



Derbyshire Healthcare
NHS Foundation Trust



**Derbyshire Community
Health Services**
NHS Foundation Trust



Trainee healthcare support worker Applicant Pack

ROLE OVERVIEW

We are looking for Trainee Healthcare Support Worker Apprentices to join our teams across Derbyshire across our Community Inpatient Wards, Older Persons Mental Health wards and Learning Disability Teams on our innovative trainee support worker programme.

This Healthcare Support Worker (Level 2) Apprenticeship offers you the chance to earn a salary, gain valuable work experience and new skills, whilst being supported to achieve a qualification. This is an opportunity to build your skills and confidence and open a wealth of possibilities for your future career within the Derbyshire Community Health Services or Derbyshire Healthcare and its unique workforces.

You will work towards progression to become a band 2 healthcare support worker developing and maintaining knowledge, skills and competencies related to the role of a healthcare support worker within the service which includes working in a variety of care settings.



The Programme

The healthcare apprentice level 2 training programme combines both academic and work-based learning through close collaboration between your Trust and Derby College. As a healthcare apprentice you will be employed by directly within one of our Trusts and will work in a wide range of clinical placement settings to gain an appreciation of many health and care contexts and to fulfil all the requirements of the programme.

On completion of the programme, you will have achieved competencies to be awarded a level 2 healthcare support worker certificate and will then move into permanent roles across the Trust.



NHS Career progression

A career in the NHS means you can expect an annual personal development review and a plan to support your career progression. This gives you the opportunity to identify any training and development needs with your manager. It's a commitment to support people to grow and develop professionally, to reach their full potential.

Examples of career progression for HCSWs can include:

- Progression into registered roles, for example, in nursing, allied health professions, healthcare science and medicine. Routes into these roles can include higher education, degree apprenticeships programmes and the Nursing Associate pathway.
- Progression pathways into senior support roles such as Senior HCAs and the Trainee Nursing Associate role or other support roles in other areas of the NHS, for example, radiography assistants, theatre support workers, practice educators, research and digital health.
- Pathways into non-clinical roles such as, policy development, health service improvement and administration of services.

If you would like any more information about our programme please let us know.



THE ROLE

General Duties

- Deliver high quality and compassionate care carrying out delegated clinical and care tasks and responsibilities under the direction and supervision of experienced healthcare professionals
- Work as part of a designated clinical and care team delivering care that focuses on the direct needs of the individual and promoting independence
- Participates fully in training and development working with assessor, supervisor, and manager in the workplace, on placements and attendance on the apprenticeship programme to achieve clinical competencies, and reflective practice skills
- Participate in all learning on and off the clinical area to gain knowledge and skills required to undertake this role
- Actively contribute to performance review, take responsibility, and attend statutory / mandatory updates in accordance with organisational requirements.
- Develop understanding of all elements of the nursing process and be able to assist the registered nurse in the on-going assessment, planning, management, and evaluation of care
- Recognise issues relating to safeguarding vulnerable children and adults and report any problems or raise concerns to the appropriate registered care professionals
- Assist in the implementation in meeting the specific physical, emotional, and psychological, social, cultural, and spiritual needs of individuals and carers
- Develop understanding of caring for individuals with conditions for example dementia, mental illness, learning disabilities
- Demonstrate good understanding of principles of consent and ensure valid consent is obtained prior to undertaking nursing and care procedures
- Deliver effective care following treatment plans determined by the Registered Nurse or registered care professional and provide feedback on progress against those plans
- Act in ways which support equality and value diversity

Day to day duties will be agreed by your line manager.

About You

Patient Facing Activities

- Support individuals with all aspects of care, promoting independence and referring on to other professionals as required.
- Accurately record nutritional and fluid intake
- Ensure the privacy, dignity and safety of individuals is always maintained
- Demonstrate the ability to recognise changing priorities seeking advice and guidance from the Registered Nurse or other registered care professionals as appropriate
- Report back and share information with the registered nurses on the condition, behaviour, activity, and responses of individuals
- A can-do attitude and a desire to learn and develop your career within the NHS.
- English & Maths GCSE grade 9-3 or equivalent – if you don't have these please contact us we may be able to help you
- Have a commitment to delivering quality and compassionate care through demonstrating our Trusts values
 - **DCHS** values
 - **DHCFT** values

Who can be a HCSW?

Anyone can be a HCSW! For most HCSW roles, you don't need to have worked in any healthcare jobs and you may already have some relevant work or life experience. You will be given all the training you need when you join the NHS.

- Customer service
- Hospitality
- Volunteering in your local community or hospital
- Caring for family or friends
- Armed forces or cadet programmes
- Anyone from any background who is compassionate and interested in a career in the NHS

What skills and values do you need?

To be an excellent HCSW you will be compassionate, caring and committed. Your success as a HCSW will be driven by your values and the skills you've gained from your life experience or other jobs.

- Enjoy working as part of a team
- Caring and kind
- Like every day to be different
- Proactive
- Being able to work under the guidance of other staff members
- Enjoy meeting different people

What is a healthcare support worker (HCSW)?

