

The Green Sheet

Staff newsletter

Green Sheet – Friday, 24 March 2023

News

2022 NHS staff survey results – overview

As part of our autumn of active listening last year, we encouraged colleagues to participate in the annual NHS staff survey, carried out between September and November 2022. The 2022 results are now available, and we provide a brief overview here.

The survey

One of the largest staff feedback exercises for any employer in the world, more than 600,000 staff across England took part. It gives all NHS organisations an opportunity to learn how they are doing and how staff satisfaction and experience compares to other trusts.

We received 1,985 responses from colleagues across the organisation – a response rate of 41%. This is a small drop in respondents compared to 2021 (44%). Thank you to all of you who were able to feedback.

Our report for the organisation is **available to read here** and includes comparisons with the national average scores.

Since 2021, the survey questions have been aligned with the NHS People Promise, which sets out in the words of NHS staff the things that would most improve their working experience:

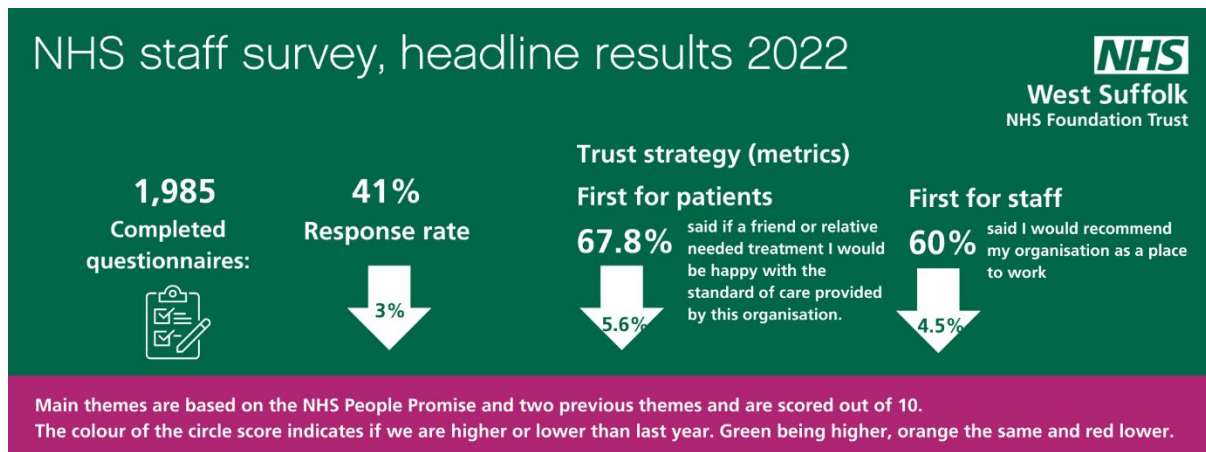
- We are compassionate and inclusive
- We are recognised and rewarded
- We each have a voice that counts
- We are safe and healthy
- We are always learning
- We work flexibly
- We are a team.

The reporting is designed to track progress against the seven People Promise elements, and against two theme scores reported in previous years:

- Staff engagement
- Morale.

Sub-scores are reported across all measures.

Our headline results



As you will see from the infographic above, in three of the main themes (we are recognised and rewarded; staff engagement and morale) we are above the national average; in five themes (we are compassionate and inclusive; we each have a voice that counts; we are safe and healthy; we work flexibly; we are a team) we are the same as the national average; and in one theme (we are always learning) we are below the national average.

In comparison to 2021 scores, in eight themes we have dropped 0.1 points; and in one theme (we work flexibly) the score has remained the same as last year.

National trends

Reflective of local trends, national average scores have declined over the years. This year only two main themes have increased by 0.1 points (we are always learning; we are a team); five themes have remained the same; and two themes have seen a drop of 0.1 points in national scores (we are recognised and rewarded; morale).

Interestingly, where national scores have increased – we are always learning – the Trust score has decreased; and where national scores have decreased – we are recognised and rewarded and morale – our scores have increased.

