



Liverpool Women's
NHS Foundation Trust

*A great place
to work*

The **best people**, giving the **safest care**, providing **outstanding experiences**



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to work***

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Introduction

Liverpool Women's NHS Foundation Trust specialises in the health of women and babies – both within the hospital and out in the community.

Collectively our team represents some of the most outstanding expertise and experience in this field. As the only specialist trust for women and babies in the UK and the largest standalone women's hospital of its kind, we are dedicated to the care and well-being of women, babies and families.

Here at Liverpool Women's we believe a great patient experience is intrinsically linked to a great employee experience. For this reason, we need to care for, develop and enable the collective potential of all our people, including those who are not directly employed but who have an important role to play here. We take pride in harnessing our people's energy, talents and differences with a shared sense of purpose.

Our ambition is to create a place of work where everybody;

- feels welcomed and their contribution, talent and differences are valued and recognised from the very first to the very last day of their time at Liverpool Women's
- is clear about the part they play in the delivery of excellent and safe care every day
- understands their personal responsibility to ensure they have a positive impact on those they care for and those they work alongside
- has a voice, is encouraged to speak up without fear of blame in the interests of patients and receives timely feedback on their ideas and concerns
- is actively encouraged to get involved in shaping improvements in their service areas and teams
- is actively involved in decisions that affect them
- is supported to develop throughout their career to achieve their full potential
- is treated fairly and with respect, with a shared commitment to learning from the times when we don't get things right
- is led by leaders and managers who truly understand and are committed to supporting their teams to do the very best they can for women, babies and their families
- actively seeks feedback from patients, visitors and colleagues to inform their personal and professional development
- feels supported, cared for, empowered and proud to work for and recommends Liverpool Women's as a place to come for care
- is kind and lives up to the values of the *We Care & Learn* consistently demonstrating the right behaviours.



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Be Kind.

We at Liverpool Women's have many values and behaviours that we live by. We always strive to show that we **care**. We have an **ambition** to provide the best for people. We **respect** the talents and differences in everyone. We aim to **engage** with people about our decisions and the things that we do. And we always have a desire to **learn** from people and experiences in the past, present and future.

The simplest action that makes all of these things possible is to **Be Kind**.

*The **best people**, giving the **safest care**, providing **outstanding experiences***

About us

Our vision is to be the recognised leader in healthcare for women, babies and their families.

Our shared vision at Liverpool Women's is simple and has withstood the test of time. It is underpinned by a shared set of values based around the needs of our people. We encourage these behaviours in all our staff, partners and volunteers to make sure our values are delivered in the same way, every day, to every person we care for.



We have a set of five strategic aims which are central to all of our strategies and plans, and through working with patients, staff, governors and our partners we have developed a series of ambitions to push those aims one step further, helping us create the mind-set we need to achieve our vision and be outstanding in everything we do:

Our Aims	To develop a well led, capable, motivated and entrepreneurial workforce.	To be ambitious and efficient and make best use of available resources.	To deliver safe services.	To participate in high quality research to deliver the most effective outcomes.	To deliver the best possible experience for patients and staff.
Our Ambitions	We will be an outstanding employer.	We will deliver maximum efficiency in our services.	Our services will be the safest in the country.	Outcomes will be best in class.	Every patient will have an outstanding experience.

Thousands of reasons to be proud

Here are some of the amazing facts and stats that we achieve each year at Liverpool Women's.



Figures are approximate based on activity over recent years.

Our services

Maternity

Every day, on average, 24 babies are born at Liverpool Women's. As the largest single site maternity hospital in the UK, we pride ourselves on being the hospital of choice for thousands of expectant mothers.

Our highly-skilled team of consultants, obstetricians and midwives are here to support and guide women from the time they become pregnant to the moment they hold their baby for the first time, and on into the first few hours, days and weeks of parenthood.

Above all, our aim is to offer a sensitive and flexible service to meet the specific needs of every woman and her family. And we encourage women to be partners in the planning of their care.

We are able to offer you an extensive range of antenatal screening tests and investigations. The safety and wellbeing of every woman in our care is our number one priority making us a safe pair of hands at this exciting time in life.