Healthcare Support Workers (HCSWs) are a vital part of how the NHS looks after people. They spend time with patients, including supporting their personal care, and learn how to undertake technical tasks like taking a patient's temperature.

Where can you work as a HCSW?

As a HCSW you can work in different places and services across the NHS. This means you will be able to find the role that is right for you, however and wherever you want to make a difference.

- **Mental Health** supporting people with mental health conditions in hospitals, in their own homes and in the community.
- **Learning Disabilities** supporting people with a learning disability in their own home or in the community.
- **Community** caring for people in their own homes and outside of hospital.
- **Maternity** caring for families and their babies through pregnancy, labour and during the postnatal period.
- **Acute Care** helping patients in hospital, some of whom might be very unwell.
- **Primary Care** helping patients in primary care settings, like GP surgeries.
- **Children and Young People** caring for children in hospitals, family homes and the community.

Where can the role take you?

As a HCSW there are lots of opportunities to learn and develop within the role, or to progress into other jobs in the NHS. You can find out more from the [HCSW Learning and Development Roadmap](#).

- **Senior HCSW Apprenticeship**
A senior HCSW apprenticeship will mean learning as you work. You'll work alongside registered practitioners to provide high quality, compassionate healthcare.
- **Trainee Nursing Associate**
You can become a nursing associate through a hands-on apprenticeship or through a degree route. Your HCSW experience will be invaluable.
- **Registered Nurse or Midwife**
You can become a Registered Nurse or Midwife through an apprenticeship, doing an undergraduate degree, or by topping up your Nursing Associate training.

You can learn more and find job vacancies at: healthcareers.nhs.uk/hcsw

TERMS AND CONDITIONS

Your employment package

We offer a comprehensive and competitive employment package to ensure you benefit from the work you do here with us.

Working here you will not only become an integral part of delivering high-quality care, but also become part of a friendly organisation that nurtures and encourages you to make the most of our progressive employment policies and excellent benefits.

Salary

All our staff (except doctors, dentists and Very Senior Managers, who have their own pay scales), are paid under the Agenda for Change pay system. Each of the nine pay bands has a number of pay points. You will normally progress to the next pay point annually until you reach the top of the pay band. You can calculate what your take home pay will look like by using the [NHS pay tool](#).

If you join us from another NHS employer we will place you on the appropriate point on the scale to recognise your current experience. If you join us from an employer outside the NHS, your manager will be responsible for identifying relevant experience so that you can be placed on the appropriate point on the scale.

For roles which demand it, we also offer pay enhancements on top of your basic salary for out-of-hours, shift and overtime working.

Flexible working

Although our standard working week is 37.5 hours, we are committed to helping staff balance the demands of both their work and personal needs through flexible working and retirement arrangements.

As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for our service and for you. Speak to us about how we might be able to accommodate a flexible working arrangement whether that's job share, part time or another flexible pattern.

We also wish to support colleagues to work in an agile way where possible (a form of flexible working where colleagues spend some of their working hours or days at a health and social care site and some of their time remotely, usually at their home), provided this does not have a detrimental impact on operational requirements.

If it works for the service, we will do our best to make it work for you.

Annual leave

We reward you with a generous annual leave allowance that increases the longer you work for us.

Starting off at 27 days per year plus eight bank holidays, your annual leave entitlement increases to 29 days after five years' and 33 days after ten years' NHS service. This service does not have to be continuous. If you work part-time, your annual leave entitlement will be pro rata based on the number of hours you work.

We also offer the opportunity to buy up to 10 additional annual leave days per year.





Sickness absence pay

As an NHS employee you are entitled to occupational sick pay. You may be entitled to up to six months at full pay and six months at half pay, depending on your length of service.

Entitlements to occupational sick pay are set out in section 14 of the [**Agenda for Change handbook**](#).



Family and carer leave

We offer comprehensive maternity, paternity, adoption and shared parental leave schemes with benefits in excess of the statutory schemes.

We also recognise that many employees have caring responsibilities outside work and that from time to time, emergency leave may be required. We have a supportive Special Leave policy that covers a variety of life events and circumstances.



Pension scheme

You'll automatically be able to join the [**NHS Pension Scheme**](#) as soon as you start working with us.

Employer pension contributions are generous at 14%. Your contributions range from 5% to 14.5% of pensionable pay and are taken from your salary before tax, so you receive tax relief on any amount you pay. You also pay less National Insurance. You additionally have the option to receive added benefits, including ill health benefits, a tax free lump sum and death-in-service benefits for your family.

The NHS pension scheme is guaranteed by the government and protected against inflation.

For anyone not eligible to be enrolled in the NHS Pension Scheme, an alternative scheme is offered.



Cycle to work and car schemes

Cycling is not only good for your health, but it saves you both time and money. Our cycle to work scheme allows you to save between 25-39% on a brand-new bike, accessories and you get to spread the cost over 6 or 12 months via your salary.

We are also able to offer you different types of car scheme via our partners.