Chief executive Dr Ewen Cameron said: “While our scores are all very close to the national average, this must not detract from the fact that the feedback at WSFT is again less positive than it was a year ago.

“The executive team and I are keen to see an improvement in the experience of working here. We have some work to do to improve in multiple areas, but I genuinely believe we can build on this.

“Work is ongoing to bring together the key themes identified from all our listening mechanisms – what matters to you, freedom to speak up and the national survey – and these findings will be considered together and pulled into a plan of the actions that we will take to make a difference.

“I know 2023 has been tough already but thank you sincerely for your continued hard work.”

Next steps

In the coming weeks and months, deeper analysis of the staff survey results will take place to review and understand our position, working alongside the divisions and departments where hot spots are identified and where things are working well.

All findings from across the Trust’s listening activities will be considered together, (NHS staff survey, what matters to you and freedom to speak up), pulling together central themes and working with teams to identify activity to address issues. These will be pulled into a central action plan.

We will share these actions to illustrate the variety of work being undertaken because of information you have shared when feeding back. Some actions are easier than others; some issues will be harder to fix, but the organisation is committed to working with colleagues to improve working conditions.

Ewen Cameron blog post

Hello to you all,

I have now been in West Suffolk for just over a month, and I thought it time to begin a series of updates I will share with you going forward, covering the large and small issues we are tackling together.

First, I would like to thank Craig Black for his work over the past year. He stepped up as interim chief executive at a particularly difficult time and delivered outstanding leadership which has left the organisation in a much stronger position.

In my first month, I have visited more than 60 teams both in the West Suffolk Hospital and the community. I have been overwhelmed by the warm welcome I have received and by your evident dedication, which is clear across all teams, clinical and non-clinical, acute and community. You all show unwavering commitment to delivering and improving our services despite the sustained and intense pressure. I firmly believe you are all our strongest asset. It is my intention to keep being out and about, so I can meet you and listen to you. If I haven’t

been to meet your team yet, then please bear with me whilst I try to see as many of you as possible. If you would like me to visit your team, then please do drop me an email.

While significant work has taken place to improve the culture here, I would like to clearly state from the outset that this will be a significant priority of mine. Upholding our FIRST Trust values and behaviours of Fairness, Inclusivity, Respect, Safety and Teamwork is critical to the success of our organisation. I want us to build a strong speaking up culture so we can understand your concerns and learn when things don't go as planned and use what we learn to continue improving the care we deliver. I take this seriously and will do my utmost to champion this.

My initial reflections leave me impressed and fortunate to be here. We clearly have a dedicated and skilled team, who care deeply about our Trust. We have a number of key strengths, including having integrated acute and community services and strong collaboration between health and social care which allows us to provide joined-up care, ensuring our patients benefit when in our hospitals, at home, or in other settings. Additionally, as a global digital exemplar, we are in a good position to use technology to innovate to deliver the best quality and safest care possible into the future. These strengths are something I look forward to developing together over the coming months and years.

What is also abundantly clear, is the ongoing pressure being felt in in our emergency and urgent care services and across our community services. We are seeing an increasing demand in these areas, which is in-turn having a clear knock-on effect throughout the organisation and has resulted in us entering and stepping down from countless critical internal incidents. There are workstreams currently underway to address these and we will continue to work hard to alleviate these pressures.

I am also acutely aware of the impact the ongoing industrial action is having on us. I recognise these periods have been particularly disruptive to both colleagues and our patients. Despite this, I have been humbled by the respect and compassion you have shown, and the way you all pull together and go above and beyond to care for patients and each other. This was clearly evident when I spoke with our junior doctors on the picket line and our consultants and other staff groups who stepped in to cover for them while they took industrial action. I know you are currently enduring difficult working conditions, so it has been great to hear that so many of you still have a positive outlook about working for our Trust. This gives me some level of reassurance that we are supporting you in the right way, however there is more we can and will do, especially as we prepare for the next round of industrial action in April.

I hope that the strikes affecting all parts of the NHS are resolved soon. I am sure that you are all as keen as I am to see a resolution so that we can continue to build on the progress made to deliver the best standard of care we possibly can.

