



**Blackpool Teaching
Hospitals**
NHS Foundation Trust

About Blackpool Teaching Hospitals NHS Foundation Trust



A message from the CEO

I am proud to have the privilege of being the Chief Executive of the Trust. As part of living the Trust values - **People Centred, Positive, Compassion and Excellence** - I am committed to assuring that we support staff in achieving happiness, health and wellbeing, creating a safe and great place to work, thus creating the best experience possible for our patients and their families and carers.

We have a number of schemes that aim to support you as a member of our team to maintain a healthy work-life balance; this includes a dedicated staff Health and Wellbeing service to make sure you receive any help you may require. We are focused on the passion and excellence we deliver through compassionate patient care, and we look forward to working with you to further improve the services we deliver.

Should you have any queries related to working at Blackpool Teaching Hospitals NHS Foundation Trust, please feel free to contact the Resourcing Team in the first instance.

I wish you all the best and extend a very warm welcome to one of the friendliest Trusts in the North West.

With Kind Regards,
Trish Armstrong-Child
Chief Executive



Join Us

Blackpool Victoria Hospital, or BVH, as it is known locally, is a medium sized NHS District General Hospital (DGH).

The hospital comprises the major element of secondary health care within the wider combined acute and community trust that is the "Blackpool Teaching Hospitals NHS Foundation Trust".



The "Victoria" site of the hospital has around 800 beds which provide care for acute medicine in its wider terms and DGH surgical specialties, including among others, General Surgery, Trauma and Orthopaedics, Urology and Gynaecology.

There is a Women and Children's Unit including both consultant led and midwife led maternity care.



The Emergency Department (ED) at Blackpool Victoria Hospital is one of the busiest in the country. It provides a full range of services for the 352,000 residents of Blackpool, Wyre and Fylde and the 18.2 million annual visitors to the resort.

The department sees approximately 75,000 patients each year, working collaboratively with the Urgent Care Centre which combines minor injuries, illnesses and primary care facilities for non-emergency cases and the ED for more serious or life-threatening cases requiring immediate treatment.



Three regional specialties are hosted on-site; regional Haematology, the Adult Cystic Fibrosis Service and the Regional Cardiothoracic Unit (Lancashire Cardiac Centre) which provides primary percutaneous coronary intervention (PCI) and other tertiary cardiac services.

The hospital has had a series of redevelopments over the last couple of decades, providing among others, a Phase 5 A&E / AMU / ITU development which opened in 2001, a self-contained cardiac wing which opened in 2006, a Phase 6 surgical wing incorporating a pre-assessment unit, day-case unit, in-patient operating rooms and wardbeds, which opened in 2011. The cardiac wing contains at the current time 4 catheter laboratories, 4 operating rooms, 20 intensive care beds, together with supporting day-case facilities for invasive and non-invasive cardiac investigations).

The main entrance contains a number of retail outlets and there is an associated multi-storey car park. Recent radiology developments included the provision of modern multi-slice CT located within the cardiac build but for general use.

There is a strong emphasis on enhanced recovery techniques across the surgical specialties, with day of surgery admission being the norm. This even includes cardiac surgery where up to 85% of patients undergoing elective surgery are same day admissions.

Blackpool Teaching Hospitals NHS Foundation Trust is developing its plans to enhance Emergency and Critical Care services for the Fylde Coast.

The Trust received close to £13m to develop an Emergency Village as part of a national fund to upgrade NHS Services in England which is currently in development.

This is a golden opportunity to shape and implement the delivery of Emergency and Critical Care, and to set the standard for bespoke facilities and patient care across the North West.

When complete, the scheme will create additional capacity in the Emergency Department to treat major illnesses and injuries with more state of the art resuscitation facilities and upgrade the critical care facilities.

The project's target is to transform the Emergency Department footprint which will reduce the waiting times for patients, improve patients' experience and ensure that patients are transferred quickly to the right department or service. This will significantly contribute to the achievement of the Emergency Department four-hour standard against local and nationally agreed targets and therefore improve the quality of patient care.

The Clinically Led Workforce and Activity Redesign (CLeAR) programme has also been working to establish the needs of the patient and link current activity to the workforce by using advanced analytics in the Emergency Department, and may help influence staffing decisions and new models of care.

As part of the Critical Care Development Plan, work is planned for a new Critical Care facility in 2021. This will begin with a brand new purpose built Critical Care Unit, which will include rehabilitation areas and state of the art equipment. The new spacious patient rooms will also be more appropriate for the critical care environment. Details of the development here: <https://www.bfwh.nhs.uk/emergency-village/>

On-site educational assets include both an Education Centre with facilities for both undergraduates and postgraduates, a separate ASPIH accredited Simulation and SkillsCentre including a simulation suite, various seminar rooms and lecture theatres. Within the cardiac building there are wet-lab facilities.