High street and online discounts

Working for the NHS comes with a range of staff discounts accessed via either [**Health Service Discounts**](#) or the [**Blue Light card**](#) programme. Both provide access to a huge range of NHS discounts and healthcare staff benefits, from money saving deals and vouchers, including groceries, travel and holiday deals, top hotel discounts, relaxing airport lounge and airport parking discounts, mouth-watering restaurant deals, money off fashion fixes, through to deals on mobile phones, utilities and gym membership.



OUR TRUSTS



Derbyshire Community Health Services

NHS Foundation Trust

Who are we

We care for patients across a wide range of services, increasingly delivering care in patients' own homes as well as 11 community hospitals and more than 30 health centres across Derbyshire.

We employ approximately 4,300 staff, making us one of the largest providers of specialist community health services in the country, serving a patient population of more than one million.

Our Vision

To be the best provider of local healthcare and to be a great place to work.

Our Values

- To get the basics right
- To act with compassion and respect
- To make a difference
- To value and develop teamwork
- To value everyone's contribution because everyone matters

To find out more about our Trust and why you should come and work for us please visit dchs.nhs.uk

In an average day we care for:

over 2992

patients in our community nursing and therapy services

220 people

in our urgent treatment centres

85 people

in our community hospital beds

450 patient

appointments across our four community general practices

405 children

under 5yrs old are seen by our health visiting team

"I think DCHS is a great employer, I feel the patient care and quality here is excellent"

"My start has felt very positive, well supported and I'm keen to continue. There seems to be a very positive work culture."

"I have moved to DCHS after over 20 years in a different organisation. The culture and care towards staff here at DCHS is excellent. I feel so much happier and more valued. I do believe that this 'look after the workforce' attitude directly contributes towards better patient care."

OUR TRUSTS



Derbyshire Healthcare

NHS Foundation Trust

Who are we

Derbyshire Healthcare is a specialist provider of children's, learning disability, substance misuse and mental health services – across community, inpatient and other settings.

We employ more than 3,000 staff providing services from several community and inpatient settings across the whole of Derbyshire. Across the county and the city, we serve a combined population of approximately one million people.

Our Vision

We are a friendly, values-driven Trust and put our people first in the knowledge that an engaged and empowered workforce leads to good patient care. It's a good time to join Team Derbyshire Healthcare – we are growing, with lots of exciting new developments and investment in local mental health services.

We have a clear vision for the Trust, underpinned by objectives that serve as the basis for decision making and forward planning. Our vision and objectives guide us in how we balance the interests of patients, the local community and other stakeholders.



"I love my role; I love leading and developing the team and I love seeing people go home after a period of severe illness almost back to themselves."

"There are lots of opportunities within the Trust. You have the chance to work with other people and get to know them, and try some different things that make use of your skills."

Our Values

Nearly three quarters of our colleagues say the Trust is a good place to work or receive care. According to the national staff survey we are one of the best trusts of our type, with active staff networks. We have a good mix of services; inpatient and community, for people of all ages – from infants to older adults. We take the wellbeing of our colleagues seriously, champion staff engagement and have an ongoing programme of staff reward and recognition.

Our regulator, the Care Quality Commission, has rated us 'good' overall with some 'outstanding' services. CQC said in its last inspection report that "all staff we spoke with felt positive and proud about working for the Trust."

We are passionate about making equality, diversity and inclusion part of our DNA. We take pride in our 'people first' culture which creates a workplace where everyone feels a genuine sense of belonging, difference is celebrated, and people are comfortable to bring their whole selves to work.

We're a 'people first' organisation and it's an exciting time to be joining us.

To find out more about our Trust and why you should come and work for us please visit www.derbyshirehealthcarejobs.co.uk

"I really feel that I am using my experience and knowledge to help others move forward, which is a great feeling."

"People come into hospital very unwell, we care for them and then they get better and go home back to their families. That is immensely rewarding."

HOW TO APPLY

The selection events will take place end of January early February

Closing date – **15 January 2023**

Salary - Salary starting from £14,922 per annum increasing to £15,988 per annum after 6 months. On completion of the apprenticeship the band 2 salary will be £20,270 per annum. *Please note all salaries will be topped up to national minimum wage rates

The selection event will be an assessment day at either Chesterfield or Derby where we will assess you against our trust values. You will have the opportunity to find out more about these jobs, speak informally to our clinical staff, find out more about all our benefits and our staff networks. We have opportunities to work across the Derbyshire region and these will be discussed with you at the selection event.

For a discussion about the Trainee Healthcare Support Worker Programme please contact

Tracey Nock on email tracey.nock2@nhs.net or 07787 260016

Our Trusts are disability confident employers and part of the armed forces covenant. If you meet the essential criteria on our person specification and have declared a disability on your application form or are part of the armed forces you will be guaranteed an interview.

If you require any support with completing your application form or would like an application form in a different format please contact our recruitment team on dchst.recruitment@nhs.net.

International applicants please note that we will not be able to provide a certificate of sponsorship for this role.

Apply Link <http://bit.ly/3HgFMDf>

