Our nurses are outstanding
And we’re outstanding too

We’re looking for nurses to provide outstanding care for our patients.

Whether you’re newly qualified, experienced or looking to return to practice, we’re confident we can find rewarding positions for excellent nurses within our organisation.

Your guide to a rewarding career in nursing at Western Sussex Hospitals NHS Foundation Trust
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Why work for Western Sussex Hospitals?

We understand that nursing is much more than just a job. It’s a vocation and a career with very real possibilities. Whether you’re looking to specialise in a particular area of nursing or want to learn as much as you can in different departments, we can help you achieve your career goals.

If you love nursing and want to work for a Trust that will value your passion and if you are keen to develop your professional skills and be part of new innovations in nursing, Western Sussex Hospitals, with its commitment to providing high quality care, is the best place to take your next step.

We’re an ambitious trust and our Patient First programme gives all employees the power to make good decisions in the interests of patient care. We pioneer new treatments, work with local and national partners to find better ways of delivering high quality, patient-centred care.

Ours is the only CQC rated “Outstanding” hospital trust on the south coast and one of only three in the country. We achieved our rating through investing in and listening to our people. The numerous awards we have received highlight the high quality of care we provide and are all down to our staff.

Western Sussex Hospitals NHS Foundation Trust is an acute hospital trust providing services across three sites: Worthing Hospital and St Richard’s Hospital, Chichester, where we provide emergency and inpatient care; and Southlands Hospital, Shoreham-by-Sea, where we provide outpatient care and day surgery, and are currently building a state-of-the-art ophthalmology unit.

Our hospitals are on the beautiful Sussex coast, just a stone’s throw from the South Downs National Park, and on the edge of bustling town centres, enabling you to make the most of your leisure time. For city lovers, Brighton is just a short train ride from Worthing and the bright lights of London are only an hour and a half away by train.

“"We achieved our Outstanding rating through investing in and listening to our people."”

Interested in joining Western Sussex Hospitals?

If you’d like to find out more about living and working in West Sussex, please visit westernsussexhospitals.nhs.uk/recruitment
Or call 01243 788122 ext 3170
Western Sussex Hospitals NHS Foundation Trust serves a population of around 450,000 people across a catchment area covering most of West Sussex.

The Trust runs three hospitals:

- St Richard’s Hospital in Chichester,
- Southlands Hospital in Shoreham-by-Sea, and
- Worthing Hospital in the centre of Worthing.

St Richard’s and Worthing hospitals provide 24-hour A&E, acute medical care, maternity and children’s services, while Southlands specialises in day-case procedures and diagnostic and outpatient appointments. We are part of the future hospitals programme with Emergency Floors on both sites.

In addition to our three hospitals, we provide a range of services in other community settings, including

- Bognor War Memorial Hospital,
- Crawley Hospital,
- health centres,
- GP surgeries, and
- sexual health clinics.

The organisation was created in 2009 by a merger of the Royal West Sussex and Worthing and Southlands Hospitals NHS Trusts, and has been an NHS Foundation Trust since 2013.

Our services are delivered through four clinical divisions – Medicine, Surgery, Women & Children and Core Services – and two enabling ones: Corporate, and Facilities & Estates.

We employ 6,881 people across all our sites, including nursing and midwifery staff, medical and dental staff, technicians and scientists, and are always looking for more skilled and caring people to join our teams.

In 2015/16, we held 585,846 outpatient appointments, treated 135,792 inpatient and day cases and saw 136,804 patients in A&E.

Throughout the year, our staff were supported by the activities of around 1,000 volunteers, who help in everything from serving meals and meeting and greeting patients to performing clerical duties, offering emotional support, befriending and listening.

As an NHS Foundation Trust, we also benefit from a membership of more than 7,000 staff, patients and members of our community, who are able to help guide our future plans and priorities through a range of channels including our Council of Governors.

As well as representing the views of local people, our governors act as a “critical friend” to the Trust, holding the organisation to account and monitoring our performance.