Along with the BVH site we also run Clifton Hospital, which is an in-patient Ward hospital providing rehabilitation services for patients transferred from "BVH" or their own homes with supporting community teams.

Clifton also provides dermatology and rheumatology clinics and has a small radiology department. Clifton has 4 wards consisting of 24 beds, each bringing the total number of beds at the hospital to 96.

Each of the wards provide nurse/therapy led holistic pathways for in-patient rehabilitation to people who are transferred for rehab or as part of a complex discharge plan.



The approach utilised at Clifton Hospital is people centred, comprehensive and cohesive care to enable the people of Blackpool and the Fylde coast to remain as independent as possible within the community; to be empowered to manage their own health and care needs, work in partnership with professionals, access seamless care, have care in or close to home and work together as a community to look after health and care needs.



Our DNA

The Trust provides patient care and rehabilitation in community hospitals, at health centres and clinics as well as in people's own homes. The services we deliver include a wide range of nursing and therapy services including sexual health, mental health and learning disabilities, and dental services.



Our purpose is to provide safe, high-quality care at the right time and in the right place to enable people to live their lives to the full. This means that as an organisation we want people to:

- Be empowered to manage their own health and care needs
- Work in partnership with professionals
- Access seamless care easily
- Have care in or close to home, whenever appropriate
- Work together as a community to look after health and care needs

The local population itself varies widely in demographics. As an employer, the Trust has over 7000 staff through both the hospital sites and community areas, with a turnover of £370 million.



We have worked closely with our local commissioners to set up the pioneering ExtensiveCare Service, looking to support the highest risk patients within a community setting.



Trust Values



The Trust's mission is "Together We Care..." which encompasses the strategic vision for 2020 of operating as a high performing organisation within an IntegratedCare System (ICS), which provides quality, safe and effective care. This will be achieved in a financially sustainable way, through our values-driven, skilled and motivated workforce

People-centred - Serving people is the focus of everything we do;

Positive - Having a "can do" response whatever the situation;

Compassion - Always demonstrating we care;

Excellence - Continually striving to provide the best care possible.

Our Values are drivers for the behaviours that all of our staff strive to demonstrate. The values and behaviours have been and continue to be embedded and communicated across the organisation via a number of initiatives - including our recruitment processes, corporate induction, team briefings, meetings, appraisals and our annual awards ceremony...

The Local Area

Blackpool is a town on the North West coast of England alongside the stunning Fylde Coast. This historic seaside town has many attractions to suit all tastes and budgets. The area is well served by roads, the M55 Junction 4 being a couple of miles from Blackpool Victoria Hospital.

There are direct rail services to London from Blackpool North train station and frequent connections from nearby Preston, which is a major train station on the West Coast Main Line. Manchester, Liverpool and the beautiful Lake District are only an hour's car journey away. There are also direct rail connections to Manchester Airport, which has direct flights across the world.

For those with children, the Trust has an on-site creche for children up to four years of age. There are a number of high-performing junior and high schools in the area, including a selection of independent schools.



The area has a number of attractive homes and is surrounded by picturesque villages and towns such as Lytham, Poulton-le-Fylde, Hambleton and Wrea Green. There are a multitude of activities and attractions across the friendly Fylde coast. More information can be found at **www.visitblackpool.com/** and **<https://www.visitfyldecoast.info/>**

Our Trust offers a number of staff activities and clubs, such as walking groups, Yoga and Pilates classes and a host of staff benefits. The Trust runs an annual Celebrating Success Awards evening - a black tie event held at the world famous Winter Gardens. Here, nominated staff and teams are recognised in a number of different categories and enjoy a magical evening, celebrating their many achievements.

Leadership

Chairman

Mr Stephen Fogg

Chief Executive

Mrs Trish Armstrong-Child

Non-Executive Directors

Mr James Wilkie

Mr Mark Cullinan

Mr Mark Beaton

Ms Fiona Eccleston

Ms Susan McKenna

Mr Keith Case

Mr Adrian Carridice-Davids

Mr Andrew Roach

Executive Directors

- **Medical Director**
- **Chief Operating Officer**
- **Director of Integrated Care & Partnerships**
- **Director of Nursing, AHP & Quality**
- **Interim Director of People & Culture**
- **Director of Finance & Performance**
- **Executive Director of Strategy & Transformation**

Dr Jim Gardner

Mrs Natalie Hudson

Mrs Janet Barnsley

Mr Peter Murphy

Ms Louise Ludgrove

Mr Feroz Patel

(Appointment made)



Finding your Feet

Trust Induction

The Trust Induction will provide you with some of the information that you need to know to help you settle in quickly and safely in your new job at Blackpool Teaching Hospitals.

