

CANDIDATE INFORMATION PACK



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1. Introduction to Dorset HealthCare



Kris Dominy
Chief Operating Officer
/ Deputy CEO

Patients are at the heart of everything we do and to do that well, we need likeminded clinical leaders who work hand in hand with operational leaders to deliver the best possible care.



Dr Faisal Sethi
Chief Medical Officer

Quite simply, we like to do things differently, and be innovative.

It is all about making a real difference to the lives of our communities, and you will work closely with multi-professional colleagues across our integrated system.

We want colleagues who are passionate and want to lead their areas of expertise.



Dawn Dawson
Chief Nursing
Officer

As a key partner within the Dorset Integrated System we want to make our clinical services 'Better Every Day'. We want to work with advanced clinicians who are keen to collaborate with others, so if you have the desire to get involved in improvement and want to be part of something special then Dorset HealthCare is the place to be.



Nicola Plumb
Chief People Officer and Director of Strategy

We want our staff to thrive as part of a compassionate and proactive community serving our patients and service users. We offer development opportunities and space to advance your career, with flexible and family-friendly working so everyone can be at their very best.

2. Where we are

Dorset

Home to the stunning Jurassic Coast World Heritage Site, 7,000 hectares of heathland, a magnet for fossil hunters, and a setting for the hit TV series Broadchurch. Also famous for its 57-mile stretch of coastline, including our sandy award-winning beaches, and the hustle and bustle of vibrant towns, Dorset is simply one of the most stunning coastal areas in the country. It is not hard to see why many make the move here each year and never leave. More than half of Dorset is a designated area of outstanding natural beauty (AONB), reflecting our breath-taking landscapes, panoramic views, rich wildlife habitats, and historical landmarks such as earthworks and ancient monuments.



We host some of the south's biggest outdoor events, from the hugely popular [Camp Bestival](#) to the high-flying Bournemouth Air Festival and Dorset Seafood Festival in Weymouth. Then there's our unique Dorset Knob Throwing event! Famous landmarks include [Brownsea Island](#), the birthplace of the scouting movement; [Corfe Castle](#); the [Cerne Abbas Giant](#); [Gold Hill](#) in Shaftesbury; [Durdle Door](#); [the Cobb](#) at Lyme Regis, and the former homes of Thomas Hardy, run by the National Trust. We have great road and rail links to London, while Bournemouth International Airport offers flights to a host of top holiday destinations.

The New Forest, Salisbury Plain, Dartmoor, Southampton, and the Isle of Wight are all within easy travelling distance. We have a range of high-performing schools and colleges, the constantly growing Bournemouth University, specialist centres such as Kingston Maurward Agricultural College, and four exciting outdoor education centres. Farming, fishing, and tourism are key parts of our economy, but Dorset is also a thriving centre for creative, engineering, and financial services.



At Dorset HealthCare we like to do things differently and that's one of the reasons the CQC rated us 'outstanding' in 2019.

“The service received was very supportive and made a huge change to my life. I have learnt new skills that I will continue to use.”

We've developed quickly by being progressive and innovative, and the pandemic response has further embedded our drive to transform our services and embrace new ways of working, with a digital first mindset.

We're a large, varied and geographically spread organisation with a budget of £342 million per year. We have around 7,000 staff working hard to provide **physical, mental health and learning disability services** to 800,000 residents of Dorset, plus some in Hampshire. Our workforce includes everyone from district nurses to dieticians, wellbeing practitioners to psychiatrists, cleaners to IT technicians and a great deal more – and our colleagues are critical to our success.

Our mission is to provide integrated healthcare services that support people to make the most of their lives.

For our patients, that means person-centred care – provided seamlessly across organisational boundaries with our partners in health, social care and the community and voluntary sector – giving the best possible experience and outcomes.

For our staff, that means being empowered and supported to succeed in their role with the best possible experience and the chance to develop and grow in a range of rewarding careers.

“Cared about me in a way that gave me confidence.”

Our trust strategy **Better Everyday** reflects our commitment to that team effort, both within our own organisation and with our partners. Our strategic aims help us direct our efforts towards improving and maintaining the health and wellbeing of local people:

1. **Outstanding quality services:** we have a relentless focus on providing the best quality services for the people we serve.
2. **Healthy lives:** we take a population-based approach to planning our services, working in partnership with others in the health and care system and putting local people at the heart of shaping services.
3. **Maximising value and sustainability:** we make the best use of our finances and our buildings and reduce environmental impact.
4. **Best place to work:** we have a compassionate, inclusive and open culture to empower staff to do their best work, striving to retain and develop our workforce and attract the right people

“All the staff are welcoming and courteous and seem genuinely interested in your wellbeing.”

