

is this you?

NHS in Cumbria are recruiting

NHS (national health service in Cumbria)

Our National Health Service in North Cumbria

synonyms: childrens, community, specialists, acute and mental health services

Message from our Chief Executive

STEPHEN EAMES



There has never been a better time to join North Cumbria University Hospitals NHS Trust. Our staff have worked hard to make major improvements which not only brought us out of special measures following our most recent Care Quality Commission (CQC) inspection, but also set the foundation for continuous improvement to meet the exciting developments ahead of us. The majority of our service ratings from the CQC are now 'good' and we were rated as 'good' overall in the 'effective' and 'caring' domains. This is a big step forward for the Trust and we are now aiming for 'good' overall at our next inspection.

We were one of three health economies in England chosen to be part of the Success Regime in September 2015 which has enabled us to develop proposals alongside our partner organisations to ensure sustainable healthcare for the future in our region. Our joint working with community partners and our commissioners has also supported the development of our Integrated Health & Care System for which I am the Lead. In developing this plan we have come together as cohesive partners to set out our vision and plans for the people of North Cumbria to enjoy improved health and wellbeing underpinned by effective health and care services.

Our partnership working is a real benefit to joining us at the Trust as, in addition to our links with local partners which has recently been strengthened by my appointment as interim chief executive at Cumbria Partnership NHS Foundation Trust, we also have close working relationships with Northumbria Healthcare NHS Foundation Trust and Newcastle Hospitals NHS Foundation Trust which can lead to excellent opportunities for training and development within our clinical teams. We hope this can offer the best of both worlds in terms of links to a larger tertiary centre in Newcastle as well as the opportunity to shape local services. We are also working in partnership with the University of Central Lancashire (UCLan) to provide training and research opportunities here in Cumbria at their new medical education centre in West Cumbria.

Since I joined the Trust in January 2016, I have seen a lot of positive progress made as all of our staff have the common aim of providing quality and timely services to our patients. In my 25 years as a chief executive in the NHS, my focus has always been on patients and what is best for them. That is the focus I keep to the forefront of my mind in everything I do at North Cumbria.

If you are interested in joining the organisation, then please read on for some further information about our plans for the future.

Best wishes
Stephen Eames
Chief executive



Message from our Medical Director

DR. ROD HARPIN

Thank you for considering working in North Cumbria. If you, as I hope you will, take this interest further you will find that it offers a great opportunity. We are actively seeking committed people who can make a significant mark on this organisation and continuously improve the care delivered to the people of Cumbria.

North Cumbria University Hospitals NHS Trust is on a journey of transition to become a centre of excellence. We have a diverse staffing workforce and the emphasis here is on personal and professional development and supporting people on their career pathway. We are fortunate to live in an area of outstanding natural beauty in a county that offers competitive house prices, excellent education, low crime rates and fantastic national transport links.

But don't just take my word for it – see what our colleagues have to say in our short video - [click to view](#).



I would encourage anyone interested in joining the Trust to arrange an informal chat or a visit. More details can be found in our job descriptions.

Best wishes

Rod Harpin
Medical Director

About North Cumbria University Hospitals NHS Trust

The Trust runs two district general hospitals in Carlisle and Whitehaven, providing acute care to a population of approximately 350,000 people and employing over 4,500 members of staff.

Between the Cumberland Infirmary in Carlisle and West Cumberland Hospital in Whitehaven, there are over 560 acute and general beds.

The Trust provides an extended range of 'district general hospital' services such as a full range of cancer services (chemotherapy, nuclear medicine and radiotherapy), maxillo-facial surgery, renal services and rehabilitation medicine. Both hospitals have a 24-hour Accident & Emergency department and there is a strong focus on ambulatory emergency care.

The Trust has an excellent reputation for providing high quality training and has well-established links with the Northern Deanery, Newcastle University, University of Cumbria and the University of Central Lancashire (UCLan).

The West Cumberland Hospital was redeveloped in October 2015 with a £90m investment. The new hospital offers state-of-the-art, modern hospital facilities.

Activity levels 2016/17

35,861

non-elective admissions

32,124

elective day case procedures

91,941

A&E attendances

293,566

outpatient appointments

6,078

elective inpatients

Healthcare for the Future in Cumbria

West, North & East Cumbria was selected as one of three health economies in England to be part of the Success Regime programme in September 2015. The initiative involved working with health partners to tackle the challenges the NHS in the area are facing and to create a sustainable clinical strategy for the future. All partners agreed that our vision for the future is 'to create a centre of excellence for integrated health and social care provision in rural, remote and dispersed communities.' Although there are challenges, there are also a huge amount of opportunities to positively transform healthcare services in the region.