This ensures that all new staff employed by the Trust are welcomed and receive consistent messages about the Trust's vision, values, strategies and journey of travel. Upon appointment, a new employee will be issued with a Trust Induction date.

The programme is a one-day event held at Blackpool Victoria Hospital and covers relevant and required information about Blackpool Teaching Hospitals NHS Foundation Trust. The induction is **mandatory** and is part of your contract of employment.

Peer Buddies

Peer Buddies are allocated to staff in certain departments, usually ward based roles. This is to help navigate the area, the team and the systems with ease and serenity. Peer Buddies will usually be someone chosen to suit your experience and background.

Resourcing

The Resourcing team prides themselves on their pastoral care given to all staff when first joining the Trust. The team has a wealth of knowledge when it comes to the local area - schools, GP surgeries, leisure centres, clubs, places of worship and much more. The team provides an on-boarding process for staff, which includes an ID check and provision of your staff badges, so make sure you are looking your best for your photo!



Occupational Health

Here at Blackpool Teaching Hospitals NHS Foundation Trust we take the health & wellbeing of staff very seriously.

The Occupational Health department's primary role is to support, and care for all staff. The team provides staff with injury care, therapies; including stress therapies and CBT, and provide discounts for Slimming World memberships and Yoga classes.



The Well Team work together to guide staff both in and outside of the workplace. They have evidence that highlights the importance of supporting staff to lead healthy and well-balanced lifestyles and the strong link a happy and healthy workforce can have on health outcomes for patients and visitors.

Well was rebranded in 2020 and aims to encompass all health and wellbeing activities and initiatives that help our staff to be well and lead a lifestyle that makes them happy. A number of interventions and initiatives have already taken place over the last four years to promote and support staff to improve their own health and wellbeing through the Healthier Workforce project.

Well is an extension of that project and incorporates an organizational approach to supporting staff to improve their health and wellbeing whether through activities that promote staff to;

- Be physically active
- Eat Well and drink well
- Be mindful
- Quit smoking



Engaged & Committed

Human Resources

Blackpool Teaching Hospitals NHS Foundation Trust 's HR Team is made up of experts that always provide further advice on all employee relations matters including:

- Complex case management support
- Policy development/regulation
- Equality and Diversity
- Change management / consultation
- Employment Law compliance

"Our mission is to provide every customer with a professional, accessible and consistent service. Empowering managers with confidence for the future in delivering high quality patient care"

You can see more about the HR Team and their procedures and policies at -
www.bfwh.nhs.uk/onehr/hr-policies-advice/

Staff Benefits

Blackpool Teaching Hospitals NHS Foundation Trust works hard to source benefits and discounts for their staff! The BTH Staff App has great local discounts including *Dominos Pizza*, *O2 mobile shops*, *Blackpool Tower Dungeons* and many more!

<https://www.bfwh.nhs.uk/onehr/staff-benefits-expenses/mybth-staff-app/>

On top of this we have discounts for local gyms (<https://www.bfwh.nhs.uk/onehr/healthier-workforce/bth-active/>), on-site childcare, salary sacrifices for technologies and a cycle to work scheme, and flexible working agreements (Ask the HR team for more information).



Thriving Futures

Simulation & Skills

The Simulation and Clinical Skills Centre of Blackpool Teaching Hospitals NHS Foundation Trust, is located in a purpose-built centre on the second floor of the main hospital site.

Included in the unit, is a customised Simulated Based Medical Education (SBME) Unit which is accredited by Health Education North West England and ASPIH (Association for Simulated Practice in Healthcare), as a simulation education provider.

Both the Simulation Unit and the Skills Lab as a whole are available for all healthcare and allied professionals to utilise. The dedicated team within the unit are committed to simultaneously assisting individuals or teams to reach their full potential whilst at the same time meeting Trust's core objectives of improving patient safety and increasing staff proficiency and morale.

Preceptorships

Blackpool Teaching Hospitals NHS Foundation Trust offers a 12 month Royal College of Nursing accredited **Preceptorship Programme** providing support and guidance for newly registered healthcare practitioners, facilitating the transition from student to practitioner.

The Trust recognises that the transition from student to accountable practitioner can be a daunting, as well as an exciting time. The Workforce Development team are available to answer any queries about the programme and can help guide and support preceptees through their first year in practice.