Recruitment Pack
“Good nurses and midwives are central to the care we provide our patients here at NMUH. We’ve made lots of improvements over the last year, and have high ambitions for this hospital to be rated “outstanding” by CQC. Our nurses and midwives play an important role in transforming our hospital, developing our services and helping us to become the best hospital we can. In return we are able to provide you with a diverse range of career options, through a combination of education programmes, skills development and innovative career pathways.

If you would like an opportunity to learn while delivering outstanding compassionate care, I welcome your application”
About the Trust

We’ve modernised and grown with over £200m of investment in our buildings and services over the last five years

We have reached the end of our five year major building and refurbishment programme. We are delighted to say that over 94% of our services are now delivered from new or newly refurbished buildings that are less than six years old.

As well as modernising, we have continued to grow. We treat more patients and employ more staff than ever before. Over 3,000 staff work at the hospital and well over 2,000 patients use our services every day. It has been a period of major transformation and we are delighted with the progress we have achieved.

Our vision and 2018/19 objectives

Our vision is to provide outstanding care for local people.

The board has agreed three key objectives for 2018/19 to deliver this vision. Our objectives are:

- Excellent outcomes for patients
- Excellent experience for patients and staff
- Excellent value for money.
North Middlesex University Hospital NHS Trust is a single site, medium-sized hospital, located in Edmonton, north London. It is the local acute hospital for the boroughs of Enfield and Haringey, which have a combined population of approximately 590,000, of whom we serve about 300,000. We provide high quality care across a full range of secondary care services and some specialist tertiary services, reflecting the needs of the local population.

The hospital has been on its present site for over 100 years and was established as an NHS trust by statute in December 1990. Most of the trust’s services are provided on the North Middlesex University Hospital site, although some clinics and services are based in the community and at partner hospitals. We provide services in collaboration with a range of partners, including local GPs, acute, mental health and community health service providers.

We are a founder member of University College London Partners, working to improve clinical outcomes for our patients. We also work closely with a number of universities to provide training for doctors, nurses and other healthcare professionals as part of both undergraduate and post-graduate programmes.

We are a major local employer with a headcount of 3,250 staff in March 2017, over 60% of whom live locally in Enfield and Haringey. In 2016/17 we had a total annual income of £276 million.

**Key figures 2016/17**

- A&E attendances 167,021
- Outpatient attendances 376,348
- Admissions 83,804
- Operations / procedures 39,913
- Babies born 5,047
On average day ...................

Each day, on average, the trust cares for:

- Patients in A&E: 458
- Women in our maternity clinics: 1,030
- Babies born in the maternity unit: 14
- Patients receiving blood tests: 550
- Inpatients on our wards: 450
- Patients receiving X-rays and radiology tests: 200
- Patients having major or minor surgery: 100
- Outpatients in our clinics: 800

(2016/17 Annual Report)
North Mid is one of London’s busiest acute hospitals, serving more than 350,000 people living in Enfield and Haringey and the surrounding areas, including Barnet and Waltham Forest

Most of our patients live in Enfield and Haringey - about half in each borough. One in eight are children under the age of 16. Over 40% are aged 16 to 50 and a similar number are over 50.

We provide a full range of adult, elderly and children’s services across medical and surgical disciplines. Our specialist services include stroke, HIV/AIDS, cardiology (including heart failure care), haematology, diabetes, sleep studies, fertility and orthopaedics. Our sickle cell and thalassaemia department is nationally recognised as a leading centre for these diseases. In addition to the full range of cancer diagnosis and treatment services, the Helen Rollason Cancer Support Centre is based on site and provides services to support cancer patients’ wellbeing, such as massage. This is one of only two such centres in London.

Our Macmillan Cancer Support service provides information, help and advice on medication, finances and local support services to cancer patients, their families and carers.

We provide comprehensive, multi-disciplinary services in our purpose built, thoroughly modern hospital

Emergency Department

Our Emergency Department has an annual attendance of approximately 180,000 new patients. There is a significant trauma workload; consequently there is an active Trauma Team. Nearly 40% of the department’s workload is ambulance borne.

Our brand new, state-of-the-art, purpose built and air-conditioned unit comprises of six bay resuscitation unit, eight streaming rooms, a separate see-and-treat area, a 12 bay majors area, a 12 bay minor unit and a separate paediatric unit and waiting area. There is also a 48 bedded Acute Medical Unit in close proximity to the department.
Critical Care

Our Critical Care service consists of a 21 bed critical care complex (CCC) and a critical care outreach team. The CCC looks after all levels of critical care dependency, namely level 1 (monitoring), level 2 (high dependency unit care) and level 3 (ICU care).

