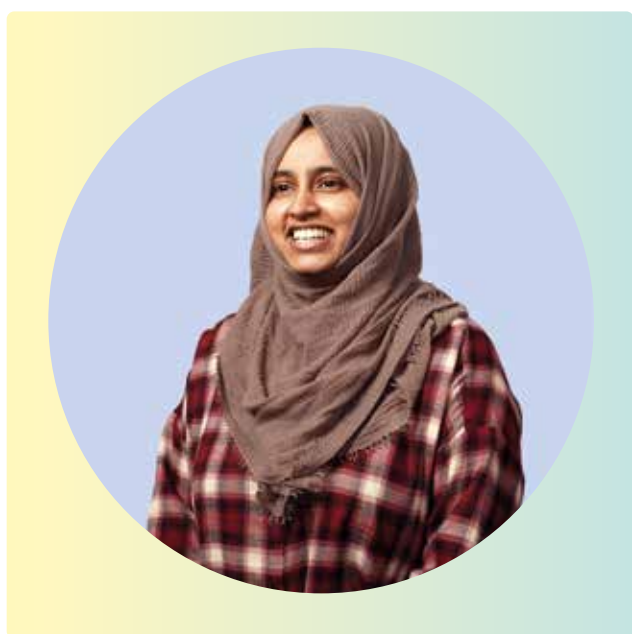


One trust, a host of opportunities in psychiatry



Welcome

A very warm welcome to Tees, Esk and Wear Valleys NHS Foundation Trust (TEWV). We are a large organisation, based in the north of England, providing mental health, learning disability and autism services. We are passionate about being a centre of excellence and providing high quality services that exceed people's expectations. We know this is only possible with the dedication, professionalism and hard work of our valued staff, which is why we provide them with support to do their job well and to help us work towards this goal.

We cover a number of specialties, including forensic services, learning disability, adult mental health, older people and children's services. We also cover a large geographical area, so there's a wide variety of places to live and work from, to suit your preferences and needs.

We strive to be the best employer we can be, and recruit skilled, motivated staff who will provide excellent services for the communities we serve.

Here at TEWV we cater to all the different aspirations you may have as a medic. We are committed to developing a medical workforce for the future and making sure that there are opportunities and experiences for you throughout what we hope will be a long career with us. We aim to continually keep you motivated, engaged and hungry to learn.

In addition to working within specialist areas of psychiatry we offer opportunities in medical education, medical leadership, research or developing a particular area of interest, such as in coaching or quality improvement. There is no limit to your career aspirations!

Please get in touch with me or one of our medical leaders to find out more. We would love to hear from you.

Dr Kedar Kale

Executive Medical Director

Email: kedar.kale2@nhs.net



Dr Kedar Kale
Executive Medical
Director

Why choose a medical career in TEWV?

You're important to us and we'll ensure that you're equipped to lead and manage your team with an effective CPD package and continual opportunities to showcase your skills. It's our aim to create flexible job plans to suit your career goals and aspirations and allow you to grow as a medical professional, whatever stage of career you're at.

"I moved to the UK from Pakistan in 2003, and then studied for my foundation training in the North West of England. Contact with TEWV during this time led to my appointment in 2009 as Core Trainee in Psychiatry, progressing to SAS Dr in 2014 and appointed as Associate SAS tutor in 2016. In 2017 I was appointed as Senior Associate SAS tutor for two years, where I represented the Trust at national level, in places such as the Royal College.

Currently, in my clinical role, I am Acting Consultant Child and Adolescent Psychiatrist, as awaiting CESR application outcome, whereas in my educational role, after serving as Senior SAS Tutor, I decided to take up the Foundation Programme Tutor role for North. TEWV has given me the platform to support my career growth both in clinical and educational roles. One example of this is that I am the first SAS doctor in the Trust history who was appointed as Senior SAS Tutor. And this further continued in my current educational roles.

My next step is to gain management role experience, and then I will apply for a substantive consultant post within the Trust. I hope to be able to work at both clinical and management levels. I work in a very supportive team and feel listened to. For anyone considering a career with the Trust; if you're committed the Trust, it will help you achieve your goals. The decision to join the Trust in 2014 was absolutely the right one and I have no regrets at all.

My family feel really settled here in the North East and are thriving. Our social life is very good, and we are surrounded by friendly people. I feel confident that my children will benefit from the excellent education facilities, with so many Universities calling this region home."

Dr Huma Azer

Approved Clinician and Acting Consultant Child and Adolescent Psychiatrist

Dr Huma Azer
Approved Clinician and Acting
Consultant Child and Adolescent
Psychiatrist



Investing in YOU!