I look forward to keeping you all up to date on the numerous exciting and innovative projects across the organisation going forward and meeting more of you over the coming weeks.

Karen takes on the world – and wins!

Bury St Edmunds archer, Karen Pinches, is back at work and celebrating international success after adding an indoor world championship in field archery to the outdoor title she already holds.

Karen is a nursing assistant at the medical treatment unit (MTU). Karen's daughter Natasja, also a champion archer, is a nursing assistant at the Eye Treatment Centre and holds all the domestic titles in her age and gender categories.

Karen, 48, is a member of the Kings Forest Bowmen, based in Thetford. She took her third outdoor title in Estonia last year, and in February took the indoor title in the barebow adult female category in Kent.

"I am chuffed to bits that I took these titles. It's something I have worked hard for," she said, adding that her husband Charlie, also a world-class archer, and Natasja were very proud of her. Karen's previous outdoor wins were in Australia in 2016 and South Africa in 2018, before the pandemic put paid to competitions.

"The sport demands a big investment in time and money, we practice hard, and are out most weekends. It's all self-funded." The Kings Forest Bowmen have more than 150 members, practising their archery on three courses in the Suffolk countryside, and Karen and Charlie also carry out maintenance on the courses to support the club.

Karen explained: "Field archery is a bit like golf. There is a course set out, which for the outdoor competition could be anywhere, such as the Estonian forest where I competed last year. There are 28 targets set at various distances, and you have to shoot four arrows at each one, a total of 112. Indoors, there are two rounds, with 60 flights at targets set at different distances." Archers use a variety of different bows depending on the competition – Karen shoots barebow compound.

Karen's work in the medical treatment unit (MTU) involves helping to care for patients with chronic, long-term conditions such as Crohn's disease and rheumatoid arthritis. Her colleague, staff nurse Angie Brown, said: "The team is very proud of our world champion Karen, and so are the patients. At the weekend we tease her, 'Karen and Charlie off to the forest again'."

Karen took up archery in 2010, inspired by Charlie, and to support their daughter Natasja, who started the sport at the age of nine. "It was my husband's weekend hobby, it helped him blow the cobwebs away after a week driving lorries. Natasja wanted to start so I used to go round with her. Eventually I thought, 'if you can't beat them, join them'."

Charlie is currently second in the world both indoors and outdoors in the adult male barebow category. Meanwhile, Natasja came fourth in her attempt at the adult female freestyle category in Estonia in 2022 and hopes to build on that achievement.

Congratulations Karen!

Congratulations to Laura

Laura Rainbird, PA in the pathology department, has successfully completed her Institute of Leadership and Management level 2 certificate in leadership and management.

Administration and clerical manager, Holly Rumbelow, said; "This has given Laura a 'taster' of leadership and management, which paves the way to further her personal development by moving on to the higher levels and gaining a qualification. Laura has been part of our team since 6 March 2017, where she started as an admin assistant. Fast forward six years, and she is still here and as opportunities have arisen in the team, she has applied and been

successful in her progression to a pathology PA, working closely with the histopathology, blood transfusion specialist nurses and infection prevention and microbiology teams.”

Holly added: “Laura is always keen to learn new things and accepts all challenges thrown at her. I know Laura will continue to do well in all that she does. She is passionate about her role and strives for perfection in all tasks she turns her hand to. The sky is the limit for Laura! Your friends in the team are very proud of you and look forward to supporting you in your next challenge.”

Helping our advanced practitioners be the ‘best in the west’

On Friday, 10 March, Alice Robinson who is the corporate lead for advanced practice, hosted the ‘best in the west’ day for trainee and qualified advanced practitioners across the Trust.

The agenda for the day included an opportunity to get to know each other and share valuable skills and learning. Dan Spooner, deputy chief nurse, was a guest speaker who shared his vision for advanced practice at the Trust.

Alice, who took up her position in June 2022, said: “It was great to see the interaction between the practitioners in the room and hear about their experiences of working at this level. There was a lot of positive feedback about how they are valued as well as areas where we can collectively do more. I’m excited about taking this agenda forward both within the Trust and across the Suffolk and North East Essex system working closely with partners.”

