



OLDER  
PEOPLE  
SERVICES

INPATIENT CARE

LEARNING  
DISABILITIES

MOTHER AND BABY UNIT  
SPECIALIST SERVICES

DRUG AND ALCOHOL SERVICES

COMMUNITY SERVICES

# RECOVERY

CHILDREN AND YOUNG PEOPLE'S SERVICES

NEUROREHABILITATION

# DISABILITIES

PSYCHIATRIC  
INTENSIVE CARE  
PSYCHOLOGICAL THERAPY

MENTAL  
HEALTH

AUTISM  
DEMENTIA  
SERVICES

MEMORY  
SUPPORT

# A IN THE GREAT GREAT CAREER NORTH





# WHO ARE WE?

**We are located in the North of England and are one of the largest mental health and disability trusts in the country. Serving a population of approximately 1.7 million, providing services across an area totalling 4,800 square miles with an annual turnover of £500 million.**

We work from over 70 sites and provide services for people in Cumbria, Northumberland, Newcastle, North Tyneside, Gateshead, South Tyneside, Sunderland and Middlesbrough. We also have a number of national specialist services.

We employ over 8,000 people and there are always exciting opportunities available for you to apply for – if you want to make a difference to people's lives and enjoy a rewarding career then consider working with us.





“We place our service users and carers at the centre of everything we do and treat those who use our services with respect and dignity. We support and show respect towards our staff, encouraging their personal and professional development, valuing their expertise and professionalism and the role they fulfil.”

**James Duncan, Chief Executive**



# OUR HOSPITALS

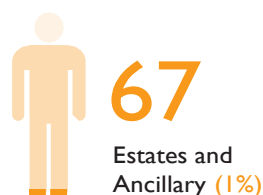
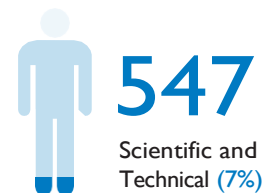
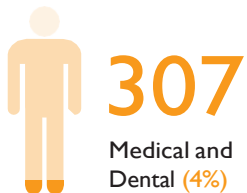
- **St Nicholas Park**, Newcastle upon Tyne
- **St George's Park**, Morpeth, Northumberland
- **Northgate Hospital**, Morpeth, Northumberland
- **Ferndene**, Prudhoe, Northumberland
- **Walkergate Park**, Newcastle upon Tyne
- **Hopewood Park**, Sunderland
- **Monkwearmouth Hospital**, Sunderland
- **Carleton Clinic**, Carlisle





# OUR STAFF

At the beginning of May 2022, our substantive employed workforce was 7,420, which equates to 6,798 full time posts from a wide range of clinical and non-clinical backgrounds, including:





# WHY WORK FOR US?

**Our vision and values are at the heart of all we do.**

Our vision is **“To be a leader in the delivery of high quality care and a champion for those we serve.”** Our vision is underpinned by a set of core values, written in consultation with service users, carers, staff, governors and other partners.

## OUR VALUES

### Caring and Compassionate

- Put ourselves in other people’s shoes
- Listen and offer hope
- Focus on recovery
- Be approachable
- Be sensitive and considerate
- Be helpful
- Go the extra mile

### Respectful

- Value the skill and contribution of others
- Give respect to all people
- Respect and embrace difference
- Work together and value our partners
- Encourage innovation and be open to new ideas

### Honest and Transparent

- Have no secrets
- Be open and truthful
- Accept what is wrong and strive to put it right
- Share information
- Be accountable for our actions



# OUR STRATEGIC AMBITIONS

- Working together with service users and carers we will provide excellent care, supporting people on their personal journey to wellbeing
- With people, communities and partners, together we will promote prevention, early intervention and resilience
- Working with partners there will be “no health without mental health” and services will be “joined up”
- The Trust’s mental health and disability services will be sustainable and deliver real value to the people who use them
- The Trust will be a centre of excellence for mental health and disability
- The Trust will be regarded as a great place to work



# WHAT'S IT LIKE AS A MEDIC HERE?

At CNTW we have approximately 300 Consultants and speciality doctors working in a wide variety of services such as mental health, learning disability, neuro-rehabilitation, neuro-psychiatry and forensic services as well as specialist services for adults with refractory affective disorders, eating disorders, young people with affective disorders, psychotherapy services, neuropsychiatry, a mother and baby inpatient service and drug and alcohol services for both adults and young people.