Our income for 2015/16 was £402 million, and our principal service commissioner was Coastal West Sussex Clinical Commissioning Group. We work closely with commissioners and other healthcare providers to use our budget to provide high-quality, integrated care for local people.

We were inspected by the Care Quality Commission, the independent regulator of health and social care in England, during December 2015, and awarded the highest possible rating, ‘Outstanding’.

Our ambition now is to build further on this achievement and continue to improve the quality of care we can offer our community.
What makes a Western Sussex nurse?

As an outstanding Trust, we have high standards. Our staff are compassionate, innovative, inspiring individuals, whose commitment to patient care is unquestionable.

If you’re passionate about giving the very best patient care, welcome the challenge of working in multi-disciplinary teams to ensure the best patient outcomes and are inspired by the opportunity to improve quality of care, we want you.

In return, you can expect to work in a supportive, friendly environment with people who share your passion. You will have the opportunity to continue your professional development to help you achieve your career goals, whatever they are. You can also look forward to embarking on new challenges in different departments, if that’s what you’re interested in.

Here at Western Sussex, we’re constantly striving for excellence. We’re very proud of our care of the elderly and are working towards offering the best dementia care in the south of England. We have pioneered the Emergency Floor model of acute care, which enables multi-disciplinary teams to ensure emergency patients receive tailored care in the right place, quickly and from the right teams.

We are one of a small number of CQC-rated Outstanding maternity and gynaecology departments in the country. Our A&E departments are ranked fourth in the country, we have a top ten ranking for stroke care and our trail-blazing work for patients frequently makes local and national news headlines.

Maggie Davies
Maggie is our Deputy Director of Nursing. She started her career as a healthcare assistant on a special care baby unit at the age of 17 in Surrey and began her nursing training in London 30 years ago.

Since then, she has worked in a wide range of nursing roles in acute trusts, community services, the hospice sector and also as an aeromedical nursing sister. Her varied career has also included professional development, gaining a BSc and MSc in advanced clinical practice.

She joined Western Sussex Hospitals, her local trust, in 2014 and is incredibly proud to work in what she describes as the “favourite role in her career.”

“Western Sussex Hospitals feels like a family. The people here are so proud, warm and friendly. We work hard for our patients, but there’s a really strong sense that as a large multi-professional team, we’re all in it together. We put our patients first, and our nurses are compassionate people who always go the extra mile. I feel privileged to be part of the team.”

“In return, our nurses receive a real commitment from the Trust to their ongoing development and are offered bespoke training that helps them achieve their career goals. I’ve been very fortunate in my career to have received some fantastic opportunities that have both developed and stretched my thinking and leadership skills. I am committed to ensuring our staff also have access to high quality opportunities to develop outstanding nurse leaders.”

Maggie completed her Doctorate in Clinical Practice in January 2016 and has recently been awarded the Florence Nightingale Foundation Leadership Scholarship. She hopes her achievement will inspire more nurses to embark on a clinical academic career pathway.
Western Sussex Hospitals feels like a family. Our nurses receive a real commitment from the Trust to their ongoing development through bespoke training that helps them achieve their career goals and which is creating an emerging cadre of outstanding nursing and midwifery leaders.

Dr Maggie Davies, Deputy Director of Nursing
We were inspected by the Care Quality Commission in December 2015 and the inspection report was published in April 2016. We’re one of only three outstanding hospital trusts in the country and the only one on the south coast. The CQC’s inspection report makes for very good reading. Here are some of the highlights.

About our people: “Staff we spoke with were exceptionally compassionate when talking about patients and we observed kindness not only towards patients but towards each other whilst on site.”

They commented further that the “supportive, caring, compassionate approach to patients spread across all core services” and that this “ethos of compassionate care extended beyond clinical staff”.

