stages of your career. Some courses are essential, and you can easily manage these through your personal log in on our intranet.

You will also have the opportunity to discuss professional development with your supervisor and where appropriate, select from amongst a wide range of wide range of courses to support your professional development. The intranet has a facility for you to view these and book them yourself.

When we asked our staff what makes the Trust a great place to work, training and development came out as a top answer. This is a major priority for us, as we want ambitious nursing professionals to stay with us as they help to make this the best small acute hospital in the country.

### A message from the Chief Executive to our staff:

"The commitment shown by staff in all departments and support services is truly inspiring. It is visible in the improvements we continue to make in the quality and safety of the care we deliver.

What I have witnessed (referring to staff teams working extremely hard through the busy Winter period) is beyond the call of duty and is a fine example of why you should all take great pride from the service you offer to our population. I would like to thank you for your efforts and commitment – you are all brilliant!

I would also encourage anyone who has ideas of how we could further improve our patient care to talk to their divisional manager."

Nick Wood, Chief Executive



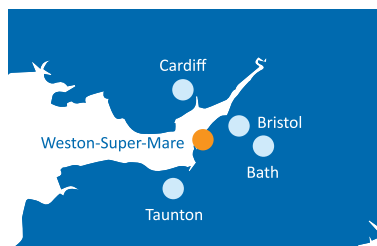


“THE PEOPLE OF WESTON-SUPER-MARE ARE VERY NICE AND FRIENDLY. THEY ARE ALWAYS HAPPY TO HELP.”

Weston is one of the UK’s most popular seaside destinations with miles of golden sands plus lively bars, popular restaurants and, of course, the famous pier which was re-opened to great acclaim in 2010.

There are things to see and do all year round – from arts and jazz festivals through to plays and musicals at the Playhouse Theatre and Winter Gardens, to amusement parks and more. Whatever your interest, whether outdoors or in, there’s plenty to keep you busy here!

The surrounding county of North Somerset boasts a fabulous coastline with breathtaking clifftops and superb English countryside. You’ll want to visit the Mendip Hills, the Quantocks and Cheddar Gorge too. The large and diverse cities of Bristol and Bath are only a short journey by car or train, and our convenient location just off Junction 21 of the M5 motorway means the rest of Somerset, Devon and Cornwall are virtually on the doorstep.



## About

To discover more about the local area, visit:

[www.weston-super-mare.com](http://www.weston-super-mare.com)  
[www.thisissomerset.co.uk](http://www.thisissomerset.co.uk)  
[www.somerset.gov.uk](http://www.somerset.gov.uk)  
[www.visitbristol.gov.uk](http://www.visitbristol.gov.uk)  
[www.loveston.com](http://www.loveston.com)  
[www.visitsomerset.co.uk](http://www.visitsomerset.co.uk)  
[www.visitsouthwest.co.uk](http://www.visitsouthwest.co.uk)

These sites will also give you an idea of property prices:

[www.nslm.co.uk/pages/tenants.html](http://www.nslm.co.uk/pages/tenants.html)  
[www.rightmove.com](http://www.rightmove.com)  
[www.zoopla.co.uk](http://www.zoopla.co.uk)  
[www.primelocation.com](http://www.primelocation.com)  
[www.thewestonmercury.co.uk/buy-and-sell/homes](http://www.thewestonmercury.co.uk/buy-and-sell/homes)

## Schools

There is a range of excellent schools within the town from primary through secondary, as well as Weston College which has been rated 'Outstanding' by Ofsted. There's more information at [www.n-somerset.gov.uk](http://www.n-somerset.gov.uk) – click on Education and then Schools on the left side of the page. You can see the views of parents at [www.schoolsnet.com](http://www.schoolsnet.com) – search under Town for Weston.

## Transport

Bristol Airport is just half an hour away and easily accessible by bus or taxi. From here, you can fly direct to 16 Spanish airports, including Madrid-Barajas six days a week with easyjet. Details are at [www.bristolairport.co.uk](http://www.bristolairport.co.uk)

There's also information about local buses at [www.firstgroup.com](http://www.firstgroup.com) – choose Bristol, Bath and the West as your local area.

