



# Recruitment Information Pack

PANCREATIC FELLOW (ST6-8 EQUIVALENT)

DECEMBER 2024

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## Content Page

Section A	Overview	3
Section B	About the Trust	4
Section C	About the Area	11
Section D	Advert	12
Section E	Job Description	14
Section F	Person Specification	16
Section G	Main Terms & Conditions of Service	18
Section H	Additional Information	19



## Section A | Overview

The Newcastle upon Tyne Hospitals NHS Trust was licensed as a Foundation Trust on 1st June 2006, and this provides a robust framework and the freedom to run its own affairs at a local level. Although the Trust must comply with national standards in delivering healthcare, it can determine and influence how this is done by developing new ways of working tailored to meet the local needs and priorities.

The Trust is classified as a teaching hospital because of its close association with Newcastle University's Medical School. It also has a high nationally acknowledged research and development profile and capability and continues to challenge and inform patient treatment and care. A number of our Directorates are designated Academic Clinical Directorates which build on our clinical research and development track record and support our academic and teaching portfolio.

Our hospitals have around 2,213 beds and we manage over 2 million patient 'contacts' every year, 1.2 million outpatient attendances and approximately 6,160 deliveries. We provide innovative high quality healthcare. The Trust is a large, technically complex and diverse organisation and to ensure the delivery of a high quality and safe service to all, robust performance management systems are in place. Working closely with clinical and support services, the Trust ensures effective monitoring and review of quality, business and financial issues.

We have a strong history of joint working which has led to a number of strategic partnerships across health and social care, with many of these relationships translating into integrated and multiagency pathways of care for patients.

We are an active member of the Shelford Group, a network of specialist teaching hospitals which undertakes comparative work and addresses issues of common interest.

Find out more about joining Newcastle Hospitals at <https://careers.nuth.nhs.uk> or search NUTH Careers.

## Section B | About the Trust

In-patient clinical services are based on two sites - the Royal Victoria Infirmary and the Freeman Hospital. The Royal Victoria Infirmary site is the acute admitting site with the Great North Trauma and Emergency Centre together with acute medical services, maternity services and the Great North Children's Hospital. The Freeman site is of a more elective nature with surgical services, cardiothoracic services, transplantation, and the Northern Centre for Cancer Care (NCCC).

### Royal Victoria Infirmary

The Royal Victoria Infirmary's city centre site is shared by the Medical and Dental Schools and is adjacent to the Newcastle University campus.

*Pictured: New Victoria Wing Main Entrance and Great North Childrens Hospital, Royal Victoria Infirmary*



### Freeman Hospital

The Freeman Hospital is to the east of the City Centre, with buildings predominately dating from the 1980s. The Northern Centre for Cancer Care opened in 2009 and the new Institute of Transplantation opened at the end of 2011.

*Pictured: Northern Centre for Cancer Care, Freeman Hospital*



### Institute of Transplantation

This new, purpose-built facility brings together all aspects of transplantation under one roof. Designed with the 'patient journey' in mind from start to finish, seamless and high quality care is provided at all points of contact. This means that wherever possible patients are offered a 'one stop shop' approach so that they can access all the services they need in one location.

*Pictured: Institute of Transplantation, Freeman Hospital*



It houses an impressive range of ultramodern facilities and technology including:



- 4 'oversized' high technology theatres allowing for more than one transplant operation to take place at any one time.
- 22 bedded intensive care and high dependency facility designed to the very best of international specifications.
- 30 bedded inpatient ward including 14 single en- suite rooms.
- Outpatient facilities and a state-of-the-art screening and imaging suite.
- Research and development centre with associated lecture theatre and education facilities enabling live links to transplant surgery.

All intensive care and high dependency patients at the Freeman Hospital are now housed in the Institute, and heart and lung transplant patients are seen there in the Outpatient Suite.

Transplant TV is an online TV channel for medical professionals, patients, their families and carers. It hosts films on a range of topics to share scientific and medical information, and stories about transplantation. Based at the Freeman Hospital's Institute of Transplantation, the channel is run in partnership between Newcastle Hospitals, Newcastle University and Ten Alps multimedia.