Our Medical Education Department has a strong culture of support, development and learning for all medical staff from work experience students to Consultants preparing for retirement. All new Consultants and speciality doctors receive a structured induction to the Trust and are provided with a mentor. Appraisal is firmly established with an electronic database and all Consultants and speciality doctors have access to Continuing Professional Development (CPD), multisource feedback and information about their clinical activity to feed into the process. CPD events are run regularly in response to demand and give the opportunity for Consultants to use their teaching skills as well as learn from others.

Opportunities for developing expertise in research, teaching and leadership (including individual coaching) are abundant here at CNTW. We encourage collaborative learning with other professionals from both within and outside of the Trust.

For more information email us on [medicalrecruitment@cntw.nhs.uk](mailto:medicalrecruitment@cntw.nhs.uk)





# WHAT'S IT LIKE TO BE A NURSE HERE?

**Nursing staff are by far the largest part of our workforce and as nurses, we hold a unique position in shaping patient experience, with nursing care a critical measure of quality for service users, carers and their families.**

At CNTW we employ mental health, learning disability and adult nurses working across a diverse range of services in mental health, learning disabilities, neuro-rehabilitation, neuro-psychiatry, forensic services and specialist services.

A key feature of our nursing strategy is to strengthen nursing contribution through creating capacity, capability and flexibility to work across traditional boundaries and take on new roles.



To support nurses to take advantage of these opportunities we have invested in education and training, supported by our own Nurse Academy and our partnerships with local Universities.

We have developed comprehensive career pathways from entry level to advanced practice designed to support individuals to fulfil their potential and have seen considerable growth in the number of Nurse Consultants, Responsible Clinicians and Nurse Prescribers.

At CNTW nurses have access to regular clinical supervision and appraisal processes are well established. You will have access to CPD to support you in your career aspirations; which includes leadership programmes (individual coaching available) and collaborative learning with other professionals including Schwartz rounds.

When you begin your career with CNTW you will have a comprehensive induction. You will be supported with preparation for your Objective Structured Clinical Examination (OSCE) and will be assigned a mentor / clinical supervisor who will support you within your journey to become registered with the Nursing and Midwifery Council (NMC). When you have registered with the NMC you will complete a six month competency based preceptorship period designed to support you in your new role as well as attending peer support groups during this period.

For more information email us on [nurserecruitment@cntw.nhs.uk](mailto:nurserecruitment@cntw.nhs.uk)

# COME THRIVE WITH US!

We understand that the health and wellbeing of our staff is of paramount importance.

Here at CNTW NHS Foundation Trust we have developed Thrive, our health and wellbeing website. Full of useful information and support for emotional and physical health, to benefits and discounts, career development and occupational health, Thrive is our one stop shop for staff wellbeing.

Thrive reflects the holistic nature of individual wellbeing, and covers different elements of the Wellbeing Star, all of which aim to support good overall health and wellbeing.



## Staff Benefits

There are a huge range of employee benefits including access to salary sacrifice schemes, travel passes, lease cars, free on-site gyms, discounts and benefits, childcare, pensions and flexible retirement to name but a few. You can find details of all of these staff benefits at more on the Thrive [www.thriveatcntw.co.uk](http://www.thriveatcntw.co.uk)

## Benefits and Discounts

- VIVUP
- Travel Pass
- Lease Cars
- Pension
- Living Wage
- Smart Tech
- Child Care
- Other Discounts and Benefits
- Total Rewards Statement
- Parking and Electric Car Charging