About our leadership: “The executive team provided an exemplar of good team working and leadership. They had a real grasp of how their hospital was performing and knew their strengths and areas for improvement. They were able to motivate and enthuse staff to ‘buy in’ to their vision and strategy for service development. Middle managers adopted the senior manager’s example in creating a culture of respect and enthusiasm for continuous improvement.”

About our culture: “Innovation was encouraged and supported. We saw examples that, when raised directly with the Chief Executive and her team, had been allowed to flourish and spread across the services.

“We saw respectful and warm relationships internally amongst staff teams, the wider hospital team and outwards to external stakeholders and the local community.

“Across the hospital there was an embedded culture of learning from incidents. Staff were encouraged to have an open and honest attitude towards reporting mistakes and incidents that were then thoroughly investigated. There was strong evidence of learning from incidents both locally and across the organisation.”

About what the CQC heard from staff: “The level of ‘buy in’ from all staff to the Trust vision and value base was exceptional. We were flooded with requests from staff wanting to tell us about specific pieces of work they were doing, how much they liked working for the trust and how supportive the trust executive team were of innovative ideas and further learning as a tool for improvements in patient care. The trust ambassadors worked to promote the positive work that the trust was doing to other staff and visitors.”

“Staff we spoke with were exceptionally compassionate when talking about patients and we observed kindness not only towards patients but towards each other whilst on site.”

Professor Sir Mike Richards,
CQC, April 2016
We recognise that everyone is different, and that's just as true of nurses as of anyone else. That's why we want to help you achieve your career aims, whatever they are. Whether you feel you've found your niche and want to specialise in a particular area, or are keen to explore different aspects and elements of nursing, we offer bespoke training, preceptorship and unique career clinics that give you the opportunity to transfer to different areas in the hospital, gaining new skills, knowledge and experience.

**Becoming a nurse**
If you have always dreamed of becoming a nurse, but life got in the way, now is a great time to revisit your dream. Through our partnerships with local universities, we are able to support you through your nurse training, offering work placements and a network of qualified and experienced nursing staff to learn from.

**Preceptorship**
If you’re a newly qualified nurse, new to the UK or new to acute care, we can offer you our 12 month Cornerstone Preceptorship Programme, which is accredited through the University of Surrey. Through the preceptorship programme, we’ll help you develop your professional confidence alongside a dedicated preceptor.

The preceptorship programme will support you to develop your confidence as an autonomous professional alongside a dedicated preceptor. It provides learning events to help registered nurses focus on honing knowledge and practice of clinical skills, medicines safety, evidence based practice, clinical decision making, resilience and wellbeing, reflective practice and more.

**Sarah Harrison**
Sarah worked at Worthing Hospital for 13 years as a healthcare assistant and has recently qualified as a staff nurse and started work in our eye clinic. Her nursing degree took almost four and a half years through the Open University. Western Sussex Hospitals paid for Sarah’s course and provided all the support she needed to qualify.

“I've stayed so long here because the Trust really cares about its patients. I was a healthcare assistant for about nine years before I saw the advert inviting staff to take up training. My line manager encouraged me to go for it and was very supportive. I'm here for the patients. I'm really happy that I work here and I love my job. Being rated Outstanding by the CQC was very humbling. We all know that we work hard, but to have it recognised like this is great.

“Today I received a thank you card from a patient. It made me cry. It means everything to be a part of the community and to be able to make a difference to people when they need our help.

“At the moment, I'm enjoying being newly qualified, but I already know that I want to become a nurse practitioner. I'm really looking forward to the new eye centre at Southlands hospital opening and moving over there. It's going to be a great place to learn and work. I definitely feel as though I've found my niche and I'm going to take every opportunity that comes along.”
If you have left nursing, but are looking to return, there’s no better place to do it than in a Western Sussex Hospital. We can fully support your return to the Nursing Register working collaboratively with our partner Universities providing training, supervised practice hours and adjustment to the changes since you last practiced. We also offer our Cornerstones Preceptorship Programme to all nurses following their Return to Practice course.