#### [International Centre for Life](#)

The Northern Genetics Service and Newcastle Fertility Centre are based at the International Centre for Life along with Newcastle University's Institute of Human Genetics. Opened in 2000 it has brought together clinicians, scientists, industry and members of the public onto one site.

The site includes the Regional Genetics Service and Reproductive Medicine.



#### [Faculty of Medical Sciences, Newcastle University](#)

The Faculty, one of three in the University, includes Biosciences, Dentistry, Medical Sciences Education Development and Psychology, in addition to the traditional medical disciplines.

It has focused its core research activity at the basic science/clinical interface into seven Research Institutes that contain internationally strong research in ageing, genetics, cancer, health and society, biosciences, cellular medicine and neurosciences.

The Faculty has an excellent record in teaching, with Medicine coming top and 5 of the other 8 subject areas in its provision achieving higher than 90% satisfaction in the National Student Survey.

Undergraduate teaching is organised in four 'streams' – medicine, dentistry, psychology and biosciences, with a total undergraduate population of over 3000. Dentistry, Psychology and Bioscience degrees are administered by the Schools of Dental Sciences, Psychology and Biomedical Sciences respectively, while the undergraduate medical programme is administered at Faculty level.

The Graduate School currently has over 800 postgraduate students registered for both taught and research degrees.

The Faculty has benefited from a significant period of capital refurbishment, funded largely through the Science Research Infrastructure Fund (SRIF) and University investment. In addition, successful bids to Wellcome, the Department of Health

and the former One North East (the Regional Development Agency) have resulted in strategic capital developments at the Campus for Ageing and Vitality.

The Faculty is also a key player in the development of Newcastle Science City. The Newcastle Science City initiative (<http://www.newcastlesciencecentral.com>) aims to establish North East England as one of the world's premier locations for the integration of science, business and economic development, and to break down barriers between science and the wider regional community for the benefit of all.

The project targets commercialisation of research in four key areas: Stem Cells and Regenerative Medicine; Ageing and Health; Molecular Engineering; and Energy and the Environment.

### Day Treatment Centre

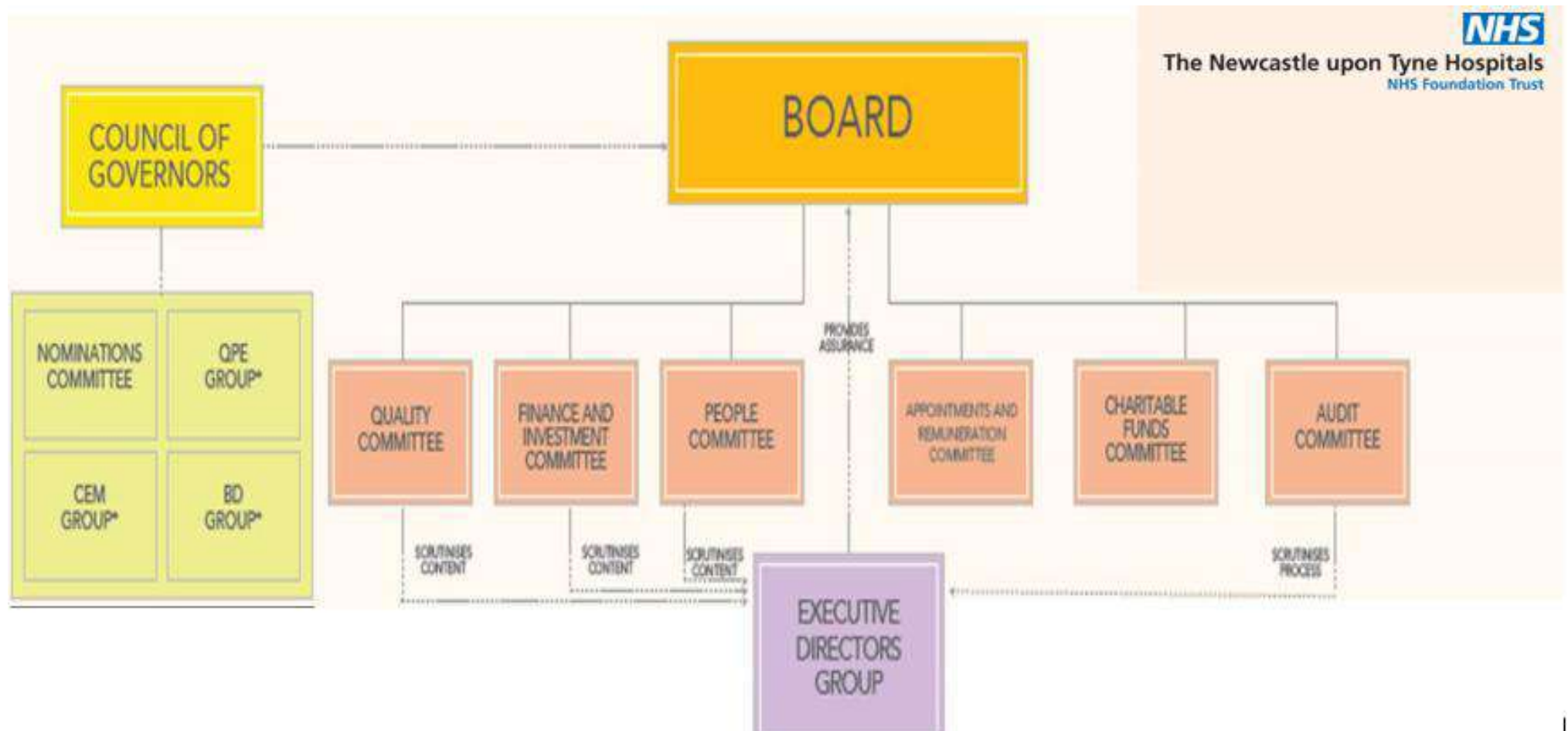
The £24 million facility contains four state-of-the-art theatres, plus an assessment and recovery area, and has been designed using the latest principles for safe and streamlined care.



