

Candidate Information Pack

Find out more about working for
Leicestershire Partnership NHS Trust



We will take care of you.

From free car parking, to flexible working, plus a wide offer of health and wellbeing support just for employees.



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Join us

Our vision is creating high quality, compassionate care and wellbeing for all. We will do this by keeping our patients and staff at the heart of everything we do.

We believe that everyone should be able to access quality care; it is what we would all want for ourselves and our patients. To be able to do this we must recruit talented people and support their continued growth. We want our staff to thrive in all they do, because this means our staff are the best they can be and our patients receive the quality care we wish to deliver.

There are a wide range of benefits to joining the NHS family at Leicestershire Partnership NHS Trust (LPT). We offer free staff parking at all of our sites; we have a range of flexible working options; and we have a comprehensive health and wellbeing package.

We are committed to your career development, starting with a great induction, regular supervision, and opportunities to explore research and special interests. We also have a competitive relocation package to make it as easy as possible to join us, should you need this. Please feel free to contact our medical director to discuss.



“
Our medical workforce are an important part of our LPT family, care to join us?

We are committed to providing you with a great career within a compassionate, inclusive culture.

Angela Hillery
Chief executive

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About us

LPT provides high quality integrated mental health, learning disability and community health services.

We serve a population of around 1.1 million, across Leicester, Leicestershire and Rutland. Our services touch the lives of all ages (from health visiting to end of life care), from head to foot (from mental health to podiatry) and everything in between. We have over 7000 staff (including bank staff) who provide care through three clinical directorates:

- **Mental health services**
- **Families, young people and children's services and learning disabilities and autism services**
- **Community health services**

We operate from over 100 buildings, including hospital wards and outpatient clinics, as well as delivering care in a wide range of settings in the community and in people's own homes. A small number of specialist services are also provided to service users from wider geographical areas, primarily areas of the East Midlands adjacent to Leicestershire, this includes our Adult Eating Disorders, Low Secure and Huntington's Disease Services.

The voice of our patients and service users remains at the heart of what we do. We are proud that 85% of our patients and service users, who have completed our ratings survey, say that they would recommend the care we provide to their friends and family.

In April 2021, we formed a Group partnership with our neighbouring buddy Trust, Northamptonshire NHS Foundation Trust, with whom we share a chief executive.

As a Group, we strive for excellence and believe we can create significant benefits that increase our scope of influence, strengthen our resilience, and drive best practice. We recognise that by doing some things in collaboration we will be able to achieve more. This will benefit our staff and our population and enable better outcomes for everyone, including career development opportunities across the Group.

The Trust operates in a mixed health economy with the NHS acute and community trusts, local authorities, independent and third sector providers all delivering services. We are an active partner in this integrated care partnership (known as the LLR Health and Wellbeing Partnership) and committed collectively to our goals of: patients will experience quicker diagnosis, care closer to home in improved facilities, higher quality services, earlier intervention in long-term conditions, improved wellbeing, more digital healthcare options where appropriate, and greater integration between healthcare providers so patients have seamless care between organisations.

Our services

We provide care and support through three clinical directorates which focus on:

Mental Health Services:

We work to deliver high quality care for adults and older people with acute and enduring mental health conditions and complex learning difficulties, across Leicester, Leicestershire and Rutland. Services range from acute inpatient care, acute assessment and home treatment, day care, psychological therapies, community-based mental health care and assertive outreach, day care and prison healthcare. We are also a teaching trust, which means we conduct research and provide training and education for medical, psychology, nursing and therapy students.

Families, Young People and Children's Services and Learning Disability and Autism Services:

We provide universal and specialist support including child and adolescent mental health services, health visiting and school nursing, paediatric medicine, nutrition and dietetics services, eating disorder services, speech and language therapy, occupational therapy and physiotherapy. We also have locality-based learning disability teams, short break homes, specialist inpatient care, autism and outreach services, as well as specialist advice and support to others involved in caring for someone with a learning disability.

Community Health Services:

Community health services include adult nursing and therapy services. We deliver services in inpatient wards and outpatient clinics through a number of community hospitals across Leicester, Leicestershire and Rutland, and in patients' own homes, often through joint health and social care teams. Our services include general and stroke rehabilitation, end of life care, physiotherapy, occupational therapy, speech and language therapy, podiatry, and falls prevention.



Why Leicester, Leicestershire and Rutland?



Leicester, Leicestershire and Rutland are rich in culture, heritage and leisure activities, from a vibrant multi-cultural city to market towns and rural settings.