Gynaecology

We understand the sensitivities of female health and offer a comprehensive range of gynaecology services. Put simply, gynaecology is the clinical area focused on the health of the female reproductive system.

As well as providing a specialist service for urogynaecology - bladder and prolapse conditions - and miscarriage, we are the specialist regional centre for cancer services, known as gynaecology oncology within the Merseyside and Cheshire Cancer Network.

We also have a 24 hour gynaecology Emergency Room and an Early Pregnancy Assessment Unit, giving rapid access to medical treatment and ultrasound scans for women who experience a gynaecology emergency especially in the early stages of pregnancy.

Neonatal care

Liverpool Women's is a recognised centre of excellence for neonatal care - providing care for babies born prematurely, with low weight or who have a medical condition that requires specialist treatment.

Liverpool Women's Neonatal Unit is part of the Cheshire and Merseyside Neonatal Network and takes care of more than 1,000 babies and their families every year from the Isle of Man, North Wales and other areas of the country.

We ensure the whole family is included in the care and decision making of their baby in order to provide family centered care of the highest quality and in accordance with our philosophy of care.

The Neonatal Unit is located within Liverpool Women's Crown Street site where we house 44 cots; 12 for the intensive care of the newborn, 12 for high dependency and 20 for low dependency care. There are also 8 cots for transitional care that are situated on the Maternity Ward.

Fertility

The Trust boasts one of the world's leading reproductive medicine units: The Hewitt Fertility Centre.

With investment in the very latest technology, The Hewitt Fertility Centre gives couples their very best chance of a successful pregnancy. They are one of the largest NHS and private providers of fertility treatment in the UK.

With centres both in Liverpool and Knutsford (near Manchester), people can access its expert services at a location that is most convenient for them.

Our services

Liverpool Centre for Genomic Medicine (LCGM)

The role of genetics in healthcare is one of the most rapidly expanding areas of development. Liverpool Women's provides a regional genetics service known as the Merseyside and Cheshire Genetics Service - serving a population of around 2.8 million people across Merseyside, Cheshire and the Isle of Man.

Our main role is to diagnose and counsel families with possible or known inherited disorders. We receive referrals for families who have or at risk of a having a genetic condition.

Our team of specialists support families by providing:

- An accurate diagnosis
- Information about how a genetic condition may develop
- Assessments on the risk of transmitting a genetic condition
- Support for families with understandable information and counselling

Anaesthetics

For patients having elective or emergency surgery, there is one part of their hospital stay that can cause anxiety for some - the use of anaesthetics and analgesia to manage pain.

At Liverpool Women's, our highly experienced and dedicated team care for around 6,000 women every year in one of our five gynaecology operating theatres. We also provide a 24-hour epidural service for over 1,500 women each year and look after more than 2,000 women who come to one of our three maternity operating theatres for either a planned or emergency caesarean section.

The team is made up of consultant anaesthetists, theatre nurses, operating department practitioners, healthcare assistants and porters.

Research and Innovation

Clinical research and innovation are vital for improving the health of all our patients, both adults and babies, and for the development of new and improved treatments and medications.

Our team is dedicated to ensuring that all patients who need it can benefit from the cutting edge research which is carried out on a daily basis. We have a number of researchers with vast experience of broad research methods supported by an effective research infrastructure.

With the motto *'Today's research, tomorrow's clinical practice'*, our job is to manage the portfolio of research within the Trust, providing advice, support and ensuring high research governance standards.

All clinical research undergoes independent ethics committee and research and development review before it is undertaken within the Trust. This safeguards the rights and welfare of research participants as well as making sure that high quality research is carried out.

Corporate Services

We have a dedicated team of colleagues providing a range of support services which support the delivery of high quality care and patient experience.

Corporate services are essential to the smooth running of the hospital and include a range of administrative services including patient records, teams in estates to keep our buildings and facilities safe, teams in human resources and learning and development focused on developing our staff, finance colleagues who ensure we are running services efficiently and digital services who manage a wide range of clinical and non-clinical Information systems.

Why Liverpool Women's Hospital is a great place to work...