As well as helping to tackle waiting list challenges caused by the Covid-19 pandemic, the centre also reduces the amount of time patients need to spend in hospital, allowing them to recuperate and rest in the comfort of their own home.

Operations provided include: cartilage and joint repairs for knees and hips, injections to manage pain, treatment for bladder and kidney problems, hernias and minor plastic surgery.

## Trust Governance Framework



# Clinical Boards

Newcastle Hospitals as an organisation seeks to continuously improve our services, we have moved to a strengthened clinically led structure of Clinical Boards, bringing together a range of clinical directorates and specialties and focussed on the needs of our patients and staff.

Each Clinical Board is led by a triumvirate leadership team including a Clinical Board Chair (CBC), a Director of Operations (DoP) and a Head of Nursing. Associate Directors of Operations report to Clinical Board Directors of Operations and are key senior roles that will support in driving delivery and transformation to enable the Trust to remain a recognised centre of clinical, teaching and research excellence.

## Cancer and Haematology

Cancer

Cancer Flow & Performance

Clinical Haematology

## Family Health

0-19 services

Children's Services

Women's Services

## Cardiothoracic Services

Cardiothoracic Surgery

Cardiology/ Respiratory

Cardio Congenital

## Medicine & Emergency Care

### Medicine A

Emergency Department, Acute Medicine, Stroke Services, Clinical Pharmacology, Therapeutics, Toxicology

### Medicine B

Diabetes & Endocrine, Infectious diseases, Respiratory, Gastroenterology, Older People's Medicine

Palliative Care

### Medicine C

Liver Medicine, Immunology & Allergy

Dermatology

Renal Services -incl. National Renal Complement Therapeutics centres

Rheumatology

## Clinical and Diagnostic Services

Outpatients

Patient Flow

Pharmacy

Therapy Services

Clinical Research

Integrated Lab Medicine & Genetics

Radiology

Northern Med Physics & Clinical Engin

## Peri-Operative and Critical Care

Peri-Op/ Critical Care FH

Peri-Op/ Critical Care RVI





## Clinical Boards cont.

<b>Surgical &amp; Associated Specialities (mainly Freeman)</b>
Day Treatment Centre
Ear Nose and Throat
Institute of Transplantation
Surgical Services - FH Vascular, Hepatobiliary, liver transplant
Surgical Services - RVI breast, colorectal, upper GI, EGS, general surgery medical
Urology

<b>Surgical &amp; Specialist Services (mainly RVI)</b>
Dental Services
Neurosciences
Ophthalmology
Plastics
Trauma & Orthopaedics

# Our Vision, Values, Ambitions and Strategic Framework

## Our vision

Achieving local excellence and global reach through compassionate and innovative health care, education and research.