For information about trains, visit [www.thetrainline.com](http://www.thetrainline.com)





**“YOU SPEND MORE TIME WITH PATIENTS  
AND THERE’S MORE FOCUS ON DIGNITY  
AND COMFORT.”**

Although a relatively small acute hospital, Weston Area Health Trust boasts a diverse range of different wards and specialist areas. This gives our nurses the opportunity to build their skills across a number of specialisms as they develop their careers.

The Trust provides acute services for a 200,000-strong local population and for a huge number of holiday makers – Weston-super-Mare attracts 3.3 million day trippers and 375,000 visitors who stay longer – increasing the base population considerably over the summer.

**Our hospital includes:**

- In-patient facilities for surgical and medical specialties, as well as a range of other services.
- Two dedicated daycase operating theatres, together with a 22-patient single-sex day case ward area, pre-op clinic and a new endoscopy unit.
- A ten-station daycase chemotherapy unit.
- Out-patient services including ophthalmology, ENT, vascular surgery, paediatrics, cardio-thoracic surgery, neurology, oncology and sexual health.
- A busy Emergency Department seeing around 50,000 patients each year.
- A well-equipped radiology department, plus a new unit to house the Trust’s first on-site MRI and CT Scanners.
- A leading children’s unit with a paediatric outpatients department including six consulting rooms.
- An integrated service in general medicine and care of the elderly, with acute medical work focused on our 54-bed Harptree Acute Unit.
- A range of accredited cancer services including breast, colorectal, lung, gynaecology, palliative care and urology.

## What's it like to work here?

Our recent staff engagement surveys have helped us to answer that question honestly! These are the top five reasons why our employees would recommend the Trust as a good place to work:

- Work environment
- Training and development
- Pay and conditions
- Communication
- Job security

Our staff tell us that some of the key areas in which we are performing well include:

- Effective teamworking
- Ability to contribute towards improvements at work
- Availability of Health & Safety training

Comments included:

- *"Small Trust, a sense of being able to make a difference, friendly and approachable staff at all levels."*
- *"Friendly, good location, easy parking, small hospital where you know most people, good leadership."*



### A message from our Director of Nursing:

"I am proud to be Director of Nursing at Weston General Hospital. Nurses here play a key role in ensuring the safety of patients. We have improvement programmes in place to prevent pressure sores, reduce infections, stop medication errors and help patients avoid falls. We encourage all our nursing staff on the wards to get involved in these programmes and help us to shape safer care.

Providing dignified and compassionate care is one of our highest priorities with 98% of patients recommending our Emergency Department Services and 99% our Maternity Services to other patients. Our nursing strategy is based on care, compassion, competence, courage, commitment and communication, which is embedded in the day to day care we give to patients."

Chris Perry, Director of Nursing





# “IF YOU HAVE A QUESTION OR PROBLEM, THERE’S ALWAYS SOMEONE WHO’S WILLING TO HELP.”

### How will you help me prepare before moving to the UK?

We will send you full details of your accommodation and a guide to “Getting out and about in Weston”. We will provide you with the direct contact details for a named member of the Human Resources team – they will meet you when you arrive and be able to answer any questions you have. We will also make sure that you have a copy of your extensive induction and orientation programme before you start working, so that you can familiarise yourself and know what to expect.

### What will happen when I first arrive?

We will arrange for a taxi to collect you from Bristol Airport and take you to your accommodation. Before you arrive, we’ll let you know who will be collecting you and where you will be staying.

### Where will I stay for the first few weeks?

We’ll arrange your first two months’ accommodation for you. Details will be provided to you as part of your starter pack.

### How much will I be expected to pay for my accommodation?

Your first two months’ accommodation rent will be paid for by the Trust. Should you have the opportunity to stay in the accommodation after this time, you will be expected to cover all costs.

### How will I find permanent accommodation?

After you have settled in to your new job and the area, we will provide you with advice on the best ways of finding the type of permanent accommodation that suits your needs. We will put you in touch with relevant agents who we have worked with previously. We will of course provide relevant references and help you if you get stuck on the tricky bits!