3. Our vision and purpose

Our vision is to be Better Every Day through excellence, compassion, and expertise in all we do, our mission is to provide integrated healthcare services that support people to make the most of their lives.

For our patients, that means person-centred care that gives them the best possible experience and outcomes.

For our staff that means being empowered and supported to be the best they can be, with the best possible experience and rewarding careers.

We believe that every day even the smallest changes mean we can be better for each other and the people we serve.

Our vision is to be...
**BETTER
EVERY
DAY**
through...



Our Vision

Growing Your Skills: Professional Development Opportunities

Our 7,000-strong numbers different of previous pages workforce is at the heart of what we do, and our success is a testament to our brilliant people. We are all about building a workplace for the future – we believe in equal opportunities, and we celebrate diversity.

We strive to be an inclusive workplace, where everyone is welcome, everyone can be authentic, and we are all encouraged to be the best version of ourselves. We offer flexible working, outstanding benefits, and rewards, as well as the best possible opportunities to succeed. We support and encourage learning and development and are committed to providing a range of training and professional development opportunities to help with your career progression.

Working with us you will be part of a strong team. You will challenge yourself, build a career, and teach us what we do not know. You will be working towards our vision to be better every day through excellence, compassion, and expertise in all we do.

Our Locations

Dorset HealthCare services are very much part of our local communities across Dorset and beyond. We operate from community hospitals, clinic spaces, shared buildings (with partners like councils), schools, other community settings, and people's own homes so there's a huge range of options to suit the way you like to work.



4. What people say about us

Patients

"Cared about me in a way that gave me confidence."

"Very supportive - made a huge change to my life and has taught me skills that I will continue to use."

"All the staff are welcoming and courteous and seem genuinely interested in your wellbeing."

Patients' comments in the Friends and Family Test



Staff

"I immensely enjoy my role and being able to deliver quality care direct to patients and support staff. The organisation encourages positive leadership and for staff to be responsible and accountable."

Member of staff in the NHS Staff Survey



Volunteers

"It's an interesting experience, very varied. Patients seem so pleased to have someone to talk to, which to me is what volunteer visiting is all about."