Our department offers a full range of general critical care clinical support and fully invasive monitoring as well as continuous renal replacement therapy in a state of the art facility. The consultant-led critical care outreach and resuscitation team provides support to wards and departments for patients with conditions that are a cause of concern.

Theatres

We have seven theatres - two emergency (orthopaedic and general) running seven days per week and five theatres running Monday to Saturday covering a wide range of inpatient and day surgery

Our orthopaedic department offers a wide range of services for patients in modern facilities with a state-of-the-art operation theatre with laminar air flow. Our team has expertise in a broad spectrum of upper and lower limb surgery, joint replacement surgery, revision and arthroscopic surgeries. Orthopaedic emergencies are managed rapidly through a well-developed multi-disciplinary trauma system including routine ortho-geriatrician input where appropriate.

Acute Stroke Unit

The Acute Stroke Unit (ASU) is accredited as a high performing unit within North and Central London. The unit has received several local and national awards and has been recognised as being the highest performing and best stroke unit in the country.

The ASU is a 20 bedded mixed stroke unit for patients aged 16 and over. We also have nine medical beds for oncology, general medical, haematology and care of the elderly patients. The unit offers staff the chance to broaden their knowledge and skills due to the variety of patients we care for.

Nurses on the unit are heavily involved in the patients’ journey from the acute to rehabilitation stages of their stroke. We have our own team of therapists on the unit as well as a gym.
Other services we provide include:

- Acute and General Medicine
- Ambulatory emergency care
- Anaesthetics
- Blood tests
- Cancer services
- Cardiology
- Care of the elderly
- Dermatology
- Diabetes
- Endocrinology
- Fertility
- FGC – the Iris clinic
- Gastroenterology
- General surgery
- Gynaecology
- Haematology
- HIV infection
- Macmillan cancer service
- Maternity services
- Mental Health Liaison
- Neurology
- Diabetic Eye Screening
- Ophthalmology
- Orthopaedics
- Outpatients
- Paediatrics
- Palliative care
- Pathology
- Pharmacy
- Radiology
- Renal services
- Respiratory
- Rheumatology
- Sexual health services
- Therapy services
- Urology
Our Paediatric Unit has a number of specialist teams to cater for the wide range of children we treat

We have expanded Paediatric Services at North Mid with a unit including a Paediatric Assessment Unit open 24/7; a 9 bedded short stay ward (up to 48 hours); a general paediatric ward; a 24 hour Paediatric A&E that is staffed with Paediatric nurses and 2 Paediatric Emergency Consultants; Paediatric Day Unit seeing elective children for procedures or review; Neonatal unit with 22 cots taking special care, high dependency and intensive care infants; Children’s outpatient department and Children’s Community Nursing Team.

**Rainbow ward** (25 beds) – acute general paediatric ward, taking a variety of specialities. Cares for children 0-16, with a variety of needs, including mental health problems and Safeguarding needs. 2 HDU commissioned beds and can take more HDU when needed.

**Starlight ward** (12 beds) – children 0-16, short stay up to 48 hours, takes elective Day Surgery. Is co-located with the PAU and staff rotate between the two areas.

**Paediatric Assessment Unit (PAU)** – open 24/7 seeing GP referrals and children from A&E who need a period of observation or specialist review. 4 bed spaces and seated area.

**Paediatric Day Assessment Unit** – open 8-6pm Mon – Fri. Mostly nurse led and caters for children requiring elective procedures i.e. blood transfusions and chemotherapy, as well as some investigations i.e. food challenges.

**Children’s Outpatients** – Team of 15 Consultant Paediatricians and 9 Clinical Nurse Specialists, each with their specialist interests i.e. asthma, allergy, diabetes, sickle cell, HIV, epilepsy etc.

Also based in Children’s Outpatients is the Child & Adolescent **CAPPLT** team who work closely with nursing and medical staff to provide on-going support to those children and families that have psychological care needs and who may be dealing with a chronic illness.

**Children’s Community Nursing Team** – small team of nurses providing a service to children in their own homes across Haringey and Enfield, mon-fri 8-6pm and Saturday and Sunday 9-5 and on-call. They provide support and advice to families as well as delivering treatment and they liaise closely with the wards to facilitate discharge planning.