## Our values



### We care and are kind

We care for our patients and their families, and we care for each other as colleagues



### We have high standards

We work hard to make sure that we deliver the very best standards of care in the NHS. We are constantly seeking to improve



### We are inclusive

Everyone is welcome here. We value and celebrate diversity, challenge discrimination and support equality. We actively listen to different voices



### We are innovative

We value research. We seek to learn and to create and apply new knowledge



### We are proud

We take huge pride in working here and we all contribute to our ongoing success

## Our ambitions

**In our organisation** - To be an outstanding organisation now and in the future, providing strong foundations to support our regional, national and global reach

**In Newcastle** - To be a full civic partner, contributing to the health, wealth and wellbeing of the city, and delivering integrated services

**In the region** - To be an anchor organisation in the North East and Cumbria as a clinical systems leader and a regional provider of services, creating and supporting a sustainable system

**Nationally** - To be a beacon organisation in the UK, leading and influencing service delivery and policy

**Globally** - To realise our capability internationally using our outstanding foundations, enhancing our global reach

## Our strategic framework



Putting patients at the heart of everything we do. Providing care of the highest standard focussing on safety and quality



Supported by Flourish, our cornerstone programme, we will ensure that each member of staff is able to liberate their potential



We will be an effective partner, developing and delivering integrated care and playing our part in local, regional, national and international programmes



Ensuring that we are at the forefront of health innovation and research



Being outstanding, now and in the future



Healthcare at its best  
with people at our heart



## Section C | About the Area

Newcastle upon Tyne is the city and regional capital for a population of c2.5 million people across North East England.

Newcastle is a great city, once in the forefront of 19th century industrial innovation and now at the forefront of technical innovation, leisure and culture. It has a deserved reputation for being one of the friendliest and liveliest cities in Europe. In recent years Newcastle has been transformed into one of the most cosmopolitan cities in the country. You can see the evidence everywhere from the restored buildings in Grainger Town to the regenerated Quayside area. With 2,000 years of fascinating history, the city has fabulous classical Georgian architecture in sweeping streets, wonderful restaurants and cafes, traditional pubs and contemporary bars, along with live music and theatre.

National surveys often suggest that people in the north east enjoy a better quality of life than anywhere else in England. The region has beautiful countryside, friendly people and a low cost of living. Accommodation varies from central city and riverside, through suburban to the urban periphery, stretching into the counties of Northumberland and Durham.

Newcastle lies on the East Coast Mainline rail service, with regular services through to London. In addition the Metro light-rail service connects to stations throughout Tyne and Wear. The A1(M) runs close by, with links to the national motorway network. Newcastle is also well connected for air travel via Newcastle International Airport, and for sea travel to Europe via the International Ferry Terminal.

Further information:

<http://www.visitnortheastengland.com/>

<http://www.newcastle.gov.uk/>

[http://www.bbc.co.uk/news/england/tyne\\_and\\_wear/](http://www.bbc.co.uk/news/england/tyne_and_wear/)

<http://www.itv.com/tynetees/>



## Section D | Advert

**FREEMAN HOSPITAL  
CLINICAL BOARD MEDICINE & URGENT CARE  
PANCREATIC FELLOW (ST6-8 EQUIVALENT)  
REF. 317-TD-24-268**

We are delighted to be able to offer an opportunity for a highly motivated, ambitious individual to join our well integrated team. The post is for 1 year based at the regional Hepato-biliary and pancreatic centre (HPB) at the Freeman Hospital. This is a busy unit with an integrated surgical and medical team comprising 13 HPB surgeons, 4 physicians, 5 radiologists, 3 oncologists, 3 histopathologists and a cytopathologist. This has been a training post since 2006.

The post is to commence in October 2025 for 12 months.

The successful candidate would work under the supervision of Dr Nayar (MN), Prof Oppong (KO), Dr AwadElKarim (BA) and Prof Leeds (JL). The workload includes tertiary referral benign and malignant pancreatobiliary disease. There is an emphasis on advanced pancreaticobiliary endoscopy training i.e. ERCP and EUS but other aspects of gastroenterology will also be included. The unit is one of the busiest in the UK with an excess of 2800 pancreaticobiliary endoscopic procedures performed every year.