Trust volunteer



Partners

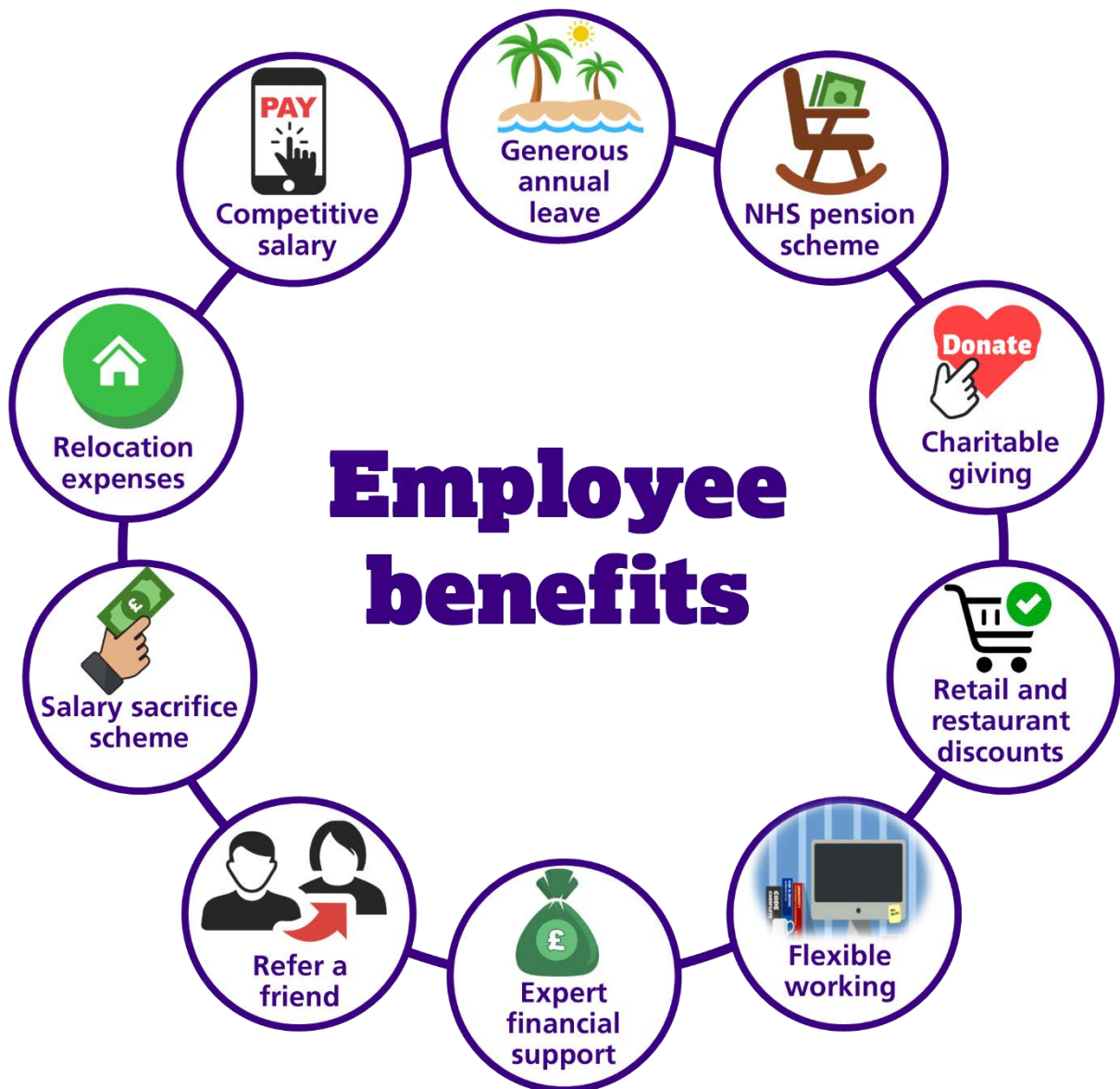
"We share similar values and beliefs in that both organisations are committed to the communities they serve and to constantly strive to improve healthcare in the local area. We are delighted to have such a constructive and positive working relationship with Dorset HealthCare."

**Prof Stephen Tee
Bournemouth University**



5. Employee Benefits

Looking after our people is what we do well – that is why we offer a generous range of benefits. This includes staff discounts, staff health and wellbeing, and flexible working opportunities.



Generous Annual Leave

We offer all new starters 27 days of annual leave. This rises to 33 days over time, plus an extra eight days of paid leave for bank holidays.

NHS Pension Scheme

You will receive automatic access to the excellent NHS Pension Scheme. It will give you an annual pension and a tax-free lump sum when you retire, plus life assurance, voluntary early retirement, ill health, and other benefits.

Competitive Salary

Annual incremental pay progression and additional pay enhancements for working evenings, nights, weekends, and public holidays.

Flexible Working

Depending on your role, this could be annualised and condensed hour contracts, home working, job sharing, part-time and temporary voluntary reduction in work hours.

Refer a Friend

Refer a friend for a vacancy and earn some extra money.

Charitable Giving

Opt-in our Pennies From Heaven scheme and give as you earn through the Charities Aid Foundation.

Retail and Restaurant Discounts

Access a wide range of discounts. These include shopping, accommodation, gym and leisure club membership.

Expert Financial Support

Link up to a range of financial wellbeing/education tools aimed at helping you make the most of your money, deal effectively with debt, and plan for the future.

Relocation Expenses

Up to £10,000 is available to new staff who are appointed to posts that have been designated as 'hard to recruit to' where they meet the eligibility criteria.

Salary Sacrifice Schemes

Home Technology – Choose from a range of products such as tablets, laptops, cameras, TVs, and smartphones.

Cycle Scheme – You can lease a bicycle and cycling equipment worth up to £1000.

Discounted Car Scheme – Drive away in a brand-new car. You will receive a fully inclusive motoring package for a fixed monthly amount.

Our Communities

We're very proud of the support, guidance and togetherness provided by our various networks. Whether it's discussing career progression opportunities, sharing experiences with colleagues, having a coffee, or meeting friendly faces from around the Trust, we are confident they'll be something for you to get involved.

CAMEO (Carers all meet each other)

A confidential, non-judgemental club that provides the chance to take time out to meet other carers, make new friendships, support each other and not feel alone.

Faith and Spirituality

To provide support and a platform to connect for staff sharing an interest in spirituality, faith and religion. It offers meetings with speakers and opportunities to catch-up.