**Sunrise Neonatal Unit** – 22 cots. Located in a purpose built area close to maternity. Service also has a Neonatal Outreach Nurse to expedite discharge.
Education, Learning and Development Opportunities

Induction
When you join us you will attend our induction programme with other new starters. At induction we explain our vision and values and explore why our patient and staff experience is important. There are also briefing updates to ensure you understand your role in maintaining your safety and that of others and making you aware of all the benefits offered to you as a member of staff. Corporate induction is then followed by a local induction in your ward or department.

Compulsory Training
We are committed to supporting all our staff to meet your professional obligations and to ensure that you maintain your occupational knowledge. Training is delivered through a blended learning model and is flexible to meet individual learning styles.

Continuing Professional and Personal Development (CPPD)
We are committed to supporting your personal and professional development through a series of programmes, from personal development through to leadership and management skills. We also offer:

- support from a Practice Development Team
- nursing and midwifery education
- undergraduate and post graduate medical education

Clinical Courses
These include the following:

- Preceptorship for newly qualified practitioners
- Core skills and Care Certificate for Health Care Support Workers
- Clinical Skills and updates
- Simulation
- Junior Doctors forum and development programmes
- Undergraduate doctors skills programmes
**Leadership and Management**
We will give you the opportunity to develop your leadership and managerial skills with courses on:

- Managing People and Performance
- Effective Appraisals
- Coaching and Mentoring

**Vocational Qualifications and Apprenticeships**
We offer a range of apprenticeships, advanced apprenticeship, and vocational qualifications, including:

- Diploma in Business Administration levels 2, 3 and 4
- Minute taking
- Health and Social Care level 2 and 3
- Customer service
- Information Technology
- Numeracy and Literacy

**Partnership Working**
We offer accredited programmes via our partner Universities and further education colleges, including:

- Middlesex University
- City University
- University of Hertfordshire
- London South Bank University
- Kings College
- Royal Marsden School of Nursing
- College of Haringey and North East London Trust Learning
- Development team as well as Practice Educators in identified clinical areas.

As a teaching hospital we not only address the education and skills needs of our staff within their daily working environment, but also promote the training experience of undergraduate and postgraduate doctors, nurses and allied health professionals from several Higher Education Institutions.

Overall, whatever you work and whatever your background, we have training and development opportunities for you. You can develop both personally and professionally, gain knowledge and skills, and ensure you develop in your job.
Internal Movement

The Trust has implemented a transfer register for nurses seeking an internal movement opportunity. Both Health Care Support Workers (HCSW - Bands 2 and 3) and nursing staff (Bands 5 and 6) can now forecast their career path through a sideways transfer; allowing them to develop their clinical skills and knowledge whilst enhancing professional goals. In addition, duplicated efforts from all parties normally involved in a recruitment process will be eliminated in most cases or reduced (depending on speciality) and instead replaced with a streamlined and seamless process.

In-line with the Trusts Recruitment and Selection procedure, staff who apply for transfer should be treated equally and sensitively and with due regard to the relevant employment legislation in place.

Eligible Criteria

The transfer register is open to HCSWs and nurses that:

- Have been employed by the Trust for nine months minimum;
- Completed a six month probationary programme;
- Have had an appraisal within the last 12 months;
- Are 100% compliant with their mandatory training
- Have agreement, approval and support from current Sister/Charge Nurse/Matron

Where a HCSW/Nurse is currently under informal/formal investigation (and/or improvement notice), under any of the Trust policies (for any matter including conduct, capability, attendance or performance), an application should not be supported; unless the reasons are authorised by the Divisional Head of Nursing along with HRBP support. In this situation, the Matron should complete the manager authorisation section of the application form.

If the area(s)/department(s) of preference does not have a vacancy at the time of submission, then the application will be recorded on the transfer list for a maximum of six months. The employee however can amend his/her area/department of interest at any time whilst registered and will also be informed of vacancies in other areas (as they arise), should the employee be interested.