Future events will take place on a quarterly basis with a study day format in the morning and a journal club in the afternoon.

The Trust has 23 qualified and 23 trainee advanced practitioners. These colleagues have progressed to an advanced level of practice through further education and training. This level of practice is characterised by a high degree of autonomy and complex decision making, which can be achieved through the demonstration of core capabilities and area specific clinical competence.

For more information about advanced practice, please contact Alice.Robinson@wsh.nhs.uk.

Retirement of Nick Finch

Supplies buyer, Nick Finch, will be retiring from the Trust after 22 years in the procurement department on 31 March 2023.

Nick started in procurement in October 2000 as a ward inventory controller. His role was to monitor, check, order, and deliver consumables to different wards and departments. After this, Nick was promoted to buyer and undertook the sourcing of specialist goods for areas such as estates, medical, pharmacy and patient feeding.

Nick has also supported a large number of capital projects during his time in the department, as well as being a key driver for implementing recycling projects for shredding, mobile phones, cooking oil and pallet collections.

During his time here, Nick has held the position of staff governor for two terms and has been a Freedom to Speak Up guardian for many years.

Debbie Stevenson, head of procurement, said: "Nick will be greatly missed by the department, not just for his knowledge but for his can-do attitude. If you would like to sign his card, please pop into the department."

While Nick is leaving the NHS, he will be returning to work elsewhere in a part-time capacity.

Remembering Jenny Collison

It is with deep sadness that the programme management office (PMO) shares the news that Jenny Collison, PMO finance lead, has died following a road traffic collision on 20 February this year.

Jenny was a hugely valued member of the PMO team and highly regarded more widely across the organisation for her professional commitment to her work and her ability to engage people with her warmth, respect, intelligence and compassion.

On long term sick leave due to a cancer diagnosis, Jenny had completed a course of chemotherapy and recently had confirmation that her cancer treatment had been successful. She was due to return to work this month.

John Connelly, head of the programme management office, said: "I really cannot express in words the sadness and sense of loss that is felt by myself and other members of the team following Jenny's death. We were very much looking forward to welcoming her back. It is heart breaking to think about what she has been through over the last year and how courageous she has been, particularly when it looked like she had managed to overcome the challenge to her health with such strength, dignity and spirit.

"Jenny has played a key role supporting the organisation's financial stability over the last five years as PMO finance lead and her overall contribution has been immeasurable. She will be sorely missed by her colleagues and is a huge loss to the Trust."

Jenny's funeral will take place on Friday, 14 April at 2.30pm, St Faith's Crematorium, Norwich. [For further details, to pay tribute to Jenny or donate to Cancer Research UK, please click here.](#)

Sad passing of Margaret Rutter

We are sad to share the news that one of our public governors, Margaret Rutter, died last month. A member of the governor engagement committee, her family spoke of her "high energy and enthusiasm" about her work with the Trust. They have generously asked for donations in lieu of flowers to be made to the My WiSH Charity.

Margaret played an active part in her community and was a member of two local residents' groups. She took on the public governor role, she said, to give something back to the Trust. Margaret's aim was to make every patient and visitor feel welcomed and be given the best possible care.

Chair of West Suffolk NHS Foundation Trust, Jude Chin, said: "Margaret was a valued member of the Council of Governors where she served for eight years. Her contributions will be missed by her colleagues and by the Trust and we send our sincere condolences to her family."

News in brief

BMA strike feedback

In medical director Dr Paul Molyneux's thank you to colleagues in last week's Green Sheet and this Monday's Staff Briefing, he has asked colleagues to provide feedback following the British Medical Association strikes earlier this month.

Paul said: "It's always important that we capture any learning from events like this, so if you have any feedback you would like to provide around how the industrial action was handled by our Trust, then please do take the time to fill in this feedback form. This will enable us to improve our planning and processes should there be further industrial action."

If colleagues would like to leave feedback, please do so using the form available at the button below.