We all have different priorities and life circumstances. What's important to you is individual and may differ from your colleagues. We recognise that 'one size doesn't fit all', so we have a range of benefits to provide for everyone's needs. Whether it's flexible family friendly approaches and job plans that are important to you, financially attractive remuneration, or your key motivation is the range of training and learning on offer, we aim to invest in you to make our Trust a great place to work.

Everyone who joins us is provided with a comprehensive induction programme. This starts on your very first day of employment with us and will help you understand how the organisation works and ensures you can find the support you need.

Continuous professional development (CPD) is very important to us. Once you're comfortable in your new role, you and your manager will work together to form a Personal Development Plan (PDP), where your personal career aspirations are taken into account and we provide you with the resources you need to develop. This will be different for those starting in their very first post in the NHS, compared with those that are more experienced. You'll also join a CPD peer group and be given the opportunity to choose a mentor or coach.

"I moved up to the North East to join TEWV for my first consultant post. When looking for my right job, I felt that it was important to find a Trust that was committed to developing its workforce and allowing its consultants the opportunity to develop their own interests.

From my first visit here, this commitment was very evident. ... There are strong working relationships between clinical and corporate services and a genuine passion to improve the lives of the communities that we serve.

Six and a half years later, I'm still here and am glad that I made the move to join TEWV. The last five years have been fantastic, living and working here in the North East. I think the organisation is one that has really helped me develop and further my career."

Dr Nhish Gurunathan

Consultant Psychiatrist, mental health services for older people (MHSOP)

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Diversity

We believe in making every effort to be a fair and unbiased organisation in everything we do; which is why the Trust is committed to actively recognising and promoting equality and diversity. Further to this, we aspire to be an organisation that embraces and values all people, recognising the benefits that diversity brings, both as an employer and in the delivery of services.



Coaching

We're passionate about developing our medics and our aim is to help them to achieve their career goals/ aspirations with coaching and support for their career well-being. Development Coaching for Medics (DCM) has been established to provide a fully supportive programme to allow each individual to follow their career path.



In-house CPD events

We've developed a unique and comprehensive inhouse CPD programme of support for our trainees and trainers, this is now highly regarded by our colleagues; developing the skills and knowledge not routinely covered elsewhere. We also run a Trustwide Senior Medical Staff Committee four times each year, with updates from senior colleagues including the Chief Executive, Medical Director, Director of Medical Education, Chair of LNC staff side and other professional leads.



Mentoring

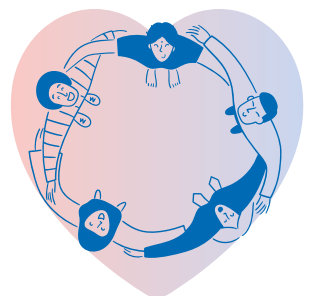
Mentoring is available for all career grade doctors. On starting with us, whether or not you are new to the role, (i.e. newly qualified Consultant in their first Consultant post or experienced Consultant new to the service), we encourage colleagues to have a mentor.



Support for IMG Colleagues

To be a successful doctor in the UK, it takes more than clinical competence but an understanding of the set of values of the good medical practice. We recognize you may face challenges when moving to the UK and adapting to our healthcare system. You may need to adapt to many things, such as a new culture, climate, unfamiliar health care set up and online patient recording system.

The Trust does it's very best to protect and support IMG Doctors as they transition to a new health care system and much support is available to them. This includes an enhanced induction programme, oversight from an appointed IMG Tutor and our own intranet hub for IMG Doctors that includes lots of support and further information.



“We get the opportunity to be involved in training. Whatever skills we need to improve, there are lots of opportunities available.”

Dr Andreea Naclad
Registrar



Our Benefits

Wellbeing and a work life balance

We know the value of a good work life balance for the well-being of our staff. It's important to us that our medics are happy and healthy in themselves and their work and that they feel able to manage both the demands of the job alongside other interests or family life, so that they have the best of both worlds. We can offer job plans that are flexible, with regular breaks, options for flexible working and paid leave; giving you the time and freedom to focus on what matters most. When you're at work, we'll check in with you regularly and ensure that you are doing OK, and when things get tough you can rest assured that our services will be there to support you in a way that works for you.



Quality improvement in healthcare

Our Quality Improvement (QI) system is recognised, both locally and nationally as an exemplar of a successful and sustained approach to quality improvement. Established and embedded over the last 12 years, the longevity and consistency in our QI approach puts us in a very unique position, certainly in the region, but equally in the wider health and social care environment. Improving the quality of the services we provide is crucial and seen as everyone's responsibility. To support this, all staff can access a range of quality improvement training programmes. Our dedicated Quality Improvement team work with all staff groups to deliver QI training, the aim of which is to build capacity and capability in QI tools and techniques, promoting and enhancing a culture of quality improvement. Our QI training also ensures staff are equipped and empowered to confidently implement and monitor changes that improve safety, effectiveness and experience for the people who use our services and the staff who work here.