Revalidation
Revalidation is a good opportunity to review and refresh your clinical skills and a useful addition to our nurses’ appraisal process. We have adopted the Nursing and Midwifery Council’s comprehensive revalidation programme to help you prepare your portfolio. Our Practice Development Team will support you through the revalidation process, offering one to one bespoke sessions to guide you through the revalidation portfolio, including how to gather feedback, reflective writing and collating and submitting all your evidence.

Flexible working
While nursing is a vocation for many, everyone needs a personal life too, and we don’t want you to ever feel as though you have to choose between the two. That’s why we offer a range of flexible working patterns such as annual hours contracts, part time, or regular bank hours to help ensure you get the work/ life balance right.

Internal transfers
Some of our nurses know their speciality and are keen to develop their professional skills in that particular area, and that’s great. But if you’re trying to decide where you want to specialise or if you know that you thrive on change, we can offer our “bespoke rotational programme” where you will have the opportunity to work across different specialities whilst receiving support to meet your individual career development needs. This is also available for preceptees alongside their period of preceptorship.

If you always thought you would like to work in theatres or emergency care but thought it was too late to change, we can support you in your transition to another speciality.

We offer clinical skills updates, development programmes and competency-based local induction to give you the knowledge and skills required for the individual clinical areas.

Kate Jones
Kate left nursing 18 years ago to raise her children. Caring for her daughter, who has cerebral palsy, meant she was away from work longer than she had originally planned, but she always knew she’d return one day.

To complete her return to practice, Kate undertook six months work on a ward as a healthcare assistant to achieve her 100 practice hours, 12 study days at Brighton University, 12 sign-off skills, a series of interviews and a 2,500 word essay.

“A lot has changed in 18 years, but the job of patient care is inherently the same. The biggest change is the technology. Getting my head around that has been really challenging, but I’ve had a lot of support and training and I’ve spent my first little while back on a supernumerary basis, so I’m able to observe and learn without being thrown in at the deep end.”

Tori Cooper
Tori is our Practice Education Facilitator. She joined the trust as an A&E staff nurse in 2006, relocating from Devon, and was immediately struck by the atmosphere and the friendliness of staff at St Richard’s. Since 2014, Tori has been working in our Practice Development Team, where she looks after our student nurses and helps healthcare assistants develop into nurses.

“My favourite thing about working here is the people, the staff and the patients. They are wonderful people. It’s good fun and everyone looks after each other. I love my job and being in the hospital. Working in the practice development team is an amazing role. It’s so inspiring to see how hard people work to achieve their goals and a real honour to be responsible for helping them get to where they want to be.

“The good thing about the trust is that there are a lot of opportunities to develop and try new things. I did a Postgraduate Certificate in Education, which was paid for and supported by the Trust. Now I’m using their investment in me to invest in new generations of nurses.”

“One of the things I love about the Trust is its strong commitment to continuing professional development. I undertook a Postgraduate Certificate in Education and went on to study my Masters in Education which was fully funded and supported. I’m now using the knowledge and skills I learnt in my role teaching and supporting all learners in the Trust.”
I undertook a Postgraduate Certificate in Education and went on to study my Masters in Education which was fully funded and supported.

Tori Cooper, Practice Education Facilitator
There’s a really strong drive for continuous improvement here. If you have good ideas, this is the place to try them out.

Lisa Ekinsmyth, Head of Patient Experience
Education and training
We aim to foster an inclusive culture of education, training and development for all staff. We are proud of the career progression pathways we offer: from apprenticeships to leadership and transforming organisations. We have a team of staff dedicated to supporting your development including Nursing and Midwifery Council Qualified Nurse Teachers and Nurse Researchers.

Our Nursing and Midwifery Practice Development Unit and Learning and Development Unit offer a wealth of exciting inter-professional education and lifelong learning opportunities. These include clinical skills teaching in our dedicated simulation suite, accredited development programmes for all grades of nurse, leadership programmes, clinical academic pathways, e-learning, and health and wellbeing initiatives.