<https://forms.office.com/e/0MLRx8HXqw>

Night-time works at West Suffolk Hospital

The Trust has instructed contractors to re-mark the internal roads/areas of the West Suffolk Hospital where the paint has faded. This will include:

- on-site roads
- car parking spaces
- disabled parking spaces
- yellow hatched 'no parking' areas
- ambulance parking area
- zebra crossings.

As the front of the hospital is busy during normal working hours, this work will take place overnight from approximately 8pm on:

- Thursday, 30 March
- Friday, 31 March.

If colleagues have any questions or concerns, please contact project manager, Malcolm Brill, on 07866061508.

My WiSH Charity

Charity support for staff training

Here at the charity, one of the things we love to provide funding for is staff training. While we do not facilitate any mandatory training, we can support training that enhances the care you give to your patients.

One example is Andy Mizen, the cancer head and neck clinical nurse specialist who attended the European Congress on head and neck oncology in Lisbon, which we were able to help him attend.

Andy said: "I would like to express my sincerest thanks to you and the My WiSH supporters for helping me to attend the European Congress on head and neck oncology."

“The conference had a wide and varied programme with papers and presentations from across Europe. Each session was given a theme and papers were presented within that specific area. I was particularly heartened to see the amount of work and research that is going on in the world of head and neck cancer. There were some fascinating projects looking at artificial intelligence and how this can potentially be used to speed up diagnostic processes and possibly even reduce the numbers of investigations that patients require in the lead-up to treatment.

“There were also several presentations exploring how we can measure quality of life for those undergoing treatment and for those that are several years post treatment. Curative treatment for head and neck cancers is often extremely gruelling with many patients requiring six weeks of chemotherapy and radiotherapy with side effects including pain, skin burns, reduced production of saliva resulting in difficulty eating, drinking, and speaking which then often results in many of our patients requiring artificial feeding for a considerable amount of time. Whilst many of the patients recover well, most will continue to have reduced saliva production and changes in taste and smell long term.

“One of the other areas that I found to be particularly interesting and perhaps giving some hope for the future treatment of head and neck cancer patients, was a presentation by a Dutch team on how they use proton beam therapy in place of radiotherapy. The proton beam process can be targeted much more specifically on cancerous tumours, resulting in reduced side effects for the patient. Unfortunately, there are currently only two proton beam therapy machines in the UK, and they require a significant amount of money to build, but perhaps one day this might be accessible for many more patients.”

Thanks for the amazing feedback, Andy. We are so pleased you learned so much from the conference. Maybe one day we could be looking at purchasing a proton beam for your team, now wouldn't that be amazing?

Health and wellbeing

Wellbeing champions network is growing

Wellbeing champions are colleagues from varied backgrounds who have an interest in wellbeing and have received specific training from the staff support psychology team.

A number of colleagues have recently joined the network, which is expanding all the time. This important initiative is supported by the My WiSH Charity as part of the Safe Spaces programme.

The champions vary in their professional roles and life experiences, including having come to us from overseas, speaking different languages, being neurodiverse, or having health conditions. They can also simply be a fellow colleague who is happy to provide a confidential, non-judgemental, listening ear.

The network provides visible champions within the workforce who not only understand the issues relevant to their colleagues but also know how to assist them to access support safely and confidentially.

The Trust is keen to grow the team to ensure that it reflects the diverse community it serves and to help everyone access support when they need it. If you are keen to support colleagues in your team or department, or to assist others who might have similar challenges

or lived experience to you, the team would love to hear from you. Please contact clinical psychologist, Marianne.Meadows@wsh.nhs.uk, to express your interest and find out about new training dates.

You can find out more about the champions and this initiative here on [the intranet](#).

Financial wellbeing – groceries

Money and the rising cost of living affects us all. Your financial wellbeing is important to us. [The financial wellbeing guide on the intranet here](#) has been created to share all the advice, tools and support that is available across a number of money-related topics to help us all find the things that are most useful for us.

Each week we're focusing on a different area of the guide. This week we're focusing on grocery costs.