Hidden Abilities

Supports staff with a disability or 'lived' experience of mental health problems. Recognising the unique skills and abilities of staff.

LGBT+ Network

Support staff and share useful information and provide the opportunity to influence Trust services, practices and culture by removing inequalities and making Dorset HealthCare more inclusive.

Menopause Peer Support

To support colleagues experiencing the menopause and encourage conversation and education around this topic.

Multicultural Network

A safe space where staff can come together to find mutual support, discuss issues and share their experiences.

Parents Network

Here to support all colleagues who have parenting roles, led by two parents working in the Trust who are passionate about supporting parents.

Women's Network

To support all women and promote initiatives about women's health, wellbeing, equality and career aspirations.

**Health and Wellbeing Champions**

We also have many Health and Wellbeing Champions representing teams across the Trust. They can assist and support you and signpost you to health and wellbeing support.

Armed Forces Community Health and Wellbeing Team

The Armed Forces Community Health and Wellbeing Team (AFCT) provides a service to ensure members of the AFC are supported to access services that provide health and social care support. AFCT makes use of a number of services in a co-ordinated way providing a single point of access for the Armed Forces Community. The team can also help with housing, welfare and employment issues and will liaise with local organisations to ensure that members of the AFCT receive timely and appropriate support.

6. Our strategy

In 2019 we agreed our strategic ambitions and priorities:

- **Best Place to work.**
- **Outstanding quality Services**
- **Healthy Lives**
- **Maximising Value and Sustainability**

This over-arching approach is supported by a number of more detailed strategies including but not limited to:

- **Quality**
- **Workforce**
- **Clinical**
- **Digital**
- **Estates**
- **Finance**
- **Engagement**

We will need to consider how the changes we've made as a result of the COVID-19 pandemic will influence these ambitions and the way we shape our future.



To read and review our Strategies, Plans and Reports please take a look at our [website](#)

**Inspiring
Empowering
Supporting**

7. Trust Services in 2023

Integrated Community Services

Core Community Services

- District Nursing
- Community Matrons
- Integrated Community Rehab Teams / Intermediate Care
- Advanced Nurse Practitioners
- Home First Single Point of Access (SPA)

Community Hospitals

- 8 Community Hospitals with Inpatient Wards
 - Alderney
 - Shaftesbury
 - Wimborne
 - Sherborne
 - Swanage
 - Westhaven
 - Blandford
 - Bridport
- 5 Community Hospitals without beds

Nurse-Led Services

- Complex Leg Ulcer & Tissue Viability
- Specialist Nursing (Heart Failure, Cardiology, Anticoagulation, Non Surgical Cancer/Oncology)

Integrated Urgent Care Service

- NHS 111
- Clinical Assessment Service (CAS)
- Single Point of Access (SPOA)
- Urgent Treatment Centres (UTCs)
- Minor Injury Units (MIUs)
- Out of Hours – including Night Nursing, GP visiting, UTC appointments
- Urgent Community Response (UCR)

Specialist Services: Musculoskeletal

- Community MSK and MSK Interface
- Community Pain Service
- Orthotics
- Physiotherapy

LOCALITY HUBS

Specialist Services: Long Term Conditions & Outpatients

- Audiology
- Podiatry & Podiatric Surgery
- Adult SALT
- Community Neurological Services
- Acquired Brain Injury Service
- GPSI Services
 - ENT
 - Dermatology
 - Vasectomy
- Long Covid

Other Services

- Telehealth
- CHC OTs
- Theatres and Endoscopy
- Radiology and Ultra Sound

Sexual Health Dorset

- Contraception & Sexual Health
- Gento-Urinary Medicine
- HIV Medicine
- Psychosexual Medicine
- Targeted Outreach Service (Young People 13 -18 years)
- Over the Rainbow (specialist LGBTQ+)
- Dorset Working Women's Project (specialist sex workers)
- Medical Termination of Pregnancy Service

Children, Young People & Families, Mental Health & Learning Disabilities Services

Mental Health Community Services

- Adult CMHTs
- Older People's CMHTs
- Access Mental Health Service (HTT, PL, Connection)
- Asperger Outreach Teams (AOT)
- Dorset Dementia Service
- Homelessness Service
- Community Rehab Teams (CRT)
- Criminal Justice Liaison & Diversion (CJLDT)
- Recovery Education Centre (REC)

