



Wye Valley  
NHS Trust

# Candidate Information Pack 2022



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# Welcome

## Wye Valley NHS Trust



Thank you for your interest in a position here at Wye Valley NHS Trust; I hope that this information pack will provide you with some detail in about what it is like to live and work in Herefordshire.

Wye Valley Trust provides secondary and community care to our population that lives in the one of the most rural places in England and even more rural mid-Powys in Wales. We work in close partnership with our colleagues in primary and social care and enjoy excellent clinical and managerial relationship at all levels. We are a national pilot site for integrated care, which recognises the strong foundations and deep connections with our partners and our communities.

The things we are most proud of are;

Our staff and our teams – we believe that a highly engaged workforce provides the best care to our patients. We are above average in 9 out of 10 themes in the national survey when staff report their experiences.

We know that our staff are motivated to improve their services and we work hard to empower all staff and support them to lead, innovate, improve and develop to their potential.

We have had success in our approach, with recognition as the most improved Trust status by CHKS and we have reduced mortality more quickly than any other trust in England.

We have an extensive capital programme that sees the opening of a new 3-ward block, updating of our entire imaging capability and exciting digital programme that will transform patient care and staff experience. We know that leadership focused on delivery of high quality services goes hand in hand with efficiency in using our resources.

Wye Valley Trust is a founder member of the Foundation Group which includes South Warwickshire NHS Foundation Trust and George Eliot NHS Trust. This arrangements means we have access to resources and support that benefit our staff and our service improvement journey.

In the meantime, we look forward receiving your application.

**Jane Ives**  
**Managing Director, Wye Valley NHS Trust**

# About Wye Valley NHS Trust

Wye Valley NHS Trust is the provider of healthcare services at Hereford County Hospital, which is based in the city of Hereford, along with adult and children services for Herefordshire and its borders. We also provide healthcare services at community hospitals in the market towns of Ross-on-Wye, Leominster and Bromyard.

The Trust exists to improve the wellbeing, independence and health of the people we serve. Our workforce of around 3,000 provides the full range of acute services and a suite of community services. We have strong clinical network connections with trusts in Birmingham, Worcester, Gloucester and Cardiff.

With an annual turnover of around £220 million, serving a population of 190,000. We also provide urgent and elective care to a population of more than 40,000 people in mid-Powys, Wales.

We work hard to deliver across traditional boundaries to provide integrated care in order to deliver a standard of care we would want for ourselves, our families and friends. We have very strong relationships with primary care through to the GP Federation Taurus and Local Authority. The key principles of Wye Valley NHS Trust are to improve the health and wellbeing of the people we serve in Herefordshire and the surrounding areas.

We combine the opportunity to work with state-of-the-art equipment within a highly trained multi-disciplinary team environment, whilst enjoying the unique benefits of city living with a country lifestyle in Herefordshire and the surrounding areas.

## Foundation Group

In 2017 a 'Foundation Group' was created in partnership with South Warwickshire University NHS Foundation Trust (SWFT) and Wye Valley NHS Trust (WVT). In 2018 George Eliot Hospitals NHS Trust (GEH) joined the Group.



All three organisations face similar challenges and have a common strategic vision for how these can be solved. The Foundation Group model retains the identity of each individual trust whilst strengthening the opportunities available to secure a sustainable future for local health services.

There are numerous benefits for local communities across Warwickshire and Herefordshire including the provision of a wider platform to share best practice and improving whole system patient pathways.

Glen Burley is the Chief Executive Officer for all three Trusts, with Managing Directors in post who are responsible for each individual organisation; Anne Coyle is Managing Director at SWFT, David Eltringham at GEH and Jane Ives at WVT.

## Sodexo

As a first wave PFI hospital site we work closely with Sodexo. Sodexo is our long-term strategic partner by designing, managing and delivering a range of services to deliver excellent patient care. Sodexo has been running services at the county hospital since 1999. There are 340 Sodexo staff on site working.

Services include: On-site services range from cleaning, reception and food services through to asset maintenance. Sodexo support clients to enhance their employees' well-being and ways of working in the hospital.



# Life in Herefordshire

If you've ever dreamt of a place which brings together the convenience of living in a big city with the lifestyle associated with a home in a rural idyll, Herefordshire is the place for you.

The City of Hereford and the five market towns of Leominster, Ross-on-Wye, Ledbury, Bromyard and Kington offer a wide variety of lifestyles blending the traditional with the modern. This is a county of contrasts where walkers enjoy breath-taking views, adrenalin seekers rave about our rock faces and river rapids, and connoisseurs of fine food enthuse about the quality of our locally grown produce.