The existing programme currently attracts candidates with their CCT or in their last year and the strength of the programme is recognised nationally and internationally. Currently, only one trainee is accepted and trained in both EUS and ERCP although there may be an opportunity for a second post (funding awaited).

It is essential that the successful candidate will already have at least one year's training in ERCP. Prior training in EUS is not required. The unit performs approx. >900 ERCPs and >1800 pancreatobiliary EUS over 16 lists/week. The post involves at least 4 dedicated pancreatobiliary Endoscopy (2 ERCP & 2 EUS) lists a week with the option of more dependent on the trainee's requirement, 2-3 General Gastroenterology/pancreatic clinics (medical), regional benign (pancreatitis meeting) and cancer HPB MDTs. The close links between the surgical and medical teams provides an opportunity to attend pancreatobiliary surgical clinics well as the HPB surgical ward round. There are 2 CPD sessions. The post entails cover for emergency endoscopy and the liver transplant unit 1:7 week's frequency. The appointed candidate will be proficient and competent in all aspects of pancreaticobiliary medicine. Involvement in research projects is expected.

In addition to the challenges of the role, we can offer you a commitment to teaching, education, research and audit.

Newcastle Hospitals NHS Foundation Trust is one of the busiest, largest and most successful teaching NHS foundation trusts in the country, with around 16,000 staff and an annual income of £1 billion. We have a long history of providing high quality care, clinical excellence, and innovation in medical research regionally, nationally and internationally.

We're also proud to be the second largest provider of specialised services in the country. This means we support people with a range of rare and complex medical, surgical and neurological conditions, cancers and genetic orders.

Our staff oversee around 1.84 million patients 'contacts' each year, delivering high standards of healthcare.

We are committed to promoting equality and diversity and recognise the benefit in providing an inclusive environment. We value and respect the diversity of our employees and aim to recruit a workforce which reflects the communities we serve, and is equipped to deliver the best service to our patients. We welcome all applications irrespective of people's





race, disability, gender, sexual orientation, religion or belief, age, gender identity, marriage and civil partnership, pregnancy and maternity and in particular those from under- represented groups.

Newcastle Hospitals are proud to be one of the exemplar organisations across the NHS on sustainability, with a long history of delivering Sustainable Healthcare in Newcastle (Shine) and the first healthcare organisation in the world to declare a climate emergency. Our strategy includes commitments to being Net Zero by 2030, for our direct carbon footprint, and Net Zero by 2040 for our footprint plus. Delivering these ambitions will not be possible without the help, support and action of every single member of our team.

As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for us and for our patients, and for you. Speak to us about how we might be able to accommodate a flexible working arrangement. If it works for the service, we will do our best to make it work for you.

For further information please contact **Dr M Nayar, Consultant Physician** on **0191 2448755**, or **Prof J Leeds, Consultant Physician** on **0191 2336161 (ext. 31391)**

### **NO AGENCIES PLEASE**

This post is subject to the rehabilitation of the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Services (formerly known as the Criminal Records Bureau) to check for any previous criminal convictions.

Please note it is a requirement of The Newcastle upon Tyne Hospitals NHS Foundation Trust that all successful candidates who require a DBS for the post they have been offered pay for their DBS certificate. The method of payment is a salary deduction from your first month's pay.

Newcastle Hospitals encourages all staff and volunteers who are appointed to join the Trust to be fully vaccinated against COVID-19.

You will be redirected to Trac to apply for the vacancy. Please complete the application form in full, ensuring that you provide references to cover the last 3 years. For any further queries, please contact **Victoria Cowan, HR Advisor** at **Victoria.cowan2@nhs.net** quoting the post reference number.

**Closing Date:** 02 January 2025  
**Interview Date:** TBC

## Section E | Job Description

**Job Title:** Pancreatic Fellow (ST6-8 Equivalent)  
**Reporting to:** Clinical Director

**Job Purpose:**

The post is for 1 year based at the regional Hepato-biliary and pancreatic centre (HPB) at the Freeman Hospital. This is a busy unit with an integrated surgical and medical team comprising 13 HPB surgeons, 4 physicians, 5 radiologists, 3 oncologists, 3 histopathologists and 3 cytopathologists.