## Wellbeing



### Physical Wellbeing

Our physical wellbeing initiatives cater to differing abilities and disabilities



### Health Champions

Health Champions can help you find the health & wellbeing information you need



### Psychological Wellbeing

We know that sometimes it can be difficult to balance all the different pressures on us



### Occupational Health

People Asset Management is CNTW's Occupational Health and Wellbeing Provider





# STAFF INVOLVEMENT, INCLUSION AND DEVELOPMENT

At our core, we believe that coaching is a brilliant vehicle for clarity and creative thinking, effective problem solving, exploring change, building resilience and positive action. At CNTW, we view coaching as a way of getting the best out of people by helping them to come to their own conclusions.



## Flexible Working

A full range of options are contained within our policies. They include: Annualised hours, Compressed hours, Flexi time, Job share etc.



## Living Wage

The real Living Wage is the only UK wage rate that is voluntarily paid by the Trust so that our employees can benefit from a fair day's pay for a hard day's work.

# A SUPPORTIVE CULTURE

We are serious about supporting a diverse workforce that reflects our local community and are very much focused on being an inclusive and compassionate place to work. We do this by working collaboratively with our vibrant staff networks.

We recognise that the people who work for us are our greatest asset, and when they feel supported and happy in work this positivity reaches those very people we are here for – our service users. We are committed to creating a more diverse and inclusive organisation and ensuring that we harness the talents of all our staff fully.

One of the ways we wish to support this is through the development of specific staff networks that contribute to addressing and solving problems for all under-represented and disadvantaged groups and individuals within our organisation.

Membership is open to anyone with an interest in promoting inclusion and helping to promote a positive change.



## Our staff networks:

### LGBT+

The aim of the LGBT+ Network is to promote a working environment where all LGBT+ staff feel supported, valued and are able to be themselves without fear of prejudice

### Cultural Diversity

The Cultural Diversity staff network actively engages and contributes towards ensuring equality, acceptance and inclusion within the Trust.

### Armed Forces

Helping the Trust fulfil its duties under the Armed Forces Covenant and the requirements of being a Veterans Aware organisation.

### Mind, Health and Wellbeing

A safe space for people to come and talk about how our wellbeing is affected by work and how our wellbeing affects us at work.

### Disability

The aim of the disabled staff network is to provide a place for staff to come together to share experiences and receive support and promote a work environment in which all staff feel supported, valued, and are able to be themselves.

To find out more about our networks visit [www.thriveatcntw.co.uk](http://www.thriveatcntw.co.uk)





# WHAT OPPORTUNITIES ARE AVAILABLE?

We have an excellent reputation for delivering high quality undergraduate and postgraduate medical education. CNTW was recently voted in the top 10% by trainees in a GMC survey.

We have close links with Newcastle University and provide teaching into all stages of the undergraduate medical programme.

We have excelled in the delivery of postgraduate medical education for a number of years. We provide training for 50 core trainees in psychiatry, a similar number of higher speciality trainees as well as GPs and foundation doctor trainees and are supported in this training by Health Education North East (HENE) and the School of Psychiatry.

We provide support for both trainees and trainers, as well as weekly postgraduate

teaching, an annual education conference, a monthly academic programme and a specialist programme of training which includes award winning simulation training and a faculty development programme.

We place a high value on education. Not only does this encourage a learning culture that strives for excellence in clinical care but it also allows us to plan for the health care needs of the patients of the future.



# NURSE DEGREE APPRENTICESHIPS



We offer a broad range of training and career development opportunities through our in-house Academy team to help you both personally and

professionally, including apprenticeships, and a leadership development programme. It's important that we have the right staff, with the right skills, in the right place.



# Here are just some of the ways we can help you with your career development:

## Access high-quality training wherever you are

Our Trust covers a huge geographical area, and we know that attending face-to-face training isn't always convenient. Our Academy team are well-practised in delivering training remotely. This enables staff to join training sessions in real-time from anywhere, while still enjoying the opportunity to link up with colleagues from across our organisation.