For more information about the above please see the Internal Movement Guidance.
Benefits

We offer a wide range of benefits to our staff, including:

Discounts and offers

- Computershare scheme – discounted computers/tablets through salary sacrifice scheme
- Cycle scheme – discounted bicycles through a salary sacrifice scheme
- Season Ticket Loans
- Access to COSTCO membership
- Access to MAKRO membership
- Car Leasing scheme
- Access to many NHS Discount websites
- Access to accommodation managed by Origin Housing
- Discounted Staff Membership to local gyms, including:
  - Fitness First
  - Aspire Health Club

Health and wellbeing at work

- Six and 12 monthly informal discussions with new starters to see how they are enjoying life at North Mid
- Staff access to physiotherapy and back care service
- Serious incident after care
- Meditation and mindfulness classes
- Occupational Health Service
- Free flu vaccination
- Multi Faith Centre with male and female wash facilities
- Counselling Service
- Schwartz Rounds
- Care First Zest – free interactive health and personal fitness portal
- Free information and advice service to staff and their families
- Arts in the Atrium
- On-site facilities including:
  - Costa Coffee
  - Cash withdrawal facility
  - WH Smiths
  - Spice of Life Restaurant
Staff engagement

- Staff Awards Ceremony
- Joint Staff Committee
- Executives’ Question Time
- All Points North magazine
- Local Negotiating Committee (LNC) for medical staff

Family friendly

- Childcare vouchers available
- Family friendly policies
- Maternity/Paternity leave and pay
- Carers and special leave policy
- Opportunities for flexible working arrangements

Pension

- NHS Superannuation scheme – highly regarded by the independent pensions and insurance sector

Sports, Arts and Social Club

- Subsidised on-site yoga and pilates classes
- Outdoor exercise equipment on site
- The Great North Middlesex Bake-Off competition
- Quiz Nights, with prizes
- Bingo Nights
- Football tournaments
- Benefit events and much, much more ….
Our values

Great Care…… It’s in our nature

Our trust-wide values have been created in partnership with our staff and patients. All our staff, patients and their carers were invited to participate in our “in your shoes, in our shoes” programme, which directly led to the formation of our values. Our four core values are unique to North Mid; these values create clear expectations of the types of behaviours which will bring our values to life.

These are our values, everything we do springs from them:

**CARING**
- Being welcoming and approachable
- Being polite, friendly and courteous
- Being kind and understanding

**HELPFUL**
- Respecting privacy and dignity
- Being patient
- Listening and hearing

**TEAMWORK**
- Involving people as equals
- Working as a team
- Communicating - within and across teams

**OPEN & HONEST**
- Being fair and consistent
- Being safe, calm and reassuring
- Being professional and accountable

Great care means a lot of things, from putting yourself in our patients shoes, to lending a hand to your colleagues. In fact it’s about everything we do.

*It’s time to grow our values*

Opportunities

**Caring** **Helpful** **Open & Honest** **Teamwork**

www.northmid.nhs.uk
There are a number of exciting career opportunities available at our hospital. We employ over 3000 people and invite you to join us in our continuing effort to provide outstanding patient care. Search [www.northmid.nhs/work-with-us](http://www.northmid.nhs/work-with-us) for more information.
Our Local Area

Two of the more affordable boroughs in London

We are located in the borough of Enfield and on the border of the borough of Haringey. The hospital is conveniently located; it is only a 20 minutes journey into central London. We serve a very diverse community and as a result the local area has a vast range of social activities, restaurants, clubs, parks and places of worship.

**Enfield:** [www.enfield.gov.uk](http://www.enfield.gov.uk)

Enfield is one of London’s largest boroughs, being home to nearly 300,000 people – yet two thirds of Enfield is open spaces or designated green belt land with a wealth of country and urban parks, farmland and fields. There are over 400 listed buildings, seven shopping areas, three golf clubs, London’s only agricultural college, cinemas, theatres and museums as well as excellence transport links both into central London and out to the home counties.

**Haringey:** [www.haringey.gov.uk](http://www.haringey.gov.uk)

The London Borough of Haringey was created in 1965 by the amalgamation of three former boroughs. It shares borders with six other London boroughs - Enfield, Waltham Forest, Hackney, Islington, Camden, and Barnet. Haringey covers an area of more than 11 square miles. Some of the more familiar local landmarks include Alexandra Palace, Bruce Castle, Jacksons Lane, and Tottenham Hotspur Football Club. Areas in the west, such as Highgate, Muswell Hill and Crouch End are among the most prosperous in the country. The borough includes large areas of green space, which make up more than 25% of its total area.
Accommodation

We work in partnership with Origin housing. The accommodation is located at Watermill Lane, Edmonton which is opposite the main hospital complex. Through Origin we can offer staff (subject to availability) a variety of accommodation, including studios, one bedroom and two bedroom flats, on a shared and individual basis.