We take pride in our collaborative work with our partner universities to provide opportunities for nurses, midwives and others who wish to develop their professional practice and academic careers. These can range from modules that can be studied individually, through pathways consisting of several modules on a common theme, to full undergraduate and post graduate degrees.

The Trust has an integrated approach with regards to education and training and this can be seen through inter-professional skills teaching, seminars, Continuous Professional Development modules and Schwartz rounds. Our commitment to Inter-professional learning is celebrated at the highly valued annual Inter-professional student conference.

We have recently been awarded The Skills for Health Quality Mark by the National Skills Academy, which endorses the superior learning and training standards that healthcare employers need to cultivate a world-class workforce, validating the quality of the delivery of training and learning and its suitability for the health sector. In addition, the Quality Mark assures that the staff delivering our training have the right knowledge and skills and maintain these through continued professional development. It is also a benchmarking tool allowing training provider organisations to measure the quality of their own delivery with specific reference to the health sector.

“...”

Our Nursing and Midwifery Practice Development Unit’ and Learning and Development Unit offer a wealth of exciting inter-professional education and lifelong learning opportunities...

“Beyond nursing
Thanks to our dynamic training and development programmes, it’s inevitable that some of our nurses reach the point where they have gone as far as they can in their clinical roles and start looking for new challenges. There are always opportunities within Western Sussex Hospitals and if the right role for you doesn’t already exist, we’re ready to listen to ideas for new ways to improve patient care and trust performance.

Lisa Ekinsmyth
Lisa has been a nurse for 28 years and is now our Head of Patient Experience, a role that didn’t even exist when she started out.

Lisa joined us when she relocated to the area to be near the sea. At first, she was doing bank work, then she joined us working on a rehab ward. It was a Monday to Friday, term-time only job, so perfect for working around her children. After that, she moved into the practice development team, spent a year working in the community as a falls practitioner and then on an infection control project. In 2008, Lisa became a matron on one of our medical wards. When she applied for the newly created Head of Patient Experience role, it gave her the opportunity to combine all her skills to focus on ensuring all our staff provide harm-free care to all our patients.

“As a nurse, my focus has always been to do all I can to give patients the best experience they can have. In this job, I help give patients a voice, both to complain and to praise the care they have received. It’s such a privilege. The vast majority of the feedback we get celebrates the high standard of care we give.

“The Trust has given me the opportunity to develop and evolve the role to embrace the broad quality agenda. There’s a really strong drive for continuous improvement here. If you have good ideas, this is the place to try them out. The Trust is so supportive of people who want to try doing things differently, even if every idea doesn’t work out.”

“...”
How we recruit

We’re always on the lookout for exceptional individuals. The national shortage of nurses can make recruitment a challenge, but we’re confident we can offer you many more opportunities for development than your average trust and know that the opportunity to work in an outstanding trust is a big factor for many nurses.

We hold recruitment days twice each month to try and make the process as smooth as possible. Our aim at these recruitment days is to meet and interview you and match you with a vacancy within the day, to save you having to make multiple visits.

Welcome day

Our popular welcome day is your opportunity to familiarise yourself with the whole Trust in a single day. We’ll explain how we work and give you chance to meet other new recruits and some of the key people you’ll need to know at Western Sussex Hospitals. You’ll have a chance to talk to our ambassadors and other people who can help you settle in.

Recognising talent

Every single individual who works for Western Sussex Hospitals deserves our thanks and recognition. We try to make sure we share everyday stories of greatness through our staff newsletter, Headlines, and various other communications channels.

Each year, we hold a staff conference to give staff an opportunity to hear about best practice across the Trust and share their stories.

We also hold our annual Patient First Awards, which recognise individuals who have performed above and beyond even our high standards. We make sure all staff have access to our trust Board, and our Chief Executive, Marianne Griffiths, and her team are familiar faces on the wards and around the hospitals.