In order to turn this vision into reality, it has been recognised that services need to change as the NHS is rapidly evolving. Options were presented in order to start the change process in the form of a public consultation which ran from September – December 2016. The services consulted upon were: Maternity services, Children's services, Community hospital inpatient beds, Emergency and acute care, Hyper-acute stroke services and Emergency surgery and trauma services. The outcome of the consultation has now concluded and the work will lead directly into the plans to create an Integrated Health & Care System.

Integrated Health & Care System

In developing this plan, the Trust has come together with our partners to set out our vision and plans for the people of North Cumbria to enjoy improved health and wellbeing underpinned by health and care services that are sustainable and effective. In doing this we have set out how we will most effectively use the resources available over the next five years to reduce our financial challenge. We know that this will require a transformation of services and more effective relationships between all parts of our health and care system and local communities. The transformation we are planning is far-reaching and will be achieved through cohesive and tenacious implementation across all partner organisations.

We have taken the opportunity to go further and deeper in our analysis and understanding of the key gaps we need to address in health and wellbeing, care and quality and in our finances. Our success will require strong partnerships with the people of North Cumbria as we seek to empower and share responsibility for health and wellbeing with individuals, communities and local services. We plan to enable people to be independent with as much choice and control as possible. Demonstrating parity of esteem across all groups in our society, we are prioritising good mental health for all in our plans. Whilst we have more work to do to refine our plans, we have undertaken widespread engagement with communities, staff and health and care organisations.

We have developed our plans to address three key priorities: Population health & wellbeing, Service quality and Sustainability. We have based this on a new local health and wellbeing system led by the local authority and a new and more comprehensive clinical service strategy led by the NHS. The proposals in our plans will be refined and improved through future engagement, scrutiny and partnership-based agreements with Cumbria County Council and local authorities as we move forward.