From foodbanks to discounted produce and ideas for cooking cheap and healthy meals, there's lots you can do to reduce your grocery bill or pick up food for free or at very low cost.

[Find out more on the intranet.](#)

Pre-retirement webinars

NHS Shared Business Services are offering free pre-retirement webinars to all employees, covering a variety of issues, including a webinar focused solely on pensions.

The webinars will explain the different options available to colleagues on how to claim your pension and working beyond retirement.

[For more information, please click here.](#)

Bannatyne offer

Exclusive offers on wellness packages are available at Bannatyne clubs for NHS staff.

Equality, diversity and inclusion

Ramadan and the Five Pillars of Islam

The holy month of Ramadan began for Muslims this Wednesday (22 March) and lasts for 30 days. The month is marked by fasting, reflection, charity and prayer. It is followed by Eid-al-Fitr – the festival of breaking of the fast.

The Five Pillars of Islam are the religious foundations for every Muslim believer and comprise:

- Shahadah – the declaration of faith in one God – Allah – and his messenger Mohammed (peace be upon him)
- Salah – obligatory prayer - performed five times a day (before sunrise, midday, late afternoon, after sunset and before midnight)

- Zakat – alms, or charity - zakat payments are typically given during the month of Ramadan as it holds much greater reward
- Sawm – fasting - all eligible Muslims must practice it between the hours of sunrise and sunset during Ramadan
- Hajj – the annual pilgrimage to Mecca - all able Muslims must make this journey at least once in their lifetime.

There is information about working in the NHS during Ramadan on the [NHS Muslim Network website](#).

Learning and development

Domestic abuse awareness

There are spaces available for the domestic abuse awareness sessions on the following Thursdays:

- 20 April
- 18 May
- 15 June.

The sessions will be held in the therapies training room (corridor opposite Ward G3) from 9am to 12pm and will be facilitated by Paula Gooch, domestic abuse awareness facilitator and former domestic abuse police officer.

The session will include:

- types of domestic abuse
- the power and control wheel
- how it affects health
- how it affects children
- signs to look out for with patients, friends, colleagues
- basic safety planning and more.

These sessions are open to all staff, clinical and non-clinical. Please email julia.dunn@wsh.nhs.uk to book a place.

NHS Elect webinars for all colleagues

NHS Elect has five free webinars available for all staff organised throughout May.

These will cover:

- [effective writing](#) – Thursday, 11 May from 2.30pm to 4pm
- [lean thinking and methodology](#) – Thursday, 11 May from 2.30pm to 4.30pm
- [negotiation](#) – Wednesday, 17 May from 9.30am to 11am
- [complexity and systems](#) – Thursday, 18 May from 10.30am to 12.30pm
- [service user engagement](#) – Tuesday, 23 May from 10am to 12pm.

Click the links above to book onto your preferred session.

Do you have a fantastic idea for a health and social care research project?

The University of East Anglia Health and Social Care Partners (UEAHSCP) run twice-yearly 'research sandpits' to help turn great ideas into fundable projects. These collaborative sessions act like an 'incubator' for promising ideas for early-stage research and innovation.

The next 'research sandpit' is taking place on Friday, 28 April, at the [Thomas Paine Study Centre](#) with a networking lunch provided from 12pm.

If you have an idea for a health and social care research project, and would like to attend, [please submit your idea for the sandpit event here](#).

This event provides networking opportunities and extended discussion time between researchers and partners to turn good ideas into proposals that can catalyse opportunities for funding practice-led research.

The research themes for this session and funding call for 2023/24 are:

- population health management, reducing inequalities and supporting prevention
- improving mental health
- management of long-term conditions and multimorbidity
- improving integrated urgent and emergency care
- learning disability and autism
- workforce development and sustainability
- digital technology to improve care delivery.

What do I need to do to register my interest and send in my ideas?