### What will I be doing during my first few days?

Our 14-day Overseas Nursing Orientation programme will help you to settle in quickly. It includes practical advice, day-to-day living tips, formal clinical courses, familiarisation tours and social events. You will also receive mentoring and experience a shift on a ward.

### When will I get paid?

You will be paid on a monthly basis. Pay day is normally the 22nd of the month or the preceding working day if the 22nd is on a weekend or public holiday. You are paid via a direct electronic transfer to your UK bank account.

### How much holiday will I receive?

The holiday year runs from 1st April to 31st March, and on joining the NHS you are entitled to 27 days annual leave plus eight days for Public Holidays (this number can vary depending when Easter falls).

### What do I do if I become ill?

European citizens have the same rights to free NHS medical treatment as UK residents. Once you have an established address then you can visit your local doctor’s surgery and register. You will need to take your proof of home address, such as a utility bill or a payslip.

### Do you already employ Spanish nurses?

Yes. In 2014, we welcomed around 40 nurses from Spain. They all settled in quickly and quickly became popular members of the nursing team. Some have already brought partners and pets to settle with them in Weston.

### What do I need to do if I want to drive while I’m in the UK?

Visit [www.theaa.com](http://www.theaa.com) and [www.rac.co.uk](http://www.rac.co.uk) for information and advice on driving while in the UK, including details of the type of driving licence you will need and any additional equipment you may have to carry to comply with local laws.

### How do I find out what transport is available in my area?

If you have a smart phone you can download a travel app. The UK Journey Planner gives you public transport directions covering rail, bus and tram from your location to any UK destination. For information about local buses, visit [www.firstgroup.com](http://www.firstgroup.com) and choose Bristol, Bath and the West as your local area.

### Who can I contact if I have a problem?

You will be assigned a mentor who will always be happy to help with any problems or queries you may have. You can also contact a member of your HR and Training team.

“The conditions and benefits help to make this such a rewarding job.”



**One of the largest employers in the world, the National Health Service (NHS) has more than 1.3 million dedicated staff working to deliver the best possible service to patients across the UK. A typical NHS day will include:**

- More than 835,000 people visiting their GP practice or practice nurse
- Almost 50,000 people visiting accident and emergency departments
- 49,000 outpatient consultations
- 94,000 people admitted to hospital as an emergency admission
- 36,000 people in hospital for planned treatment

There are few careers as rewarding as one in the NHS – or that give you the opportunity to work with such a variety of people and diversity of areas. Join the NHS and you will become part of a talented team of professionals who are committed to providing exceptional levels of care and making a real difference to the lives of others. You will also enjoy one of the most competitive and flexible benefits packages offered by any employer in the UK.

#### **WAHT in the NHS**

There are many challenges facing the NHS right now, both locally and nationally. At Weston Area Health Trust (WAHT), we are striving to meet those challenges as we continue to improve our standing as an organisation that is focused on the delivery of high-quality services to all of our patients.

#### **One of our Spanish nurses described her experience of working at our hospital:**

“We also have a free national health service in Spain, but there are differences. In Spain you have more patients to look after, so for example I’ve looked after 22 patients at once. In the NHS you spend more time with patients and there’s more focus on dignity and comfort. You have much more time to take care of all the needs of the patient and not just their clinical health.”



### Our Values

Our vision for the Trust is: To put patients at the heart of what we do and be the local healthcare provider of choice by delivering the right care in the right place at the right time and with the right care team.

This vision is supported by a series of local values which continue to guide actions, behaviours and decision making within the Trust and which are consistent with the NHS Constitution and National “6C” values. Trust’s values are:

**People and partnership** – working together with colleagues, other organisations and agencies to achieve high care standards or specifically helping a service user, visitor or colleague (Care and Commitment)

**Reputation** –actions which build and maintain the Trust’s good name in the community (Communication)

**Innovation** – demonstrating a fresh approach or finding new solutions to problems (Courage)

**Dignity** – Contributing to the Trust’s Dignity in Care priorities (Compassion)

**Excellence and equality** – demonstrating excellence in and equality of service provision (Competence)

**Every month, we give a PRIDE of Weston award. Employees are invited to nominate a colleague, team or volunteer who has demonstrated the PRIDE principles in action in their day-to-day work.**