**Duties and Responsibilities:**

An indicative timetable is shown below (there is flexibility to cross cover other sessions)

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	9 am OPD (MN)	9am ERCP list (MN)	8am Benign HPB MDT  9am ERCP list (KO)  12.30 GI Journal club	9 am Cancer HPB MDT meeting  Optional GA ERCP	8am Post grad Meeting  9am OPD (JL)
PM	1.30pm EUS list (KO)	1.30pm CPD/Research/ EUS list (MN)	2 pm OPD (KO)	1.30 EUS list (MN) Or GA EUS list	2.00pm EUS list (JL)

**Learning outcomes at the end of the fellowship**

1. Competent and fully independent in Grade 1 and 2 ERCPs.
2. Competent in Grade 3 ERCPs i.e. Spyglass, failed ERCPs, pancreatic ERCPs, RFA etc.
3. Competent and independent in all aspects of diagnostic EUS including fine needle aspiration
4. Supervised dedicated training in therapeutic PB EUS – Pancreatic cyst drainages, necrosectomy, EUS guided biliary access etc.
5. Competent in managing the non-endoscopy aspects of benign and malignant PB medicine e.g. Autoimmune pancreatitis, chronic pancreatitis, familial and acute pancreatitis
6. Develop and understand the role of HPB surgeons in the management of these disorders
7. Exposure to all aspects of liver transplantation and other aspects of HPB



### **Core components of Educational Framework**

1. Professional skills – Monitored by DOPS, CBD, Mini CEX, MSF
2. Education – Presentations at local regional and national level  
Education of the nurses involved in the complex procedures
3. Leadership – Organising and vetting all referrals for ERCP and EUS.  
Developing newer protocols in conjunction with the surgical team
4. Management and Research – We have an active clinical research programme and the fellow will be involved in the process from the beginning. As it is one of the largest HPB endoscopy units in the country, the fellow will be actively involved in the day to day management under the guidance of his educational supervisor.

### **Flexibility:**

In line with the Trust's core value of placing patients at the heart of everything we do, we are developing our service provision to be responsive to the needs of our patients. To meet those needs some staff groups will be increasingly asked to work a more flexible work pattern so that they can offer services in the evening or weekend. As a result any offer of employment to a consultant post will be subject to you agreeing to work a new more flexible pattern or working in the future if required, including evening and weekend work.

## Section F | Person Specification

### Pancreatic Fellow (ST6-8 Equivalent) Board of Medicine & Urgent Care

Requirements	Essential	Desirable	Assessment
<b>Education and Qualifications</b>	<p>Primary Medical Qualification.</p> <p>Full GMC registration or eligibility to obtain this within 3 months (or within 6 months for non-EEA applicants).</p>	Higher qualification relevant to GI/PB.	Application / Interview
<b>Clinical Skills and Knowledge</b>	<p>Fully competent in diagnostic OGD and experience in therapeutic OGD.</p> <p>At least 1 years' experience in ERCP (ideally &gt;200).</p> <p>Good history &amp; examination skills.</p> <p>Able to formulate a working diagnosis.</p> <p>Able to order appropriate investigations.</p> <p>Image interpretation relevant to practice.</p> <p>Knows when to appropriately seek assistance from a senior colleague.</p>	<p>Fully competent in colonoscopy.</p> <p>Experience in EUS.</p>	Application / Interview
<b>Management and Administration Experience</b>	<p>Ability to run a service and participate in management process.</p> <p>Committed to share in professional, managerial and teaching</p>	<p>Proven management and administration ability.</p> <p>Understanding of management goals.</p> <p>Experience with audit</p>	Application / Interview