Leicester is a vibrant and diverse city, the tenth largest in the UK. It has a proud history stretching back more than 2,000 years. It is brimming with things to do and see, with award-winning venues including The Curve Theatre, the King Richard III Visitor Centre and the National Space Centre, as well as top high street shopping. It has a fantastic calendar of events and festivals, renowned museums and galleries, a range of UK and international cuisines, areas of natural beauty and ancient heritage.

Leicestershire covers an area of 804 square miles (2,082 square kilometres). It is a perfect place for those who love the great outdoors including part of the National Forest which stretches across 200 square miles of the county. Discover Roman ruins, majestic castles and historic events like the re-enactment of the Battle of Bosworth at Bosworth Battlefield.

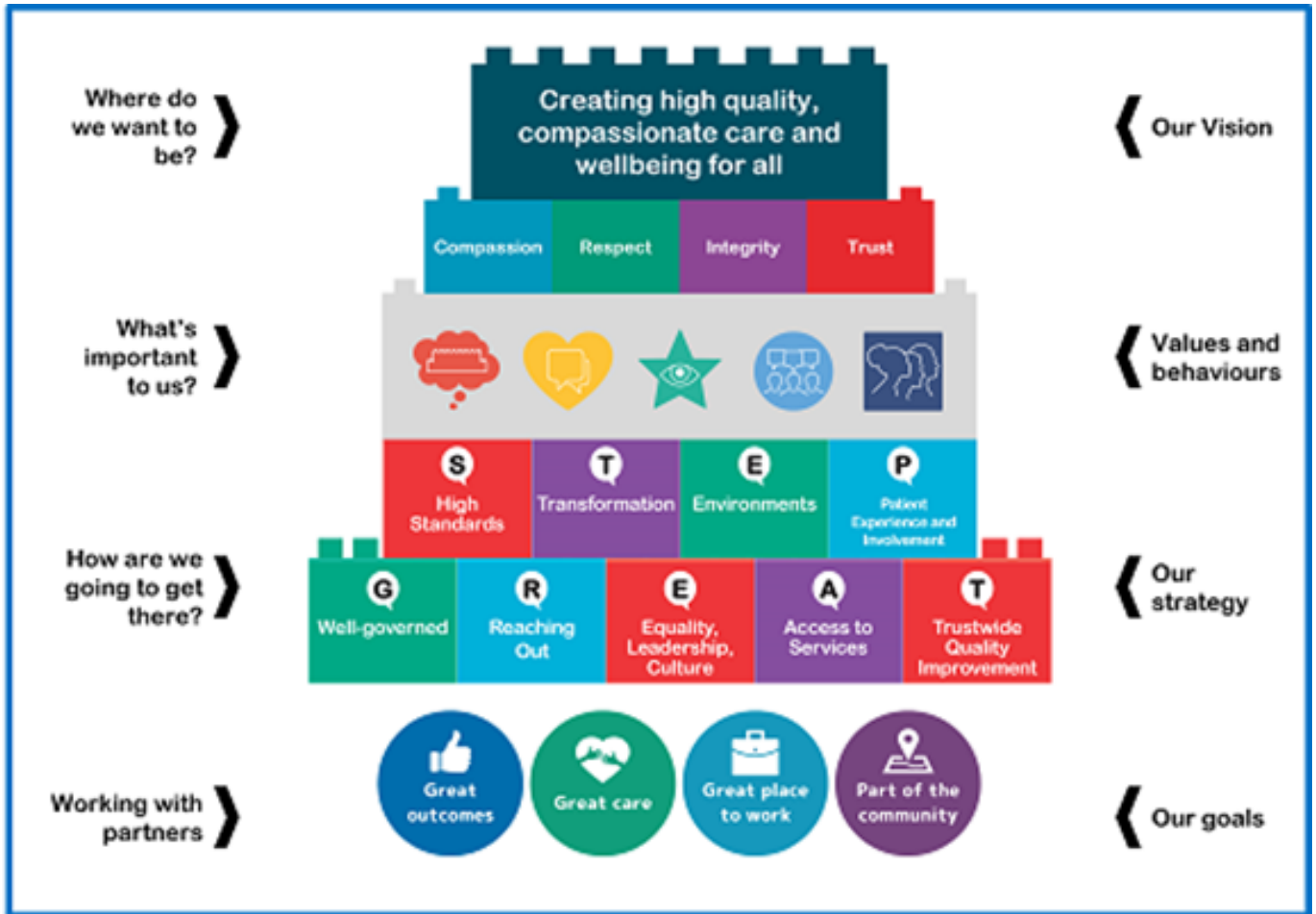
Rutland is England's smallest county, which contains an array of unspoilt villages and the attractive market town of Oakham.