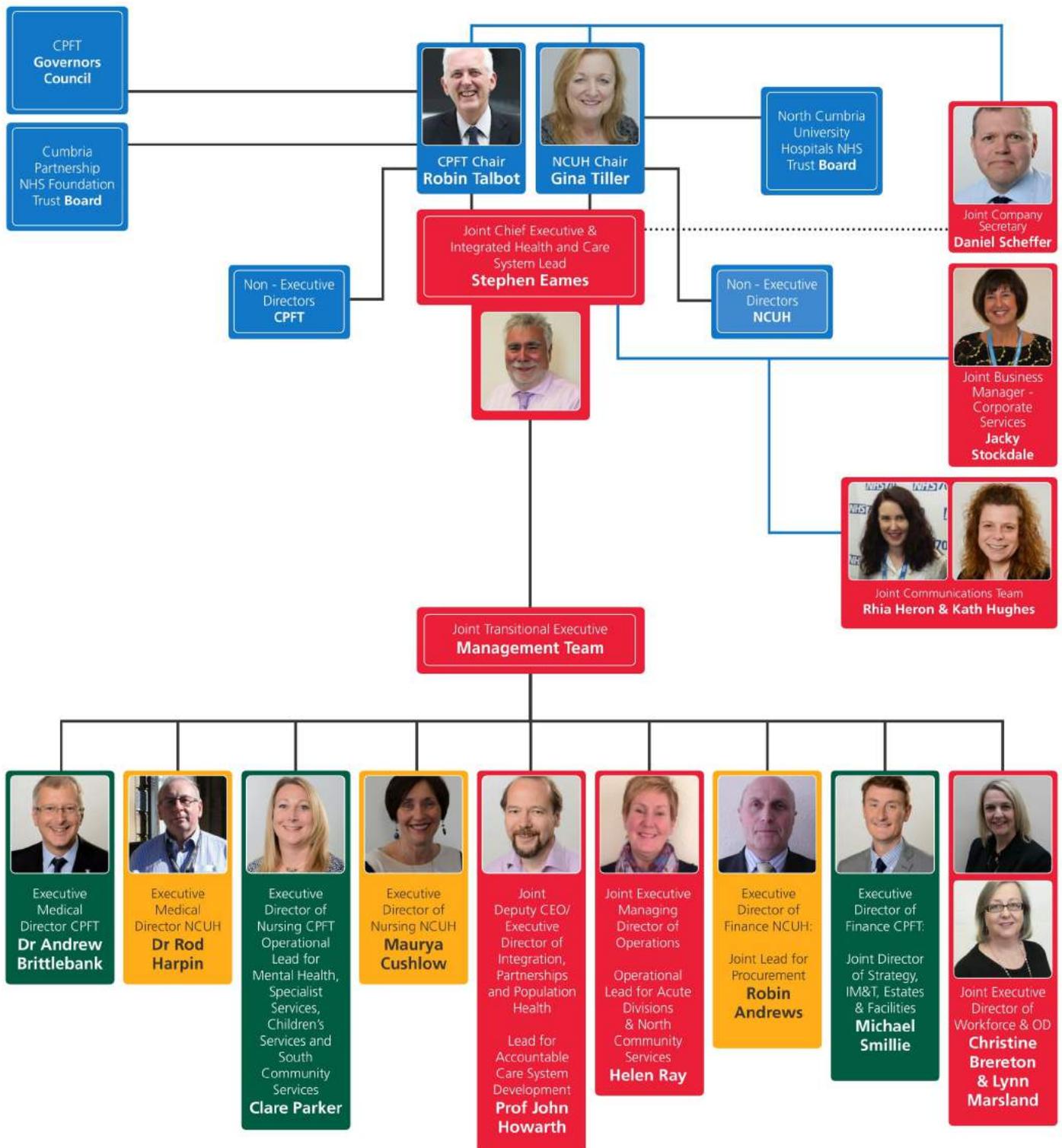


Trust Board executive structure

GOVERNANCE & ACCOUNTABILITY STRUCTURE

Joint Transitional Executive Management Team structure including current Chair and Non- Executive Director September 2017.
 Change will continue and this picture will be updated accordingly.
 Transitional arrangements expected to be in place until 31 March 2019

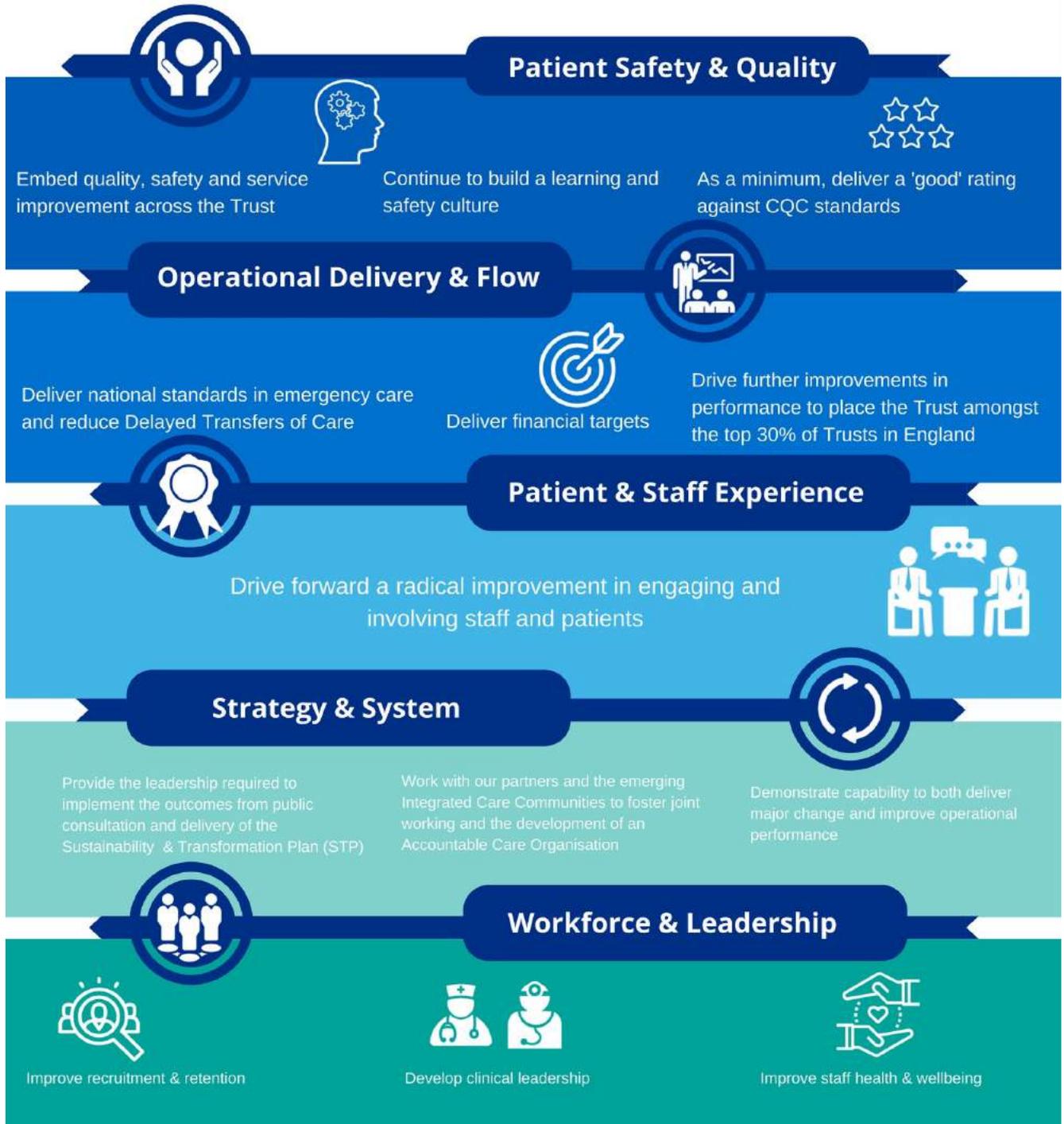
KEY | NCUH Director Post (Yellow) CPFT Director Post (Green) Joint Post (Red) Accountable to (Red) Managerially accountable to (Blue)