Specialist Mental Health Services

- Perinatal Mental Health (Community and Inpatient)
- Eating Disorder Service (Community & Inpatient) Adults & CYP
- Forensic (Community and Inpatient)
- Individual Placement Support Team (IPS)
- Veteran High Intensity Service
- Armed Forces Health & Wellbeing
- STRIVE

Psychological Services

- Steps 2 Wellbeing
- Adult Psychology Service
- Older People's Psychology
- Community Adult Asperger's Service (CAAS)
- Early Intervention in Psychosis (EIS)
- Bournemouth University Wellbeing Service
- Intensive Psychological Therapy Service (IPTS)
- Staff Resilience and Wellbeing Hub

Mental Health Inpatient Services

- Adult Acute Assessment & Treatment Wards
- PICU
- Older People's Functional Inpatient Wards
- Older People Organic Wards
- ICSD Service
- Rehabilitation & Recovery Wards
- Day Hospitals

Learning Disabilities

- Community LD Teams
- Children's LD
- LD Intensive Support Team
- LD Psychology
- Adult LD SALT
- Domiciliary Care Agency

CAMHS

- CAMHS Gateway East
- CAMHS Locality Teams
- CAMHS Inpatient
- CAMHS Liaison
- Forensic CAMHS
- Mental Health in Schools Teams (MHST)
- Discovery College
- CAMHS NDAC
- CAMHS Transition Team

Other

Vocational Services & Dorset Wheelchair Service

Paediatric Speech & Language Service

Public Health 0-19 Service

- Health Visiting
- School Nursing

Children in Care Health Team

School Aged Immunisations Service

New born Hearing Screening Programme

8. Organisation of Clinical Services

The Trust's mental health and physical healthcare services are organised in the following way: -

Integrated Community Services. Provide both admission avoidance and supported discharges working closely with Acute, Primary Care and Social Care Services. Care is coordinated through Locality Hubs / MDTs including the deployment of telehealth where appropriate, whether receiving discharge referrals through the SPA or admission avoidance referrals via local Primary Care Networks. Our eight Community Hospitals, with inpatient wards, work collaboratively to ensure effective and timely transfer from Acute services and step-up admissions with a focus on rehabilitation and supporting the population of Dorset. Nurse-led services provide specialist care.

Integrated Urgent Care Services. DHC provides the 111 telephone and online services for Dorset and associated Clinical Assessment Services (CAS, which comprises telephone triage and consultation, treatment through our minor injury units and urgent treatment centres, urgent community response, GP home visits, night nursing, prison visits and remote support to the CAS as well as single point of access (SPoA) services to handle onward referrals.

Specialist Services. Covering long term conditions, and now including Post-Covid services, DHC operates outpatient services and MSK clinics across Dorset.

Community Adult Mental Health Teams. There are five large locality community mental health teams within East Dorset: Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne, Wimborne, and Purbeck. Within these large multi-consultant teams, there are individual consultant led sector teams but more specialist care, for example emergency care and care for some particular patient groups, can be provided teamwide as appropriate. In West Dorset there are three locality community mental health teams: North Dorset, Dorchester & Bridport and Weymouth and Portland.

Mental Health Inpatient Care. The service is planned such that all new admissions are admitted first to one of the acute admissions units. The Home Treatment service functions as the gatekeeper for inpatient care. Patients are either discharged from the Acute Assessment Unit back to their CMHT or to the Home Treatment Team or if their illness requires a longer period of care, they will move to one of the treatment wards.

7.1 Organisation of Clinical Services (cont)

Mental Health Inpatient Rehabilitation. There is an inpatient rehabilitation and recovery service with inpatient beds at Nightingale House, Alumhurst Road, Bournemouth and in the West of the county at the Glendenning Unit. The rehabilitation service works closely with the Assertive Outreach teams to facilitate discharge when appropriate for those patients with the most severe and enduring mental illnesses.

Mental Health Home Treatment Team. There are two Home Treatment Teams (HTT) for East Dorset and for West Dorset. They provide alternative to hospital admission for people over the age of 18 years across the county and accept referrals from CMHTs, Psychiatric Liaison Services, The Connection Service and from inpatient units.