You have a choice of city living or countryside, and easy access between the two, making it a great place to live. There are good quality homes and schools across the county, as well as adult and further education in the form of a network of colleges. Leicestershire has three leading universities: the University of Leicester; De Montfort University; and Loughborough University. LPT has close connections with each of them.

Our central location, in the heart of the Midlands, has easy transport links including an international airport, mainline rail services, and the M1 and M69 motorways. This means we are accessible from all directions, and you can be in central London in 62 minutes.

Our catchment population is ethnically diverse and characterised in some places by high levels of deprivation, low earnings and unemployment, particularly in the city. Rutland is one of the most affluent and desirable places in the whole of the UK. These factors create a higher requirement for access to health services in some pockets and a greater need for innovative ways of engaging people from the most affected areas.

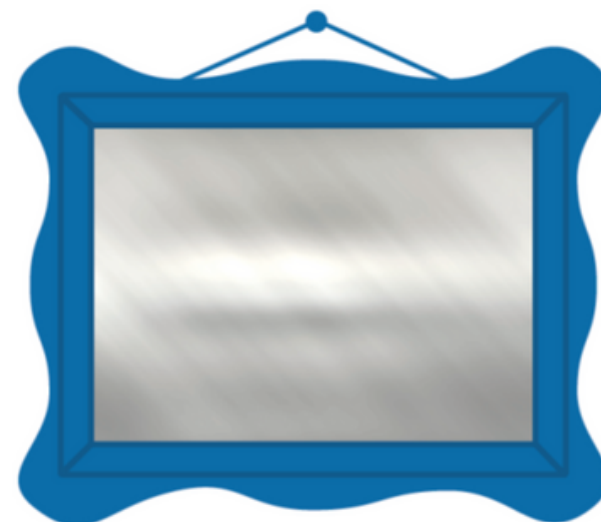
Our vision, values and strategy



Our Leadership Behaviours

It starts with **Me**

Find out more about our Leadership Behaviours for all:
www.leicspart.nhs.uk/behaviours



“creating high quality, compassionate care and wellbeing for all”



Our partnerships with local universities

We have strong relationships and research partnerships with our local universities, including:

- University of Leicester
- De Montfort University
- University of Northampton
- Loughborough University



Leicester Medical School: for over 40 years Leicester Medical School (LMS) has produced skilled, professional and caring doctors equipped for the modern health service, with patient care their first priority. LMS aims to prepare new doctors to meet the challenges of health care in the 21st century. The George Davies Centre has the state-of-the-art clinical skills unit which provides superb facilities for technology-enhanced learning. LMS has an excellent network of teaching and district general hospitals, along with practices out in the community, where students can learn in a safe and inspiring environment. LMS is part of the College of Life Sciences. The University's research is ranked 30th in the UK in the Research Excellence Framework 2021, according to analysis by Times Higher Education.

LPT vision is to become a university teaching trust with strong research and teaching collaborations with all the neighbouring academic institutions. As a Research Active Trust, we want to promote and support high quality research and attract staff that share our passion. We see it as an essential part of our drive to produce the best quality of care, to be at the leading edge of innovation, and to ensure our services are both cost-effective, safe and of the highest quality.

Why we do research at LPT

- To develop new treatments and medicine
- To prevent illnesses
- To improve quality of life
- To improve our understanding of the causes of medical and psychological conditions and how they develop
- To understand the emotional and physical support needed by people living with a condition
- To improve the way that services are delivered to deliver better outcomes



High level view of the transformation of mental health

Living well



Needing support

No wrong door:
Supporting and streaming for further help

Integrated neighbourhoods

Delivered in partnership between:

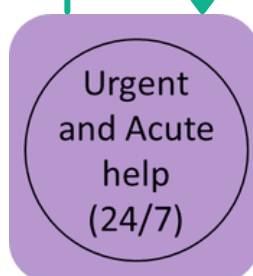
- the voluntary and community sector
- LPT
- Vitamins (Talking Therapies)
- Primary care
- Turning Point (substance misuse) and social care



5 functions of help



Inpatient & institutional setting



Our offer

Here at LPT, we offer:

- Consultant posts with educator roles
- Opportunities for undergraduate and postgraduate teaching leads
- Examiner training at Leicester Medical School
- Support being an examiner at Royal College
- Examinations
- Support for clinical and educational supervisor roles
- Encouragement for audit leads and QI support roles
- Opportunities for being PI at research through local CRN networks
- Supportive appraisals
- Realistic job plans
- Support for personal development