Other organisations we work with include:

Newlon Housing Trust are a charitable, not for profit, housing association working entirely in north and east London. They are one of the main local providers of Key Worker rented accommodation, specially designed to provide decent and affordable homes for people working for employers such as the NHS.

Support with temporary accommodation. At any point in time, there are hundreds of flats, houses and offices that lie empty in London. Some will be awaiting new owners, some will be vacant before new tenants move in. Whatever the reason they are all decent buildings that are simply not being used. At Ad Hoc, they work with the owners of these properties to offer affordable short-term living accommodation for young professionals, key workers and students.

Metropolitan Homematch Service offer a range of home ownership options and services, but the main way in which they help customers first-time buy is through Shared Ownership. Shared Ownership is a way to take your first step into home ownership. The scheme is often referred to as ‘part-buy, part-rent’ because you buy a share in the full market value of the home and pay Metropolitan a rent on the remainder.

We also work in partnership with local landlords to identify good quality and affordable accommodation for our staff.
Recruitment Open Days

Nurses and Midwives Bands 5 and 6

Our Open Days give nurses and midwives looking for a new challenge an opportunity to meet some of our senior staff, have tours of our departments and meet our education and learning team to find out more about development opportunities.

If you are an enthusiastic, dynamic and highly motivated nurse or midwife who is committed, caring and compassionate, we have positions available in Accident & Emergency, Acute Medical Unit, Acute Stroke Unit, General Medicine, Surgery, Medicine for the Elderly, Theatres, Critical Care, Oncology, Midwifery, Paediatrics and Neonates.

We offer excellent ongoing professional development and support as well a number of other benefits.

For more information about our Open Days, please visit our website www.northmid.nhs.uk/work-with-us

Open Days 2019

Saturday, 19th January
Friday, 1st March (Acute Medicine & Care of the Older Person)
Saturday, 18th May
Saturday, 6th July
Saturday, 14th September

To register your attendance at any of the above dates please follow the link https://nmuh-openday.patientdb.com/

If you are unable to attend these dates please email us at northmid.recruitment@nhs.net and we will assist you.
Zoila Sanchez’s Story – joined us in 2000 as a nurse and has progressed to become a Matron

Where are you from and why did you choose to join North Mid?

I am from the Philippines and I joined the hospital in the year 2000. They came to recruit nurses in Singapore and I found the recruitment process was smooth and easy. This hospital appealed to me as they were able to offer good support and help us in settling in to the UK.

How did the hospital support you in your first week in the UK?

The team from the hospital were very helpful right from the beginning. From the first day I arrived in the UK they arranged for transport from the airport to my hospital accommodation, which had been allocated to me prior to my arrival. To help me settle in they gave me really useful information about the local transport facilities, banks and leisure centres. We were given an orientation pack which helped me familiarise myself with the hospital and the ward routine. I was allocated a mentor, who helped me settle into the team. We were also allocated study time to support our adaptation in the UK.

What do you enjoy most about working for us?

I love working here because it feels like I am part of a big community who live and work in and around the hospital. When I came to the UK, I didn’t know many people, but now I have a very strong support network from my colleagues and friends who are always happy to help. I also like the diversity at the hospital because the staff and patients alike are from a range of cultures who speak so many different languages. I am always learning something new about other cultures, mannerisms, food and history, so this keeps my job exciting. In my 14 years at this hospital, I have seen that it recognises and rewards talented individuals who have been given the opportunity to specialise in a particular area of care. The management team here are very encouraging and motivating so it is definitely possible to have a progressive career at this hospital. There are dedicated practice development nurses who guide you through your career and will support you in further study opportunities. It is important to understand the importance we place here on the care of our patients. Our patients, their relatives and visitors are treated with the utmost courtesy, respect and kindness. If this is the way you believe hospital care should be provided then you should definitely think about joining us.
Where to find us

Address: North Mid NHS Trust, Sterling Way, London, N18 1QX

On arrival come to: Main building reception desk

Nearest Station: Silver Street (British Rail Station – see map overleaf)

North Mid is located in North London with a multi-cultural community, the area provides a wide range of facilities and is close to the heart of London. The hospital is within very easy reach of the M25, M1, A1, A10 and A12. Central London is easily accessible, with Liverpool Street and Kings Cross approximately 30 minutes away by public transport.

Silver Street main line railway station is a 5-minute walk away.