## Apprenticeships

Apprenticeships provide a way to earn as you learn, no matter what age you are. At CNTW we offer apprenticeships in a huge range of roles from administration, finance and IT, to clinical roles, and many more. You can combine working with studying for an apprenticeship at any level, at any point in your career. You will be supported by a dedicated team within the Academy.

## Nursing degree apprenticeships – earn while you learn, become a qualified nurse

Our Nursing Degree Apprenticeship, run in partnership with Sunderland University, offers a new route into qualifying as a Registered Mental Health or Learning Disability Nurse. The programme has been offered to current CNTW staff, who study alongside their role as a Nursing Assistant or similar within the Trust. In 2021 we also began offering this course to school-leavers, who can 'earn and learn' with a starting wage of £18,005.

We hope we have something for everyone and we hope that the resource will grow and expand as we capture new and changing development opportunities.

## Coaching

We view coaching as a way of getting the best out of people by helping them to come to their own conclusions. It is a personal development tool that enhances individual and organisational effectiveness.

## Our collective leadership and management development programme

We believe in the power of collective leadership of the organisation, which enables us to make the most of our knowledge, experiences, different perspectives, and skills. This programme, open to all our staff, aims to help us achieve this.

## Personal and professional development offer

This resource, which is for all staff, service users and carers, sets out many of the development opportunities available to us within CNTW and through our partnerships with other organisations.

It is designed around a suggested leadership and management development pathway so people can see the typical kinds of development which may help them when thinking about their next career step. However, leadership and management development are only one part of this resource.



# WHAT ABOUT RESEARCH AND INNOVATION?

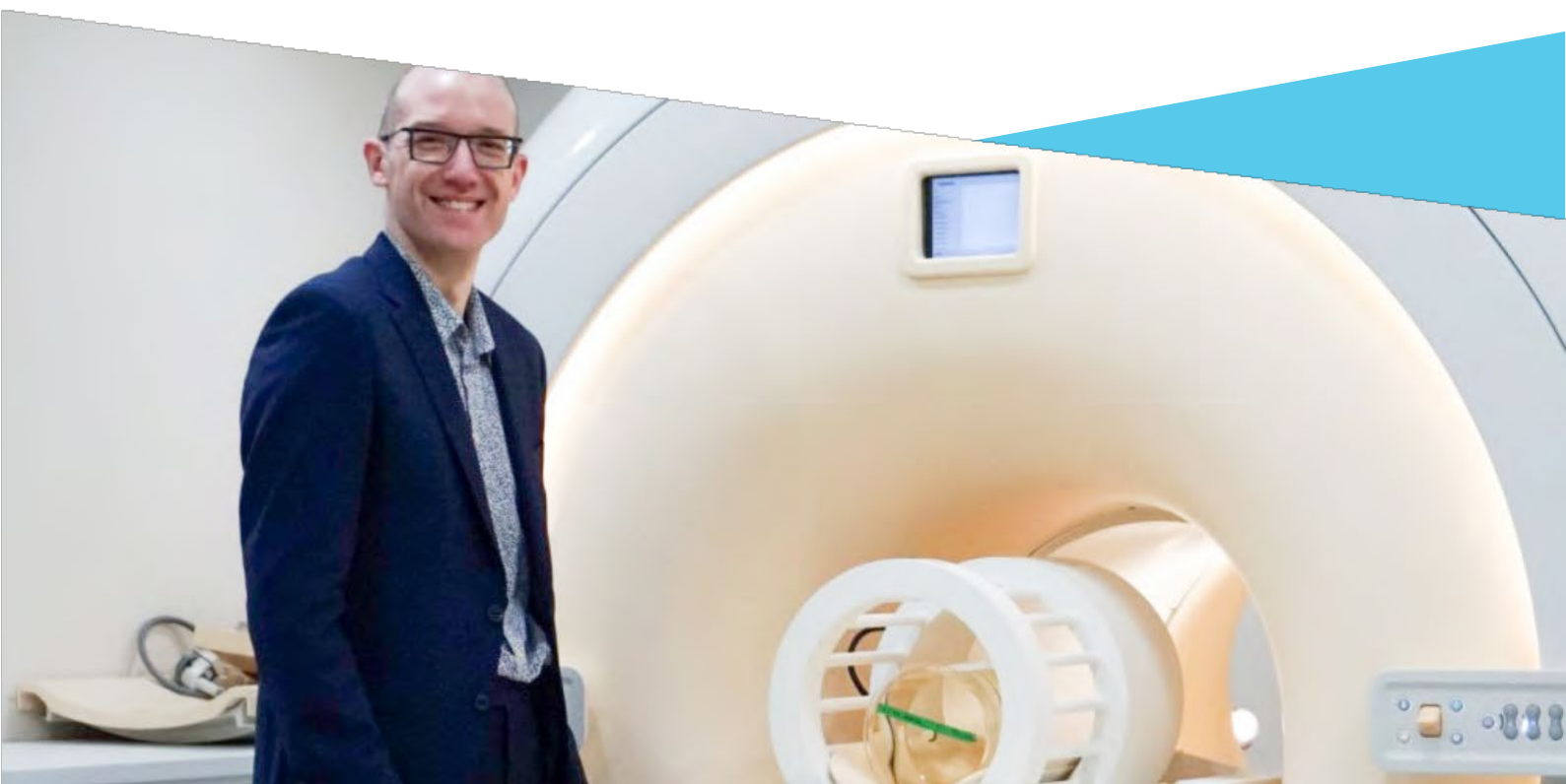
**We have a significant research profile and are ranked as the fourth most research active mental health trust according to the National Institute of Health Research (NIHR, 15/16).**