“"A pleasant working environment and social opportunities on the doorstep make West Sussex a lovely place to live and work.”

Gary Wright, Matron for recruitment and retention.

Gary Wright

Gary has worked for Western Sussex Hospitals since the Trust was formed in 2009, moving to Chichester from the Isle of Wight. He started work at St Richard’s Hospital as a healthcare assistant before being encouraged to undertake nurse training at the University of Surrey. After graduating, he returned to St Richard’s Hospital in Chichester and has worked primarily in medicine, working through the various nursing grades in medical admissions, general medicine and gastroenterology.

He later became the lead nurse for trauma and emergency admissions until moving to the post of matron for A&E and is currently in a secondment as matron for recruitment and retention.

“In my A&E role I have helped develop the emergency service including the expansion of the emergency paediatric service, I have also been involved in wider projects, including recruitment of domestic candidates, recruitment of overseas candidates and the development of nursing processes.

“We have excellent options for study and development and I see this is one of the Trust’s strengths. We work hard to develop ambitious nurses. This coupled with the friendly teams, the pleasant working environment and social opportunities on the doorstep, makes West Sussex a lovely place to live and work.”
Our Trust – Putting the Patient First

At Western Sussex, our mission is to improve the health and lives of our community with dedicated, compassionate care.

And the core values that underpin everything we do are:

- The patient first and foremost
- Kindness
- Respectfulness
- Professionalism
- Teamwork
- Friendliness
- Compassion

Our Patient First Improvement Programme is our long-term approach to transforming the way we deliver our services for the better. It is based on standardisation, continuous improvement and redesigning systems to make them more efficient and effective. It gives our staff the power to initiate and lead positive change and prevents us from falling into the trap of doing things a certain way because that's how we've always done them. And it ensures all the decisions we make have patients at their heart.

Living and working in West Sussex

West Sussex is not only a great place to live and work in its own right, but it's also the gateway to the rest of the world. We have fantastic access to the countryside with the south coast and the South Downs National Park just on the doorstep. There are lively and beautiful market towns offering a wide range of leisure and entertainment activities. Some of our local towns have featured in the Sunday Times Best Places to Live list.

Many of our younger and foreign employees are lured here by our proximity to Brighton. This city by the sea offers something for everyone, from eating and drinking, to theatre and live music along with the relaxed atmosphere you only get at the seaside. For real city lovers, London is just an hour away by train. Gatwick Airport is just up the road and offers low-cost flights to numerous European and global destinations.

For families, there are great schools and everything you could ask for to keep the children occupied. Our National Trust houses offer a glimpse into the past, there are elite sports training facilities for budding Olympians and all manner of leisure pursuits, including cinemas, rock climbing, swimming, horse riding and laser quest.

Gerthy Albano

Gerthy is a ward sister on one of our general surgery wards. Originally from the Philippines, she joined the Trust in 2003, moving to the UK on a quest for adventure and to see the snow. Gerthy joined us as a staff nurse and has been supported by the Trust to continue her professional development.

“Back in the Philippines, there were often people recruiting nurses to come and work in the UK. A friend persuaded me that we should try it. It would be an adventure! We signed up to come to Worthing Hospital and had an interview and a written test.

“When we arrived, we didn’t know anyone, but we were looked after so well by the Trust. Everyone was so friendly from day one. Now I’ve been here 13 years and I’m so proud to be a part of this organisation. There’s a real commitment to equal opportunities. I’ve been given so much support and training. Not only have I progressed within the organisation, but I’ve also become a better person. As soon as you walk into the hospital, you can feel the energy of the people around you. It really feels like home.”
I’ve been given so much support and training. As soon as you walk into the hospital, you can feel the energy of the people around you.

Gerthy Albano, Ward Sister
Interested in joining Western Sussex Hospitals?

If you’d like to find out more about living and working in West Sussex, please visit westernsussexhospitals.nhs.uk/recruitment or call 01243 788122 ext 3170