Our Priorities 2017/18



Our vision is: "To provide innovative high quality care to our patients"



Medical Education

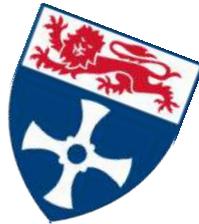
North Cumbria achieved University status on 1 August 2008.

Medical Education is overseen by a multidisciplinary board headed by the Associate Director of Medical Education.

Our vision is to develop and deliver the highest quality education to Undergraduate students and Postgraduate Medical Trainees. Medical Education is supported by an administrative team based at the Cumberland Infirmary Education Centre.

Specialty trainees rotate through most specialities as part of the Health Education England North East region. The Foundation Programme is well established and predominately facilitated at the Cumberland Infirmary site. This is managed and quality assured by the Northern Foundation School within Health Education North East England.

Undergraduate Education



The Trust has a long established relationship with Newcastle University Medical School, delivering Medical student teaching for third, fourth and final year courses. There is recognition that teaching is of a high standard and excellent feedback and examination results are a consistent feature.

Post Graduate Education

Cumberland Infirmary

Postgraduate Medical Education is based at the Cumberland Infirmary in the Education Centre, which houses teaching rooms, a simulation suite and library facilities. Regular clinical meetings, seminars and teaching sessions are held here, including regional as well as local teaching. Trainers are supported by a rolling programme of CPD seminars. The Trust is recognised for the delivery of national courses, for example ALS, ATLS, START. The Trust is a GMC and HEE recognised training site for specialist training.



Undergraduate Dental Education

The Trust is a partner in the expansion of undergraduate dental training in the North West. The University of Central Lancashire (UCLAN) has a new dental school, with clinical facilities in four Dental Education Centres (Carlisle, Morecambe, Accrington & Blackpool). The Trust is responsible for the delivery of the 'medical' part of the curriculum with significant teaching input particularly from maxillofacial surgery and orthodontics.

West Cumberland Hospital

There is an Education Centre at the West Cumberland Hospital with full on line facilities including access to on line journals. There are close links with General Practitioners through the GP Training Scheme.



Partnership with UCLan



The West Cumberland Medical Education Centre (WCMEC) is a new research, teaching and medical education facility led by senior clinical academics with a background in acute medicine and primary care in West Cumbria. This is an innovative collaboration between North Cumbria University Hospitals NHS Trust, the University of Central Lancashire (UCLan), NHS North Cumbria Clinical Commissioning Group and the Cumbria Partnership NHS Foundation Trust.

WCMEC combines academic facilities at UCLan's Westlakes campus and neighbouring clinical facilities at the West Cumberland Hospital, providing a unique opportunity to deliver innovative improvements in remote and rural healthcare and new integrated models of care for the local area. This bespoke, local facility will train West Cumbria's clinical workforce, train and develop leading-edge doctors, medical students and physician associates as well as offering courses at undergraduate including foundation programmes, postgraduate and continuing professional development levels.

The ambition for West Cumberland Medical Education Centre also includes the delivery of short courses and postgraduate training opportunities for the local NHS workforce as part of continuous professional development. A number of public lectures will be delivered at the site and relationships with local schools and colleges will be enhanced to help local students explore the career possibilities available within the health sector.

The Physician Associate programme was launched in 2017 in Cumbria which is a two-year programme, training students to a level of expertise similar to that of a junior doctor which will equip them to play an important part of healthcare teams both in a hospital setting and in general practice.