We have a Board-approved Research and Development Strategy which promotes the involvement of our staff and service users in research. This encompasses activity from taking part in high profile, national and international research to embedding research in clinical services, and developing a workforce whose culture and behaviours demonstrate the value of research to improving patient care. It is the application of research findings into practice that is key and we aim to ensure that the services we provide are underpinned by robust evidence of effectiveness and the latest research.

Here at CNTW there is enormous potential for developing research projects and careers; our clinicians, often in partnership with academics, have had significant success in

NIHR grant funding, charitable funding, Fellowships and publications.

We have close links with the Academic Department of Psychiatry (Institute of Neuroscience), the Institute for Ageing and Health and the Institute for Health and Society, at Newcastle University. The Department of Psychiatry's main research interest is affective disorders, with smaller research groups in forensic psychiatry and cognitive therapy. The Institute for Ageing and Health has a strong focus on dementia research (linked with a Biomedical Research Centre on Ageing and a Biomedical Research Unit on dementia). The other main research strength linking the Trust with Newcastle University is autism research in children and young people and now across the lifecourse.



# WHAT DO WE DO?

The Trust works from more than 70 sites across Cumbria, Northumberland, Tyne and Wear. We also have a number of regional and national specialist care services. Along with partners, we deliver support to people in their own homes, and from community and hospital-based premises.

**Our services are organised as follows:**

## Locality care groups

**North** - Northumberland and North Tyneside

**Central** - Newcastle and Gateshead

**South** - Sunderland and South Tyneside

**Cumbria** - Carlisle, Eden, Allerdale and Copeland

- Community treatment teams (all ages and specialisms)
- IAPT
- Mental health inpatient services including admission, assessment, rehabilitation and recovery
- Specialist autism diagnostic and inpatient service
- Day services
- Initial response teams
- Crisis teams
- Street triage
- Addiction and recovery services
- Psychiatric liaison service

## Children and Young Peoples services

- Medium secure inpatient service, including learning disabilities
- Inpatient service, including learning disabilities
- Specialist Adolescent Mood Disorders Service (SAMS)
- Complex Neurodevelopmental Disorders Service (CNDS)
- Forensic community and inreach services