Cycling, canoeing down the River Wye, abseiling, climbing and kayaking sit neatly alongside theatres, art galleries, museums, festivals and more.

Herefordshire is quickly becoming the outdoor county.

There's something for everyone. History, scenery and good local food provide the main core of what brings people to Herefordshire. For centuries, the area was

the main defence against the Welsh and Offa's Dyke runs along our western boundary, and many battles were fought along the border.

As a rural area, Herefordshire is a front-runner in the local food and drink movement, and is home to countless makers of wine, real ale, cider and perry, as well as organic foods including meat, farm produce and cheese. Nearly every village in the county has a pub serving local real ales, whilst Hereford itself has a good range of pubs and bars, as well as an excellent shopping centre and leisure facilities. Whatever your interest, there is something for everyone, to make Herefordshire the perfect base for you and your family.

Herefordshire lies in the south west of the West Midlands, bordering Wales. It is a rural county with a population of around 190,000. Just under half of the population live in small villages and rural areas, making us one of the most rural counties in England, just under a third (31%) of the people live in Hereford City, and the rest (22%) live in the market towns.

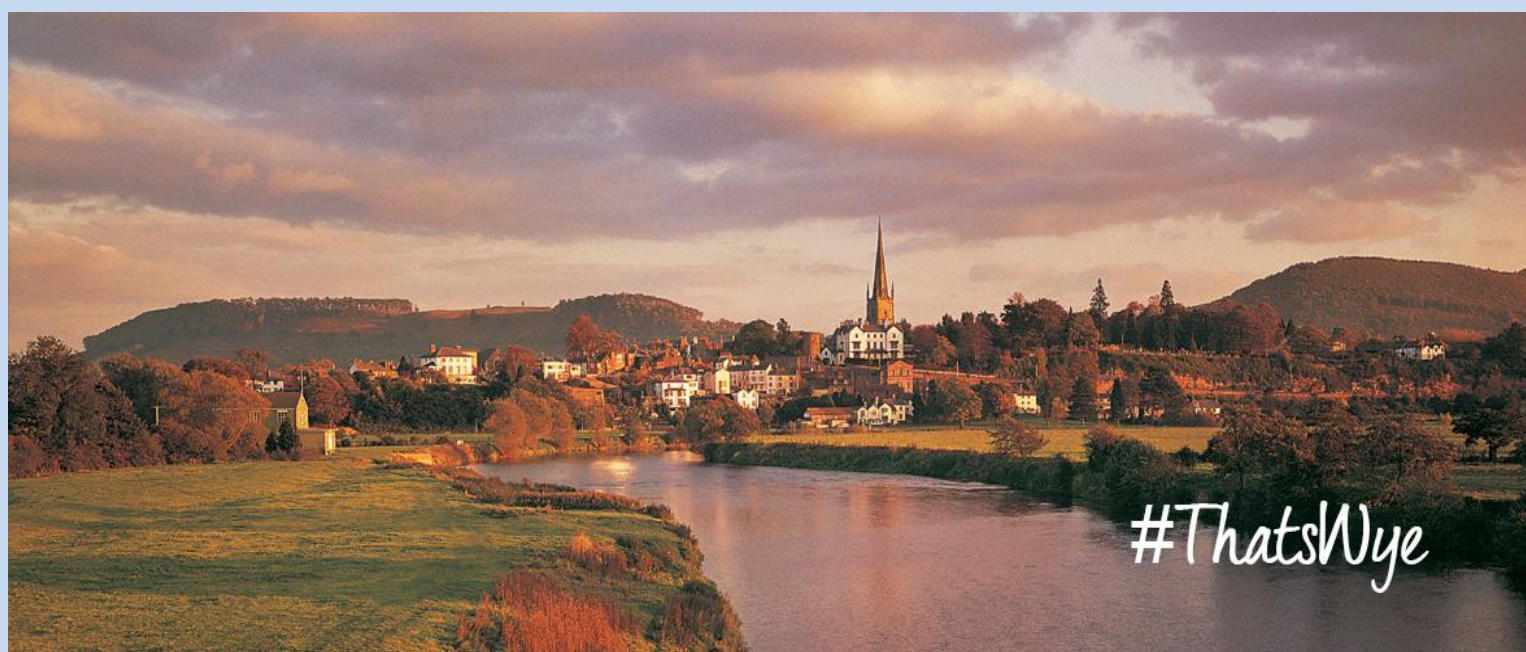


# The West Midlands

The West Midlands lies in the centre of the country and has a total population of around 5.3 million. It covers an area of 13,000 square kilometres, its western edge bordering Wales. The region is Britain's manufacturing heartland and is the hub of the nation's transportation network. The region's major cities, such as Birmingham, can be reached directly from Hereford by rail or road (M50/M5).

