

Additional Information for Applicants

General Information

1. Applicants who have been shortlisted will be contacted via Trac. Please check your account regularly. If you do not hear from us within 3 weeks of the closing date you have probably not been shortlisted. We are sorry that on some occasions we are unable to let you know the outcome of your application personally. The Trust reserves the right to close this vacancy when sufficient applications have been received.
2. Please note that all candidates who declare themselves on their application form to be disabled and who meet the essential criteria for the post will be shortlisted in accordance with the Trust's Two Ticks Pledge on disability.
3. Applicants should note that all appointments to Gloucestershire Health and Care are subject to the completion of a satisfactory 6-month probation period (excluding Medical Staffing appointments).
4. Successful candidates are expected to self-fund either an enhanced or standard or basic DBS check, and sign up to the DBS update service if required for the role.
5. All flexible working arrangements will be considered in line with UK legislation. Any request will be set against genuine operational requirements and limitations and it is not obligatory for a manager to accede to the request.
6. GHC requires all staff to successfully complete statutory and mandatory training. For some roles, this includes completing training in physical interventions. Fitness for physical intervention will be assessed by Occupational Health.
7. A valid UK driving licence plus the use of own transport for business purposes are essential criteria for some roles at GHC. For qualifying staff, the Trust has a Lease Car Scheme in place and also offers a popular Salary Sacrifice Car Scheme with our partner Tusker. For further information about this, please ask the Recruiting Manager.
8. Candidates for any staff appointment shall, when making application, disclose in writing to the Trust whether they are related to any governor. Failure to disclose such a relationship may disqualify a candidate and, if appointed, may render them liable to dismissal.
9. To ensure you fully understand how the Trust, as a Data Controller, will process and store your data please read the attached document 'Applicant and Staff Privacy Notice' prior to applying for the role.

On Call

For positions Band 8a and above there is a requirement to participate in an on-call rota to ensure a high quality of care for patients at all times and continued support to all staff with access to the right knowledge and expertise. For further information on this please consult the job description.

Previous/Current NHS Employees

Please note that if you are successful in your application and you have previously worked for an NHS Trust, Gloucestershire Health and Care will request confirmation of your previous NHS service from your last NHS employer via the inter authority transfer system to verify service, pension, sick pay entitlement and pay grade. Your permission will be sought at application and /or later in the process.

Pay

All staff starting substantive and fixed-term roles with Gloucestershire Health and Care will receive salary on a monthly basis. PLEASE NOTE: Staff who have worked on BANK and been paid on a weekly basis will be moved to monthly pay.

Mental Health Officers

If you currently hold Mental Health Officer (MHO) status under the NHS Pension Scheme and are applying for new job, even if it is in the same Trust, please speak with your Pensions department, NHS Business Services Authority or independent pensions adviser about whether a role change could impact your status in advance of accepting a new role. This is important as the recruiting manager and recruitment department do not know your personal pension status. The NHSBSA MHO fact sheet for members can be viewed [here](#)

Staff survey

Our Staff Survey results showed people at our Trust feel they are engaged, part of a team and work for a compassionate and inclusive organisation.

Our overall scores were better than average in eight of nine themes and level in one - the best overall results for a community, mental health and learning disabilities Trust in the south west and first equal amongst all sector NHS providers within the region too.

Health and wellbeing

We have invested in our health and wellbeing offer for our staff (Comms will provide an upload of all services offered)

Preceptorship

We provide a Multiprofessional preceptorship programme that is aligned to the National Preceptorship Framework for Nursing and have been awarded the Interim quality mark from NHS England. Our programme is provided to all Newly Qualified; Nurses, Nursing Associates, Internationally Educated Practitioners, Allied Health Professionals and Return to Practice Practitioners. In addition to the programme we also offer all preceptees the opportunity of enrolling and completing the level 7 (Masters) 15 credit validated module "Preceptorship for Healthcare" (AP7026).

Newly qualified Social Workers are offered the Assessed and Supported Year in Employment programme (ASYE) which is similar to a preceptorship programme.