Requirements	Essential	Desirable	Assessment
	<p>responsibilities necessary to fulfil the obligations of the Directorate to the Trust and its workforce.</p> <p>Able to communicate well with patients and colleagues.</p> <p>An understanding of Clinical Governance.</p>	<p>Evidence of leadership / project management</p> <p>Evidence of having implemented change</p>	
<b>Teaching</b>	<p>Experience of supervising junior staff.</p> <p>Ability to teach clinical skills.</p>		Application / Interview
<b>Clinical Governance, Audit and Research</b>	<p>Experience of audit projects.</p>		Application / Interview
<b>Communication, Relationships and Working with Colleagues</b>	<p>Ability to communicate and liaise effectively with patients and other people within a team.</p> <p>Ability to work as a team with professional colleagues in all disciplines.</p>		Application / Interview
<b>Personal Attributes</b>	<p>Alignment with the Trust's Values.</p> <p>Flexible approach to service delivery and committed approach to development.</p> <p>A commitment to personal / unit CPD.</p> <p>Time management skills.</p> <p>Honesty, integrity, awareness of ethical dilemmas, respect for confidentiality.</p>	<p>Evidence of leadership skills.</p> <p>IT literate.</p>	Interview



## Section G | Main Terms and Conditions of Service

The Trust operates **local** terms and conditions of service (TCS) in relation to the appointment of Locally-Employed Resident Doctors. Key elements of the local TCS are:

<b>Salary:</b>	<p>Basic salary is aligned to the corresponding nodal points associated with the national Doctors and Dentists in Training Terms and Conditions (England) 2016.</p> <p>These are:</p> <p>CT1-2 / ST1-2 equivalent advertised posts – Nodal point 3 - £49,909 per annum ST3-5 equivalent advertised posts – Nodal point 4 - £61,825 per annum ST6-8 equivalent advertised posts – Nodal point 5 - £70,425 per annum</p> <p>For posts advertised as 'ST3+equivalent', the salary offered (either Nodal point 4 or 5) will be dependent on the skills and experience of the appointee as evidenced by current national training grade equivalence or, where this is not available, by assessment of competence by the recruiting manager.</p> <p>Where a post contributes to an on-call rota, pay enhancements will apply. This information will be supplied at offer stage, once details of the appropriate enhancements have been calculated.</p>
<b>Annual Leave:</b>	<p>The annual leave entitlement for a full-time doctor is as follows, based on a standard working week of five days:</p> <p>On first appointment to the NHS: 27 days After five years' completed NHS service: 32 days</p> <p>(These leave entitlements include the two extra-statutory days previously available in England under the 2002 Terms and Conditions of Service.)</p> <p>Individuals are also entitled to leave for public holidays (typically 8 per year).</p> <p>Part time staff and/or staff on fixed term contracts of less than a year, will receive a pro rata entitlement.</p>
<b>Occupational Sick Pay:</b>	Employees are entitled to sick pay in accordance with the rules of the Trust's Contractual Sick Pay (CSP) scheme and the Statutory Sick Pay (SSP) scheme.
<b>Pension:</b>	In accordance with the NHS Pension Scheme.
<b>Professional Registration:</b>	The Trust requires the successful candidate to have and maintain registration with the General Medical Council.
<b>Base:</b>	Your principal place of work is the Freeman Hospital. You may be required to work at any site within your employing organisation, including new sites.
<b>Notice Period:</b>	In line with the Trust's 'Notice Period's Policy' either: CT1-2 / ST1-2 equivalent – 6 weeks ST3+ equivalent - 3 months
<b>Probationary Period:</b>	Employees new to the Trust will be subject to a six month probationary period.



## Section H | Additional Information

### Interview Guarantee

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Disability Symbol that is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.

To be eligible for the Interview Guarantee Scheme you must have a disability or long term health condition that puts you at a significant disadvantage in either obtaining or keeping a job. The disability could be physical, sensory or mental and must have lasted, or be expected to last for at least twelve months. You do not have to be registered as a disabled person to apply under this scheme.

### Why choose us?

The Trust has a range of benefits available including:

- Salary Sacrifice Schemes including car lease scheme and cycle scheme.
- Trust Travel scheme offering discounted travel passes with all major travel operators.
- On-site 'Free Spirits' Nursery
- Staff Social Club.
- Staff Gyms (Freeman Hospital and RVI).
- Employee Assistance Programme including telephone and face to face counselling service.
- Care Co-ordinator- offering advice and support with care issues
- Employee Wellbeing and Health Events.
- Access to discounted products including holidays, insurance etc.
- Flexible working policy.
- Top 100 Stonewall Employer

For more information please visit [www.benefitseveryone.co.uk](http://www.benefitseveryone.co.uk)

**Have you signed up to the DBS Update Service? Find out more here**  
**<https://www.gov.uk/dbs-update-service>**

