






## **Patient First**

At University Hospitals Sussex NHS Foundation Trust, we work tirelessly to ensure that our patients are at the heart of what we do. We have developed a Trust-wide improvement system to enable us to realise our ambitions around this and we've called it "Patient First". Patient First is our approach to improving the quality of care for patients and to build and embed a culture where staff can be confident that their views matter and will be heard. The aim is to empower all staff to lead change, raise issues or concerns, identify and implement improvements within the workplace and find solutions collectively as part of a team. It encourages all staff to be innovative and drive forward quality improvement and positive change in their areas.

Underpinning our Patient First approach are five strategic themes, each with their own vision statement. These were developed in conjunction with our staff, taking time to hear and understand what they feel really matters and what will have the biggest impact on the delivery of our Patient First mission: to deliver excellent care, every time.

## **Strategic Themes**

-  **Patient** - Providing outstanding, compassionate care for our patients and their families, every time
-  **Quality** - Excellent outcomes ensuring no patient comes to harm and no patient dies who should not have
-  **People** - To be the employer of choice and have the most highly engaged staff within the NHS
-  **Sustainability** - Living within our means providing high quality services through optimising the use of our resources
-  **Systems and Partnerships** - Delivering timely, appropriate access to acute care as part of a wider integrated care system

## **Our Trust values**

Alongside our strategic themes and vision statements, our staff also developed a set of core values that describe the commitment we have made to one another, our patients, visitors and partner organisations about how we will treat those around us. We hold each and every member of our Trust to these standards and expect all those seeking to join us to demonstrate these core values in all they do.

Compassion | Communication | Teamwork | Respect | Professionalism | Inclusion

## **About the Trust and its services**

We provide care for 1.8 million patients, covering a geographical area of approximately 3,800km<sup>2</sup>. This includes all of Sussex for trauma; Brighton and Hove, Mid and East Sussex for cancer and neuro-surgery; and district general acute services for Brighton and Hove, West and Mid Sussex, extending into East Sussex.

We operate across five main hospital sites:

- Princess Royal Hospital in Haywards Heath
- Royal Sussex County Hospital in Brighton
- St Richard's Hospital in Chichester
- Southlands Hospital in Shoreham-by-Sea
- Worthing Hospital in the centre of Worthing

NB: The Brighton campus includes the Royal Alexandra Children's Hospital and the Sussex Eye Hospital.

In addition to our five hospital sites, we provide services from other locations including:

- Bexhill Haemodialysis Satellite Unit
- Bognor War Memorial Hospital
- Brighton General Hospital
- Crawley Hospital
- Hove Polyclinic
- Lewes Victoria Hospital
- Newhaven Ward
- The Park Centre for Breast Care
- Worthing Dialysis Satellite Unit
- Various Health Centres, GP surgeries and Sexual Health Clinics

Our four acute hospital sites in Brighton, Chichester, Haywards Heath and Worthing offer many of the same services for their local populations including acute medicine, general surgery, 24 hour A&E, maternity services, intensive care and orthopaedics. Paediatric and neonatal care is provided at Brighton, Chichester and Worthing.

The specialised and tertiary services provided at the Royal Sussex County Hospital in Brighton include neurosciences, arterial vascular surgery, neonatal, paediatrics, cardiac, cancer, renal, infectious diseases and HIV medicine. It is also the major trauma centre for Sussex and the South East.

In Chichester, we operate a purpose-built NHS Treatment Centre on site which offers safe, fast, pre-booked day and short stay surgery and diagnostic procedures.

In Worthing, our Breast Care Centre is equipped with the latest digital diagnostic equipment, which enables the provision of a much-improved breast screening and symptomatic service to women in a warm and welcoming, purpose-built environment.

Southlands Hospital specialises in day-case procedures, ophthalmology care and outpatient appointments and services provided from Brighton General Hospital include dermatology, physiotherapy and outpatient appointments.

## **Recruitment at the Trust**

University Hospitals Sussex NHS Foundation Trust is an inclusive employer. We actively promote equality of opportunity for all and welcome applications from a wide range of candidates. We select candidates for interview based solely on the minimum requirements for the role applied for including skills, qualifications and experience. The Trust is committed to the fair treatment of its staff and its potential staff regardless of age, disability, race, gender, gender re-assignment, religion and beliefs, sexual orientation, health, pregnancy/ maternity status, criminal record, marital status/civil partnership, Trade Union membership status, nationality, ethnic origin, domestic circumstances, social and employment status and HIV status.

We have registered as a 'Disability Confident' employer in recognition of our commitment to encourage applications from candidates with disabilities. As part of this commitment, the Trust will interview all applicants with a disability who meet the minimum criteria for a job vacancy and consider them on their abilities. Additionally where required, the Trust will make reasonable adjustments to accommodate individuals with specific needs during the selection process and within the workplace itself for candidates appointed to post. Specialist advice will be sought from Occupational Health regarding reasonable adjustments for successful candidates.

Advertisements placed by the Trust will contain contact details in order for you to find out any further information you need to find out about the role. Applications are made using online application forms and if you require any assistance with the form or another part of the application or recruitment process, please contact a member of the recruitment team to discuss your needs. You can also contact a member of the team if you require any reasonable adjustments in relation to our recruitment and selection processes.

If you have already applied for a position, the simplest way to contact the team is to send an email via the communications tab on your Trac account. Alternatively, please see contact details below.

For posts advertised at St Richard's Hospital in Chichester, Worthing Hospital, Southland's Hospital in Shoreham and the Sexual Health Department at Crawley, please use the following contact details:

- Non-medical vacancy enquiries - 01243 788122 extn 33150 or [wshnt.hrrecruitmentadmin@nhs.net](mailto:wshnt.hrrecruitmentadmin@nhs.net)
- Medical vacancy enquiries – [wshnt.medicalstaffing@nhs.net](mailto:wshnt.medicalstaffing@nhs.net)

For post advertised at The Royal Sussex County Hospital, Princess Royal Hospital, The Royal Alexandra Children's Hospital and the Sussex Eye Hospital, please use the following contact details:

- Non-medical vacancy enquiries - 01444 448692 or [bsuh.hresvacancies@nhs.net](mailto:bsuh.hresvacancies@nhs.net)
- Medical vacancy enquiries – [bsuh.medical.hr@nhs.net](mailto:bsuh.medical.hr@nhs.net)