1. Let us know what your idea/challenge/question is by Wednesday, 5 April 2023 [using this link](#).
2. After we have received and reviewed your submission, we will send you a link to register to attend the event.
3. Bring your research idea/challenge/question to the session on Friday, 28 April.
4. We will either match you to an experienced facilitator to give you detailed feedback on your research proposal or help you to rotate around working tables to get advice about honing your idea and getting good design advice from a range of experts.
5. You will be provided with some dedicated time to discuss your ideas with the aim of developing a short proof of concept project proposal for the next UEAHSCP Partnership funding call in the spring of 2023.

If you have any questions or queries, please email the team on ueahscp@uea.ac.uk

Lymphoedema awareness training day

On Monday, 17 April, training is taking place for staff to have the opportunity to learn more about Lymphoedema and its treatment.

The training will include a talk on Lymphoedema as well as an opportunity to visit different stations that will include the opportunity to try the ICP Pump VS MLD on a limb, measuring and applying Haddenham wraps and more.

Spaces are limited to 20 per session and take place at the Drummond Education Centre's lecture hall between 9.30am-11am, 11.30am-1pm and 2pm-3.30pm.

To book your place and to find out more, please email laura.beaumont2@wsh.nhs.uk

Jobs

Acute Assessment Unit

[Nursing assistant – band 2](#)

Reference: 179-c9179-23-1748-m

Closing date: 22/03/2023

[Senior nursing assistant – band 3](#)

reference: 179-c9179-23-0303-m

Closing date: 22/03/2023

[Staff nurse – band 5](#)

Reference: 179-c9179-23-2127-m

Closing date: 31/03/2023

Catering

[Catering support – band 2](#)

Reference: 179-c9179-23-2204-f

Closing date: 03/04/2023

Clinical coding

[Accredited clinical coder – band 5](#)

Reference: 179-c9179-23-0526-c

Closing date: 24/03/2023

Clinic / schools

[Highly specialist speech and language therapist – band 7](#)

Reference: 179-c9179-23-0418-i

Closing date: 23/03/2023

Community health team

[Senior physiotherapist – band 5 or 6](#)

Reference: 179-C9179-23-9950-l

Closing Date: 29/03/2023

Critical care services

[Staff nurse – band 5](#)

Reference: 179-c9179-23-8990-P

Closing date: 29/03/2023

Diabetes centre

[Diabetes administrator – band 3](#)

Reference: 179-c9179-23-7455-m

Closing date: 24/03/2023

Dietetics

[Home enteral feeding and community dietician – band 5 / 6](#)

Reference: 179-c9179-23-3911-i

Closing date: 04/04/2023

Digital services

[Senior digital services project engineer – band 7](#)

Reference: 179-c9179-23-6492-p

Closing date: 27/03/2023

Discharge planning team

[Specialist discharge planning nurse – band 6](#)

Reference: 179-c9179-23-8964-i

Closing date: 30/03/2023

Discharge waiting area

[Flow co-ordinator – band 4](#)

Reference: 179-c9179-23-5981-P

Closing date: 28/03/2023

Early intervention team

[Advanced clinical practitioner – band 8A](#)

Reference: 179-c9179-23-9402-i

Closing date: 24/03/2023

Emergency department

[Emergency department administration and audit assistant – band 4](#)

Reference: 179-c9179-23-3992-m

Closing date: 30/03/2023

Staff nurse – band 5

Reference: 179-c9179-23-3777-m

Closing date: 22/03/2023

Floor coordinator – band 7

Reference: 179-c9179-23-0368-m

Closing date: 29/03/2023

Estates

[Apprentice estates officer – band 4 to 6](#)

Reference: 179-c9179-23-3716-f

Closing date: 05/04/2023

G9

[Sister / charge nurse – band 6](#)

Reference: 179-c9179-23-7734-m

Closing date: 29/03/2023

General surgery

[Secretary – band 3](#)

Reference: 179-c9179-23-1574-s

Closing date: 24/03/2023

Personal assistant – band 4

Reference: 179-c9179-23-5233-s

Closing date: 24/03/2023

Inpatient theatre

[Theatre practitioner – anaesthetics - band 5](#)