The West Midlands is a cosmopolitan region with vibrant multi-ethnic and multi-faith communities in the larger cities and towns. The West Midlands is one of Britain's most densely populated regions. However, the large rural areas, particularly those near the Welsh borders such as Herefordshire, are among the most sparsely populated in the country.

For more information on living (including education, transport and services) in Herefordshire, visit the website: <https://www.visitherefordshire.co.uk/>



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www.jobs.nhs.uk

www.wyevalley.nhs.uk/work-with-us

# Vision, mission and values

## Our vision

“To improve the health and wellbeing of the people we serve in Herefordshire and the surrounding areas”.

## Our mission

“To provide a quality of care we would want for ourselves, our families and friends”.

### Which means:

Right care, right place, right time...every time

## Our values

Our Trust's values are so important to the way we work every day, we're really keen to hear from candidates who share our values and will demonstrate them when joining our team.

**Compassion** - We will support patients and ensure that they are cared for with compassion

**Accountability** - We will act with integrity, assuming responsibility for our actions and decisions.

**Respect** - We will treat every individual in a non-judgmental manner, ensuring privacy, fairness and confidentiality

**Excellence** - We will challenge ourselves to do better and strive for excellence



# Trust Board

**Executive**



**Glen Burley**  
Chief executive



**Jane Ives**  
Managing director



**Jon Barnes**  
Chief transformation and  
delivery officer (Herefordshire)



**Andy Parker**  
Chief operating officer



**Lucy Flanagan**  
Chief nursing officer



**David Mowbray**  
Chief medical  
officer



**Katie Osmond**  
Chief finance officer



**Geoffrey Etule**  
Chief people officer



**Alan Dawson**  
Chief strategy and  
planning officer

**Non-executive**



**Russell Hardy**  
Chair  
Chair of Remuneration and  
Terms of Service  
Committee



**Richard Humphries**  
Vice Chair



**Nicola Twigg**  
Non executive director



**Andrew Cottom**  
Chair of Audit Committee



**Christobel Hargraves**  
Chair of Quality  
Committee



**Frank Myers MBE**  
Associate non executive-director  
Chair of Charitable Funds  
committee



**Frances Martin**  
Associate non executive  
director



**Grace Quantock**  
Associate non-executive  
director



**Ian James**  
Associate non-  
executive director

**Company  
secretary**



**Erica Hermon**  
Associate director of  
corporate governance/  
company secretary



Compassion • Accountability • Respect • Excellence



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www.jobs.nhs.uk

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# Trust objectives 2022/23

## Our Objectives for 2022/2023



### QUALITY IMPROVEMENT

- Reduce the time that patients wait for planned care, diagnostics and cancer care
- Develop a new integrated model for urgent care in Herefordshire reducing the time to treatment and time spent in hospital
- Improve our patients' experience of care by improving clinical communication
- Improve patient safety through implementing change as we learn from incidents and complaints across our system

### WORKFORCE AND LEADERSHIP

- Improve recruitment, retention and local employment opportunities by taking an integrated approach to support worker development across health and care
- Continue to improve our support for staff health and wellbeing and act on staff feedback
- Further develop partnership working through the One Herefordshire Partnership and Integrated Care Executive to deliver better value to our population
- Develop our managers' skills and system leadership capability

### SUSTAINABILITY

- Increase elective productivity by making every referral count, empowering patients and reducing waste
- Create sufficient Covid-safe operating capacity by delivering plans for a surgical hub
- Stop adding paper to medical records in all care settings
- Reduce carbon emissions by delivering our Green Plan to reduce energy consumption and reduce the impact of the supply chain

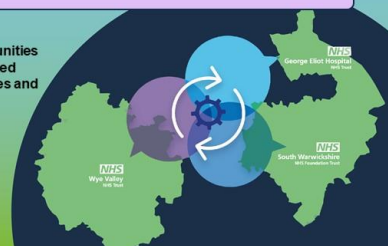
### INTEGRATION

- Make care at home the default by utilising our Community Integrated Response Hub to access a range of community responses that routinely meets need on the day
- Reduce health inequalities and improve the health and wellbeing of Herefordshire residents by utilising population health data at primary care network level
- Improve quality and value for money of services by increasing the range of contracts that are managed by the One Herefordshire Partnership
- Join up care for our population through shared electronic records and develop a patient portal to transform patient experience

These take account of our partners' priorities across the communities we serve, our Trust Strategy, the Foundation Group and Integrated Care System (across Herefordshire and Worcestershire) priorities and national planning guidance.