## Secure Care

- Adult forensic services (medium and low secure), including learning disabilities
- Criminal justice and court diversion service
- Secure outreach transition team

## Neurological services

- Neuropsychiatry, neurobehaviour and neuro-rehabilitation
- Head injury team
- North East drive mobility
- Communication aid service
- Environmental control systems service

## Specialist care services

- Mother and baby service
- Gender dysphoria service
- Affective disorder service
- Eating disorder (inpatient and day service)
- Mental health services for the deaf
- Personality disorder hub service
- Specialist psychological therapies

# WHY THE NORTH IS BRILLIANT!

**It's a great place to live!**

**The North of England has an international reputation for innovation and is a rewarding place to live and work in with its vibrant cities and beautiful coast, countryside and lakes.**

The region has great transport links and infrastructure and has some of the lowest commuting times in the country. With two major international airports as well as excellent road, rail and sea links, the North is well connected for commuting and travelling.

The A1 provides easy access both north and south whilst the A66 and A69 connect directly to the M6 making it easy to reach the Lake District and Midlands.

Tyneside operates a Metro system which has 60 stations and is rated as one of the country's most efficient modes of transport connecting Newcastle, Gateshead and Sunderland.

The North East and Cumbria are two of the best value regions in the UK. With no compromise on the quality of property, culture, food and entertainment available, you'll be amazed at how much further your money goes. The region offers really good value with lower than average housing costs. The UK average house cost is £243,583 but in the North East this is £128,680 and North West £157,531.

Whether you're looking to rent or buy there's plenty to choose from with a wide range of housing available. Whatever you're looking for from a traditional Victorian terrace, a new build detached, a city flat or a Manhattan style loft apartment you can find it here. Choosing a home in the country does not mean missing out on city culture either as the compact nature of the region means that an urban home is only a few minutes from open countryside and beautiful beaches.

Patients in the North East also have a shorter wait than most. In fact NHS North East is the only region to hit both government targets for treatment times.

The quality of schools in the region are excellent and perform above the national average. 72.3% of north east pupils achieve five good grades across all subject areas compared nationally to 69.7%. The North East's independent schools also have a strong track record.

Our area has six Universities – Durham, Newcastle, Cumbria, Northumbria, Sunderland and Teesside as well as 25 further education colleges covering every possible vocation from TV production to marine engineering.

Durham University consistently ranks among the top universities in the world and is investing £200m on the campus while Newcastle University is a hub for world class research with one of the country's best medical schools.

## It's a great place to play!

The region boasts large capacity venues, international music festivals and a vibrant nightlife and you will never be short of something to do. The North offers world class music venues catering to every taste, a thriving comedy scene and more theatres per person than anywhere in the UK.

The North has a buzzing cultural scene with an array of museums and art galleries, including the landmark Baltic gallery and the popular Beamish open air museum.

With three World Heritage sites - Durham Castle and Cathedral, Hadrian's Wall and the Lake District National Park, the area is steeped in a rich cultural heritage.

The North is famous for its friendliness and hospitality. There are a wide range of mouth-watering restaurants and pubs, from fine dining and family gastro pubs to traditional Inns and Bohemian cafes. There really is something for all tastes.

With three major football clubs plus world class golf, cricket and rugby teams, the region has a love of sport and is probably most well-known for hosting the Great North Run, the world's biggest half marathon.

If you prefer playing sports rather than watching we have fantastic coastline for diving, sailing and outdoor pursuits, beautiful countryside and lakes and a wide range of leisure and fitness centres.

If shopping is high on your agenda then Gateshead's Metrocentre is one of Europe's largest shopping centres with over 300 stores and free parking. There is also a large range of shops in Newcastle's Eldon Square, the Lanes in Carlisle and the Bridges Shopping Centre in Sunderland.

If bustling shopping centres aren't your scene the North also has its share of market towns. The markets at Alnwick and Hexham are among the top 12 in the UK.



[www.cntw.nhs.uk/careers](http://www.cntw.nhs.uk/careers)