Reference: 179-c9179-23-5602-s

Closing date: 24/03/2023

Theatre practitioner – band 5

Reference: 179-c9179-23-4271-s

Closing date: 24/03/2023

Integrated community paediatric service

[Paediatric occupational therapist – band 6](#)

Reference: 179-c9179-23-9422-i

Closing date: 22/03/2023

Main outpatients

[Nursing assistant – band 2](#)

Reference: 179-c9179-23-4656-c

Closing date: 29/03/2023

Mainstream schools

[Highly specialist speech and language therapist – band 7](#)

Reference: 179-c9179-23-4650-i

Closing date: 23/03/2023

Maternity

[Antenatal and newborn screening data officer – band 3](#)

Reference: 179-c9179-23-5102-w

Closing date: 27/03/2023

[Public health smoke free community maternity support worker – band 3](#)

Reference: 179-c9179-23-7205-w

Closing date 29/03/2023

Medical and surgical

[Nursing assistant – band 2](#)

Reference: 179-c9179-23-8901

Closing date: 23/03/2023

Neonatal

[Data clerk – band 4](#)

Reference: 179-c9179-23-9080-w

Closing date: 27/03/2023

Obstetrics and gynaecology

[Personal assistant – band 4](#)

Reference: 179-c9179-23-8138-w

Closing date: 27/03/2023

Occupational therapy

[Admin assistant – band 3](#)

Reference: 179-c9179-23-9300-i

Closing date: 26/03/2023

[Occupational therapist – acute neurology – band 6](#)

Reference: 179-c9179-23-2959-i

Closing date: 22/03/2023

[Rotational occupational therapist – band 6](#)

Reference: 179-c9179-23-1820-i

Closing DATE: 22/03/2023

Organisational development and learning

[Organisational development lead – band 7](#)

Reference: 179-c9179-23-0051-p

Closing date 02/04/2023

[Organisational development manager – equality, diversity and inclusion – band 8a](#)

Reference: 179-c9179-23-7856-p
Closing date 16/04/2023

[Organisational development manager – health and wellbeing – band 8a](#)

Reference: 179-c9179-23-1241-p
Closing date 16/04/2023

Paediatrics

[Head of nursing – band 8b](#)

Reference: 179-c9179-23-7442-w
Closing date: 24/03/2023

Pathology

[Haematology laboratory manager – band 8a](#)

Reference: 179-c9179-23-2376-c
Closing date: 04/04/2023

Pharmacy

[Senior pharmacy dispensary assistant – band 3](#)

Reference: 179-c9179-23-5673-c
Closing date: 29/03/2023

[Senior rotational pharmacy assistant – band 3](#)

Reference: 179-c9179-23-0804-c
Closing date: 29/03/2023

[Specialist clinical pharmacist – band 6 to 7](#)

Reference: 179-c9179-23-0420-c
Closing date: 31/03/2023

[Lead specialist clinical pharmacist \(eCare\) – band 8a](#)

Reference: 179-c9179-23-4245-c
Closing date: 28/03/2023

Patient assessment unit

[Pre-assessment administrator – band 3](#)

Reference: 179-c9179-23-2186-s
Closing date: 04/04/2023

Procurement

[Supplies assistant - theatres - band 2](#)

Reference: 179-c9179-23-2419-f
Closing date 29/03/2023

[Procurement specialist – band 8a](#)

Reference: 179-c9179-23-5430-p
Closing date: 22/03/2023

Radiology

[Imaging assistant – band 2](#)

Reference: 179-c9179-23-9080-c
Closing date: 28/03/2023

Special schools

[Specialist speech and language therapist – band 5 / 6](#)

Reference: 179-c9179-23-3321-i
Closing date: 24/03/2023

Speech and language therapy

[Speech and language therapist – band 5](#)

Reference: 179-c9179-23-6230-i
Closing date: 24/03/2023

Surgery and anaesthetics

[Service manager – band 8a](#)

Reference: 179-c9179-23-9939-s
Closing date: 29/03/2023

Tactical control centre

[Clinical bed co-ordinator – band 4](#)

Reference: 179-c9179-23-5981-p
Closing date 29/03/2023