[www.wyevalley.nhs.uk](http://www.wyevalley.nhs.uk)

@WyeValleyNHS



## Further Information

The trust's staff survey results can be accessed via the following link:

<https://www.wyevalley.nhs.uk/news-events/trust-newsroom/2021/march/wvt-staff-members-shine-in-latest-nhs-staff-opinion-survey.aspx>

In addition, information on the Trust's performance can be reached at:

<https://www.wyevalley.nhs.uk/about-us/our-performance.aspx>



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# Housing Information

## Rentals within Herefordshire

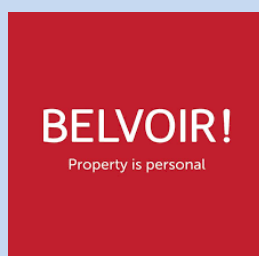
Herefordshire Home Point the choice based lettings scheme set up in partnership between Herefordshire Council and the main housing associations who have properties available to let across Herefordshire. The aim is to give you more choice in deciding where you want to live.

Home Point provides a one-stop solution for people seeking housing and manages Herefordshire Councils Housing Register, also known as the housing waiting list. The scheme advertises the majority of social/affordable housing for rent that is managed by the main housing associations operating across the county.

<https://www.home-point.info/> can be used to make an application for housing ([click here to see an easy guide on how to apply](#))

## Letting Agents within Herefordshire

If you're looking for private rentals and purchasing a property within Herefordshire, there are a large number of agents who will be able to support you with your housing decision.



# Schools and education within Herefordshire



There is 100 publicly funded primary, secondary and special schools in Herefordshire.

You can find information about each school, including contact details, number of pupils and latest Ofsted inspection results using the Herefordshire School directory.

<https://www.herefordshire.gov.uk/directory/18/school-directory>

To find out more information on School admissions and childcare providers please visit:

<https://www.herefordshire.gov.uk/schools-education>



# Employment opportunities within Herefordshire

If you are considering relocating to Herefordshire to take up employment with the Trust this may also involve your family having to consider relocating to the City.

We aim to support as many families as possible to secure employment across Herefordshire. All positions which become available within the Trust are advertised through the Trust external website and NHS Jobs.

Wye Valley NHS Trust does outsource a range of services including - cleaning, reception duties and food services through to asset maintenance. The provider for these services are **Sodexo**. Sodexo do not advertise vacant positions through the Trust, these positions can be found at:

<https://www.sodexojobs.co.uk/>



There is a large number of employers across Herefordshire to support your family to commence with job searching below are some of the recruitment links with current live vacancies –

**Hoople Group**, includes vacant positions with Herefordshire Council, Hoople, School, Academy, Social care - <https://www.hoopleltd.co.uk/recruitment-and-dbs/job-vacancies/>

**Indeed** – Includes vacant positions across Herefordshire  
<https://uk.indeed.com/jobs-in-Hereford>



# Healthcare Information



## General Practice

Anyone in England can register with a GP surgery. It's free to register. You do not need proof of address or immigration status, ID or an NHS number.

GP surgeries are usually the first contact if you have a health problem. If you are considering relocating to Herefordshire for employment, you will need to register with a local General Medical Practice to receive medical care for you and your family. To register you will be required to complete the [New Patient Registration form](#).

## Accessing Dental Services

Everyone should have access to NHS dental services. However, dentists do not register patients like GP's as they do not have catchment areas. You can find dental practices at NHS Choices [www.nhs.uk/dentist](http://www.nhs.uk/dentist) and phone to book an appointment.

## Healthy Lifestyle

Work/life balance benefits both NHS employees through improved health and wellbeing. As an employer we encourage our staff to live healthy lifestyles. Within Herefordshire you can access a large number of activities including: walking, cycling, [fitness classes](#), [canoeing down the river wye](#), reading, [shopping](#), eating out and many more.....



# It's not all about work...