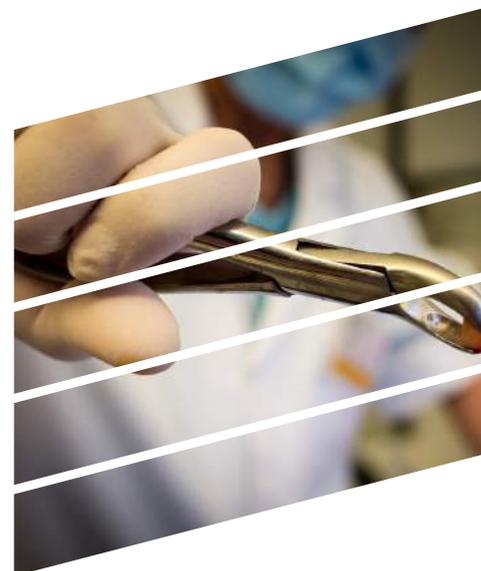
Although Physician Associates are a regular part of healthcare teams in places such as the USA it is only recently that the role has developed in the UK. West Cumbria is at the forefront in training this new kind of clinician and this is the first of many innovative collaborations between the NHS and UCLan.

To find out more, visit: <http://www.uclan.ac.uk/schools/medicine/west-cumberland-medical-education-centre.php>

Research & Development

All members of staff are encouraged to engage in Research & Development activities. The Trust has an enthusiastic R&D department and its staff can give advice on research projects and signpost staff for further information. The R&D department is responsible for carrying out capability and capacity assessment of all proposed research studies and appropriate contracting agreements. A number of Trust staff have published project findings in international peer-reviewed journals in recent years.

The Trust is a partner organisation of the North East & North Cumbria Clinical Research Network (NENC CRN), one of 15 regional networks set up by the National Institute for Health Research (NIHR). The NIHR drives forward collaborative working on larger research studies, through better support infrastructure in NHS Trusts in the UK. The Trust receives funding from the CRN for the research delivery team as well as clinical PA allocations for the most research-active clinicians. The CRN also provides a Study Set Up Service to support researchers wishing to develop their own studies, as well as an industry team to facilitate set up and delivery of commercial sponsored studies.



Living In Cumbria

Cumbria really does have something for everyone with the historic city of Carlisle, the Georgian coastal town of Whitehaven as well as smaller attractive towns all on the doorstep of the beautiful Lake District which is a gateway for any outdoor activity you can imagine.

Transport links are excellent with easy access to the M6 and M74 motorways as well as the West Coast mainline train link which takes only 3.5 hours direct to London Euston, 2 hours to Manchester and just over 1 hour to Edinburgh and Glasgow. Newcastle, Glasgow and Manchester airports are all within a 2 hour drive.

The city of Carlisle has a range of restaurants, bars and shopping as well as the historic Castle, art gallery and a unique pedestrianised area which sets the scene for year-round events including international food fairs and live music. Carlisle is also becoming popular for big-name music artists holding outdoor concerts with Rod Stewart, Bryan Adams, Little Mix and Olly Murs all having performed in the city. The Sands Centre also hosts many live comedy shows and West End musicals, with a smaller arts centre called the Old Fire Station which also hosts live comedy shows, musicals and other arts events.



Carlisle occupies a unique position as the Gateway City to the western stretch of Hadrian's Wall which dates back to AD122 and is the most prominent Roman monument in the UK today.

Outwith Carlisle, Penrith, Keswick and Cockermouth are all popular towns to live in with a wide range of independent shops and restaurants as well as access to some of the most stunning parts of the country. The Lake District offers unrivalled viewpoints, walking and hiking trails, as well as cycling, watersports and many more.

Further west you will find the towns of Whitehaven and Workington which are a gateway to the Western Lake District. Whitehaven also features a stunning harbour and marina. The Rosehill Theatre in Whitehaven has recently been extensively redeveloped and hosts a diverse range of arts and entertainment.

The region prides itself on its excellent schools and high standard of reasonably priced accommodation making it the ideal location for family living.



Living In Cumbria

Britain's 'friendliest place to live



Best region to bring up a family



UK's top ten views



Useful links

Trust website - www.ncuh.nhs.uk

Ofsted reports in Cumbria - <https://reports.ofsted.gov.uk/local-authorities/cumbria>

Cumbria County Council - www.cumbria.gov.uk

Carlisle city guide - <http://www.discovercarlisle.co.uk>

Cumbria Live guide to what's on - www.cumbrialive.co.uk