"A great place to work is one in which you trust the people in which you work for, have pride in what you do, and enjoy the people you work with."

"Liverpool women's is an exciting and rewarding place to work. There are so many opportunities for personal development, I feel very lucky to work here."

"Getting to know all the amazing people who work here makes it that much more exciting to come into work everyday!"

"Working as a sonographer at Liverpool Women's is great because as a tertiary referral centre for women's health we have a unique opportunity to scan complex gynaecological cases and work with a world class fetal medicine team."



"As a mature woman returning to the workplace I have felt valued and supported at all times by my colleagues at LWH, it's exciting and so rewarding to be part of such a wonderful community at work."

"I have to say it's been one of the best places to work, from working over 20 years in primary, acute and tertiary services."

"Liverpool Women's has helped me greatly in starting my Neonatal Nurse career and in discovering the vital skills I need in life."

"Liverpool Women's Hospital where experience matters, and age is just a number."

Employee benefits

There are many benefits of working for Liverpool Women's NHS Foundation Trust.

The Trust

- 27 days annual leave rising to 33 days plus bank holidays – *Agenda for Change* staff
- Competitive incremental pay structure
- Long service awards, excellence achievement awards, employee of the month scheme and an annual staff recognition event
- Annual national staff survey
- Quarterly *Let's Talk* survey
- On site restaurant

Pension

- Flexible retirement opportunities
- NHS pension scheme

Supporting staff at home and work

- A range of flexible working options and patterns including hybrid working
- Maternity/paternity leave and pay
- Carers and special leave policy

Staff learning, development and supporting career journeys

- Induction programme for all staff
- Extensive corporate and local induction programme, including 100 day check in and access to mentors
- A range of accredited and CMI endorsed in-house leadership programmes and vocational courses
- Annual performance reviews including career conversations and personal development plans to progress your learning and career journey
- Opportunities to undertake a wide range of apprenticeships to progress in your career
- Bespoke learning opportunities and methods to meet the needs of all of our staff
- Comprehensive coaching and mentoring offers
- Talent management programmes
- Individual development plans to truly support your learning both informally and formally

Health and wellbeing

- Occupational health service with in-house psychologist
- External counselling service and employee assistance programme
- NHS occupational sick pay
- Prayer room and chapel
- *Ride-2-work* cycle scheme
- Wellbeing coaches available throughout the Trust
- Mental health first aiders available throughout the Trust
- *Freedom to speak up* guardians
- Disability network group
- BAME network group
- Walking group
- A range of exercise and wellbeing classes



Are you new to Liverpool?

Many people who join Liverpool Women's are new to the city, so here are some more reasons why Liverpool and the surrounding area is a great place to be.

- Liverpool Women's Hospital is just a short walk, drive or bus ride from the city centre of Liverpool, one of the most vibrant European Cities with endless historical treasures and modern attractions for everyone.
- With its beautiful waterfront, it is home to numerous museums and cultural attractions, two cathedrals, two football teams and Liverpool ONE is the largest open-air shopping centre in the UK.
- A variety of restaurants, hotels and entertainment venues are in abundance both in the city centre itself and the surrounding area.
- Liverpool is a perfect location and a great base for exploring the wider Liverpool City Region (including Wirral), the rest of the North West region and North Wales.
- The city has easy access to excellent transport links - you can get to Manchester in less than 45-minutes and London in two hours by train.
- We are only a couple of miles from the start of the M62 connecting to an excellent UK motorway network and if you require regular international travel, Liverpool John Lennon Airport is only seven miles away.

Not only is Liverpool Women's an amazing place to work, you will also have the perfect work-life balance if you are considering a change of surroundings.

Want to find out more?

Here are some more useful links, resources and contact details if you would like to find out more about life at Liverpool Women's NHS Foundation Trust.



www.jobs.nhs.uk



www.nhsstaffsurveys.com/results



www.cqc.org.uk



www.liverpoolwomens.nhs.uk



Are you interested in fundraising for us?

Find out how you can support the work we do here through Liverpool Women's Hospital Charity – our dedicated fundraising department.

www.liverpoolwomens.nhs.uk/charity



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