

Improving Working Lives

“Working for you ... working differently”

St George's Healthcare NHS Trust is one of the country's leading teaching hospitals with an international reputation for education and research. The Trust provides general, specialist and tertiary services both locally and nationally. We employ 5,000 staff in wide range of occupations and professions working together to provide high quality patient care. Located in South-West London, St George's is within easy reach of Central London and all the attractions that has to offer.

St George's offers opportunities for professional development and career progression, whilst supporting staff in helping them maintain a work-life balance. By helping staff to achieve a good work-life balance, we can develop high standards of healthcare and improve patient choice.

The paragraphs below detail some of the way Trust staff are supported. Further information can be obtained from Human Resources department on 020 8725 3775/3776/2205.

Equality and Diversity

The Trust has much in place to promote equality of opportunity and diversity. All conditions of service and job requirement should fit with the needs of the service and those who work in it, regardless of age, disability, race, nationality, ethnic or national origin, gender, religion or belief, sexual orientation, domestic circumstances, political affiliation or trade union membership.

Opportunities for flexible working

Our "***Balancing Work and Personal Life***" policy includes provisions for carer leave, career breaks, job sharing, parental leave, paternity and adoption leave. This has already had an impact within the Trust and more flexible ways of working are being introduced around the Trust.

Training and Development

The Trust has a commitment to training and developing all of its employees. Training and development opportunities don't just mean training courses but include work based learning, shadowing, mentoring, reflective practice etc. All staff are encouraged to take responsibility to develop and participate in lifelong learning.



“Working for you ... working differently”

All staff participate in the Trust's Appraisal and Individual Performance Review Scheme which forms part of the personal development planning process helping staff to identify and fulfil their development needs. The NHS Knowledge and Skills Framework (KSF) is a competency framework that defines and describes the knowledge and skills NHS staff need to apply in their work. KSF forms the basis of staff review and development. The Personal Development Plan helps to ensure that staff are up to date with their skills and knowledge and are therefore able to provide the highest quality services to our patients in line with clinical governance guidelines and service needs. This forms part of the Continuing Professional Development process for professional staff and supports life long learning for all staff.

Staff can use the Medical School Library, which includes PC's connected to the internet.

Childcare

For those Staff with children between the ages of 3 months and 5 years there is a local nursery on the St George's Hospital site. (subject to availability). Staff also have priority access to places in a local nursery off-site.

A Holiday Playscheme is organised for staff in a local school, very close to the St George's site during the Easter and Summer holidays. It is for children between the ages of 5 and 12 years.

NHS Pension Scheme

Staff are able to join the NHS Pension Scheme. The Scheme has the full support of NHS Trade Unions and professional bodies. Further details of the scheme are available from the Payroll Department or Human Resources.

Healthy Workplace

Zero Tolerance on Violence and Aggression:

Our “**Zero Tolerance**” policy sets out how staff should deal with situations of violence and abuse. This policy was developed with staff, managers and trade union representatives and includes final measures such as withholding treatment from violent and abusive patients.

Staff Counselling Service

Our Staff Counselling Service provides free advice and counselling on a variety of problems such as stress, loss or bereavement, work difficulties and personal issues. The counsellors offer a totally confidential and professional counselling service to all staff, and where possible offer flexible appointment times to accommodate different working schedules.

“Working for you ... working differently”

Staff Restaurant and Internet Cafe

A range of hot meals, salad, sandwiches and drinks are offered to both staff and the general public, with opening hours to accommodate different shift patterns.

All members of staff have their own email account and can use the PCs in the Internet Café

Sports and Leisure Facilities

Located on the St George's Hospital Site, The Robert Lowe Sports Centre offers a multi-gym, squash courts, an all-purpose sports hall and climbing wall. These facilities are available to staff for a reasonable annual subscription.

Tooting Leisure Centre is a two-minute walk from the Hospital. Facilities at the centre include a swimming pool, large modern equipped gym, sports hall and various classes and clubs.

Staff Club

A purpose built club where you can meet friends for lunch, play pool, watch satellite TV or attend the regularly arranged social events and discos. Private parties can also be booked.

Accommodation

St George's Hospital currently offers residential accommodation for staff employed at the Trust. St George's Grove is situated 1 mile from the hospital and comprises 620 units of purpose built residential accommodation.

In order for staff to be nominated for residential accommodation a "Request for Accommodation" form needs to be completed by your Head of Department or Human Resources and sent to Accommodation Services.

Forms are available from either the Accommodation Department in Ingleby House or Human Resources.

Key Worker Homes Initiative

As part of the government's "**Key Worker Homes**" initiative the Trust is working with appointed agents to offer Key Worker Home Buy schemes. Key Worker Home Buy is a simple scheme to help key workers who cannot afford to buy a home outright. Further information is available from the Accommodation Manager.

Removal Expenses

For staff already working for the NHS, moving from outside London, help can sometimes be given for expenses involved.

“Working for you ... working differently”

Transport

Tooting Broadway Tube Station (Zone 3 on the Northern Line) is only a five minute walk from St George's Hospital, and offers easy access to Central London and its numerous restaurants, bars, theatres, museums, cinemas, galleries and other places of interest.

Tooting has many high street shops as well as a variety of independent traders all within a short walking distance from St George's Hospital.

Extensive bus services and nearby mainline train stations and Tramlink also offer easy access to shopping centres in places such as Kingston, Wimbledon, and Croydon.

The A3 and M25 are nearby, with only a short distance to travel to the South Coast, the Channel Ports, and Gatwick and Heathrow Airports.

Interest Free Season Ticket Loan

Any permanent member of staff can apply for an interest free loan to purchase an annual season ticket or a business parking permit from Wandsworth Borough Council. This allows you to benefit from the savings available when you purchase an annual season ticket and the loan is paid back over the course of the year via payroll deductions. Information packs are available from the Human Resources Department, 1st Floor Grosvenor Wing.

General Facilities

There is a bank at St George's Hospital, with a cash point machine. Other facilities include florist, gift shop, coffee shop and newsagent.