We know that moving to a new Trust or new role can be stressful and difficult. We will provide support to make this as easy as possible, such as:

- An induction to support with early tasks such as appraisal, job planning and consultant on call rota
- A new consultant CPD programme, which runs alongside our standard consultant CPD programme
- An early meeting with the Medical Director and Deputy Medical Director to identify career ambitions and any additional training/support needed
- We support the East Midlands RCPsych Mentorship Scheme
- Regular management supervision
- Flexible working opportunities
- National terms and conditions of service
- A range of health & wellbeing support
- Support with relocation expenses
- Special interest sessions
- Involvement in audit lead roles, research, innovation, clinical leadership and management



LPT staff are also entitled to a wide range of benefits beyond nationally agreed pay and pension schemes – plus, parking is free for staff at all of our sites.



Other benefits include:

- Access to a wide range of discounts with retailers and hospitality, many of these through the Blue Light Card discount scheme
- A cycle-to-work scheme
- Salary sacrifice schemes for cars, home and electronics, and gym memberships

Health and wellbeing

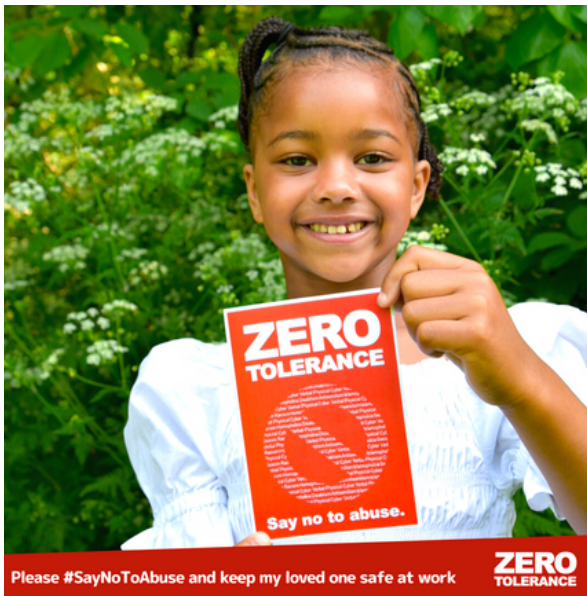
Health and wellbeing support is available to all LPT staff in a variety of forums and formats.

These include:

- AMICA staff counselling
- Occupational Health Support
- Employee Assistance Programme
- Staff support networks
- Physiotherapy
- Staff break rooms
- Physical health initiatives and events
- Making Every Contact Count training staff wellbeing courses
- Post incident support toolkit
- Needle Stick helpline
- Menopause toolkit
- Financial wellbeing support
- Vaccination clinics
- Transport benefits
- Wellbeing apps



We also have a specific calendar of activities taking place throughout the year and toolkits available to support managers and staff.