Mental Health Specialist Teams. There are specialist inpatient and community teams in place covering the subspecialties which include: -

- Early Intervention in Psychosis Service
- Assertive Outreach Teams
- Forensic Team (including inpatient Low Secure Unit and a Community Forensic team)
- Perinatal Service
- Eating Disorders Service
- Liaison Services at Royal Bournemouth Hospital, Poole Hospital and Dorset County Hospital, Dorchester
- Community Adult Asperger's service
- CAMHS
- Learning Disabilities service
- Adult Learning Disabilities service
- Access Mental Health – Connections, The Retreats and Front Rooms

Children, Young People & Family Services. There are specialist teams working across Dorset to provide: -

Public Health Services (age 0-19)
School Aged Immunisations Service
Sexual Health Services
Paediatric Speech & Language Service
Children in Care Health
Newborn Hearing Screening

9. Organisation of Digital Services

The Trust's Digital services comprise a comprehensive range of services to deliver, improve, manage, and support the Trust's IT systems and underlying infrastructure, and are organised in the following way: -

- **Service Desk and Technical Support.** A single point of contact for all requests, queries, and issues (faults or problems) concerning Trust-provided IT equipment; mobile devices; applications; clinical systems; smartcards and any internal development provided.
- **Infrastructure and Procurement.** This team provides and maintains all IT hardware, servers and network and offers support for all IT equipment. A single telephony system operates across all Dorset HealthCare sites with softphone functionality and traditional handsets available as needed. Working alongside Procurement colleagues, this team will be sure to gain best value whilst ensuring the most appropriate equipment is used for the right job.
- **IT Solutions and Development.** A team of application specialists work with users to set up and configure third-party applications in use at the Trust to ensure they meet service needs, and developers provide solutions built in-house. This team is also responsible for the Trust's integration engine which is where we can take information from and to applications to prevent the need for double entry of data.
- **IT Change, Projects, Initiatives, and Ideas.** All requests are handled centrally to enable the team to work with users to get the right tools and be sure that any initiative works within the Trust's wider Digital Strategy and technical standards. If a request is large enough, and requires project co-ordination, programme and project staff may provide help and resource.
- **IT Clinical Support.** A multi-disciplinary team of clinicians work to ensure changes and projects maintain a clinical focus and that the challenges of clinical working are fully recognised and embedded in any digital transformation work. This team leads on IT clinical governance, systems transformation and assurance of digital systems and technology, as required under the Health & Social Care Act 2012.
- **Digital and Technology Training and Development.** With a blended approach, through the design and delivery of a portfolio of training and development tools and events, this team provides training and coaching on a variety of systems, software, and technology.
- **IT Security.** Working across the Trust to help colleagues understand the shared responsibility for us all to keep systems safe and secure, ensuring risks are understood and managed, and ensuring all staff know where to go for help, advice, and guidance.

10. Medical Leadership

MEDICAL LEADERSHIP TEAM



9. How to apply

To apply please visit www.jobs.nhs.uk

For further information about joining Dorset HealthCare, please visit <https://www.dorsethealthcare.nhs.uk/work-for-us>

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application.

If you would like a pre-application conversation with members of the Mental Health & Learning Disabilities Leadership Team at Dorset HealthCare, you can do so via the contact links below.

Chief Medical Officer
Contact Julie Street (Executive PA to the Chief Medical Officer) on 01202 277011 or via email to julie.street3@nhs.net

Dr Faisal Sethi

Chief Operating Officer:
Contact Debbie Ambrose (Executive PA to the Chief Operating Officer) on 01202 277163 or via email to debbie.ambrose@nhs.net

Kristin Dominy

Chief Nursing Officer
Contact Michelle McKirdy (PA to the Acting Chief Executive Officer) on 01202 277010 or via email to m.mckirdy@nhs.net

Dawn Dawson

Deputy Chief Medical Officer:
(Mental Health and Learning Disabilities)
Contact Liza Ward (PA to the Deputy Chief Medical Officer) on 01202 611956 or via email to dhc.patodeputymedicaldirectors@nhs.net

Dr Rodi Karadimova

Deputy Chief Medical Officer:
(Community Hospital and Physical Health Care Services)
Contact Liza Ward (PA to the Deputy Chief Medical Officer) on 01202 611956 or via email to dhc.patodeputymedicaldirectors@nhs.net

Dr Andrew Dean

Acting Chief Nursing Officer
Contact Michelle McKirdy (PA to the Acting Chief Nursing Officer) on 01202 277010 or via email to m.mckirdy@nhs.net

Cara Southgate

Service Director:
(Mental Health and Learning Disabilities)
Contact via email to dhc.patomentalthdirector@nhs.net

Rachel Small

Service Director:
(Integrated Community Services)

Jane Elson

Contact us

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