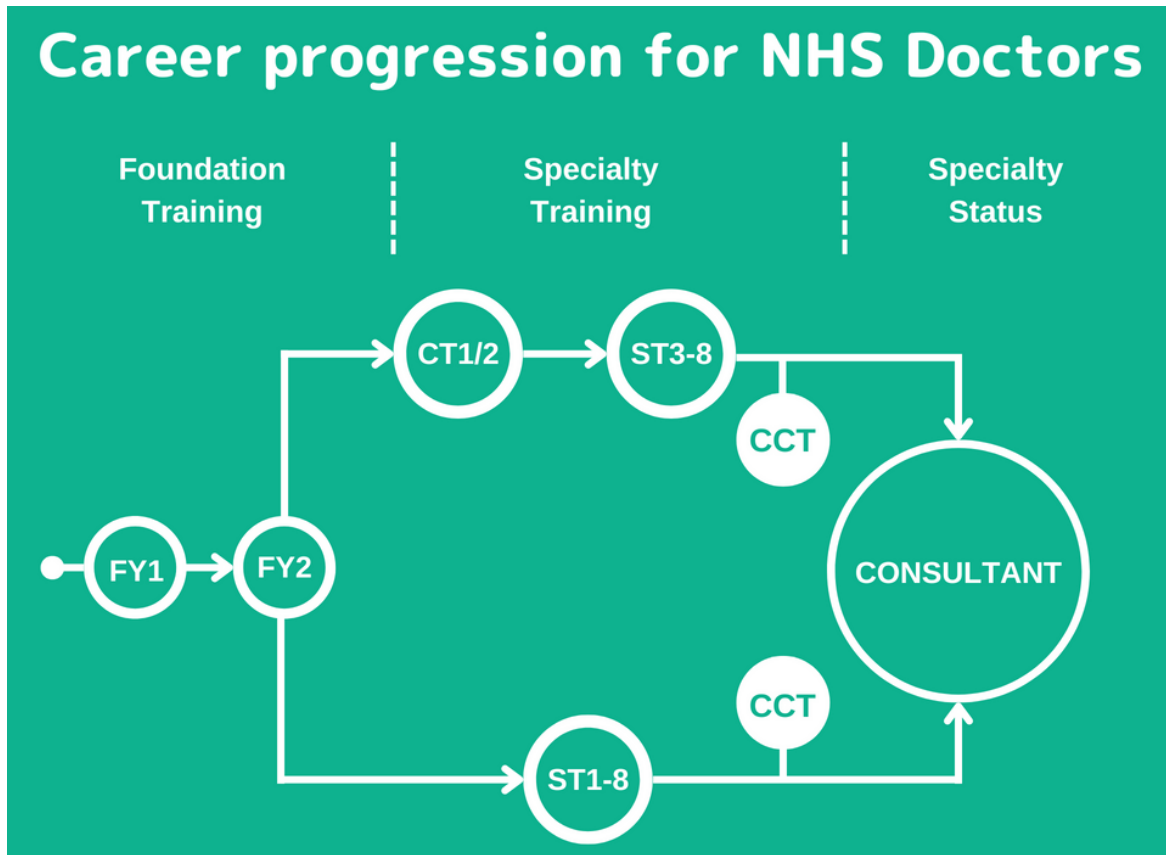


Please #SayNoToAbuse and keep my loved one safe at work

ZERO
TOLERANCE



Information for international recruits



- Foundation Training in the NHS is made up of FY1 and FY2.
- FY1 Foundation Year 1/Internship – this is the first year a UK doctor takes after graduation and leads to being able to move to FY2.
- As an International Medical Graduate, you will have completed the equivalent of FY1 for your internship. This will have granted you access to General Medical Council (GMC) registration.
- FY2 Foundation Year 2 – after completing FY1, doctors move on to F2. The second year of training usually takes place in NHS teaching hospitals. It is often the last year of training before entering speciality training.
- It is possible to start an NHS role at FY2 level after completing an overseas internship and gaining GMC registration. For example, you may take up a non-training post or foundation post at an equivalent level.

Continued on next page...

Information for international recruits

- Following completion of foundation grades, trainee doctors move onto a chosen speciality. The route for Psychiatry is Core Trainee (CT1 –CT3). There are non-training equivalent roles such as Junior Clinical Fellow or Trust Doctor, which are often used by International Medical Graduates who wish to enter at this grade.
- Core Training CT1-3 (Psychiatry) – you will need to complete core training before applying for further higher training ST4-6.
- Speciality Training ST4-6 – this grade you are advanced and will gain the Certificate of Completion of Training (CCT) allowing you to enter the GMC specialist register.
- Consultant – after gaining specialist registration, doctors are eligible to become consultants.

International Medical Graduates

- The NHS role you should apply for depends on your experience and your chosen specialty. You will need to evidence your experience is equivalent of a UK doctor at the same level and you have completed the equivalent training of CT1-3 overseas.
- For overseas doctors who have completed their training outside a GMC approved training programme, the Certificate of Eligibility for Specialist Registration CESR is the route taken towards gaining specialist registration.
- More information can be found at: www.rcpsych.ac.uk/international/CESR



How to apply

Step 1 — find your ideal job

We advertise all of our vacancies online. We recommend you take a look at www.leicspart.nhs.uk/jobs where you will find more information about us, as well as a link to our jobs on the national **NHS Jobs website**. You can also keep up-to-date through our social media channels.

Step 2 — apply for it

Register on NHS Jobs. Once done, login and start filling in your application form and apply to the jobs that match your skills and experience. Once you have created an application form, you can use this as a basis for future applications to save time.

Step 3 — recruitment

If you meet the person specification for the role, then you will be invited to attend an interview.

Step 4 — success

You will be sent a recruitment pack which includes an offer letter, and pre-employment checks will take place.

Step 5 — start!

Once all of the pre-employment checks are complete, we will arrange a start date with you.

Any questions



If you would like to find out more about working for LPT, you can speak to one of our clinical directors by emailing: lpt.medicalstaffing@nhs.net



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Find us on LinkedIn
**Leicestershire
Partnership NHS Trust**