Medical Education in TEWV

One of the shining exemplars of success in our Trust is the dedicated medical development function that works closely with the Faculty of Medical Education. We're consistently ranked highly, at regional and national levels by the yearly Medical Training Employer survey, conducted by the General Medical Council (GMC). We received our high rankings by junior doctors, providing feedback on their experiences here, as part of the GMC National Training Survey. There are opportunities for all career paths; through providing excellent teaching, support and assessment for medical students, junior doctors and physician associates, moulding and encouraging them to consider a career in psychiatry here at TEWV.

Our Medical Charter

Psychiatrists are essential contributors to the majority of our mental health teams. Our service users expect and are justified to expect collaborative relationships with dedicated psychiatrists who work consistently as part of effective services. The Trust is striving to improve medical workforce recruitment and retention in a variety of ways and the cornerstone of these efforts is our Charter for the Medical Workforce. The Charter makes clear that our Trust Leadership will work to ensure the following for the medical workforce:

- Effective and tailored job planning
- A developmental and supportive appraisal process
- Appropriate and sufficient administrative support (see RCPsych guidance)
- Timely access to personal workspace and suitable equipment (see RCPsych guidance)
- Effective communication within TEWV, including clarification about professional roles
- Internal professional development programmes for medics
- Support for TEWV medics to hold relevant roles in external organisations, example, RCPsych
- Sustained, specific efforts to fill vacant medical posts

Recognising Excellence

Our staff are our most important asset and recognising their excellent work and the vital contribution they make to patient care is of utmost importance to us. We hold an annual staff awards ceremony called the 'Star Awards' to recognise the valuable contribution our staff make every day. Both individuals and teams across all departments of our organisation are recognised for their contribution, commitment, and excellence.



The Caring Environment

We provide services to a population of around 2 million people spread over an area of 5,400 square miles (c. 14,000 km²). We're committed to provide not only the highest quality of care but the best facilities to do it in. This is why we have one of the highest quality estates within the NHS and operate a rolling programme of capital investment to maintain it. In 2020, we opened Foss Park, a purpose-designed 72-bed hospital and research centre in York. In 2021, we opened two new community sites: Northmoor House, a multi-speciality hub for community services in Northallerton, and Orca House, the new hub for community mental health services for young people in York.



Research and Development

We believe in providing evidence based mental health care and early adaption of latest research findings, to promote the well-being of our service users. We have a very active multidisciplinary research and development team which works in close partnership with York University and other academic centres in the area. We formally conduct National Institute of Health Research and Industry sponsored studies, in which medics are provided training and support to take part. Recently we became a sponsor and we're already hosting two large scale studies. We have also instigated a state of the art clinical trial unit at Foss Park Hospital, York and we're one of the few mental health trusts in UK to have a dedicated clinical trial facility. This has come about as a direct result of our policy to actively support and encourage clinicians to pursue their research interests.

What Clinical Specialities are available to me?

Adult Mental Health Services

In-patient teams

- Single sex Acute Assessment and treatment wards
- Rehabilitation and continuing care wards
- Psychiatric Intensive Care Units
- ECT suite and Ketamine clinic
- Specialist eating disorder unit

Community teams

- Early intervention in psychosis
- Community Mental Health Teams
- Eating disorder service (Tees based)
- Perinatal team
- Neurodevelopmental disorder team

24/7 Liaison teams

- Psychiatric assessment and treatment for patients who attend general hospitals

24/7 Crisis resolution and home treatment service

- Crisis assessment and home based treatments
- Interface with Emergency Duty Team, Community Mental Health Teams, and inpatient services.
- Crisis Assessment Suite and S136 suites

Adult Learning Disability

- Multidisciplinary community teams
- Inpatient facilities – acute admission and longer term treatment
- Services for adults with profound and multiple disabilities
- Other specialist support e.g. epilepsy, positive behavioural support, enhanced physical health/health facilitation

Mental Health Services for Older People

- In-patient assessment and treatment wards
- Care home liaison services
- Crisis services
- Memory Clinics
- Out-patient services
- Liaison Services and treatment for older adults

Forensic Services

- Medium Secure In-patient services covering mental health (M & F), learning disability (M & F) and autism (M)
- Low Secure In-patient Services covering mental health (M & F), learning disability (M & F) and autism (M)
- Community Forensic Services (mental health and learning disability teams)
- Prison Mental Health Services
- Liaison and Diversion teams

Child and Adolescent Mental Health Services

- Community teams
- Eating disorder teams
- Adolescent Forensic Outreach



Foss Park Hospital, York



Ridgeway, Roseberry Park Hospital, Middlesbrough



Cross Lane Hospital



Lanchester Road Hospital, Durham



West Park Hospital, Darlington

A place to live

Welcome to North Yorkshire and the North East

Our area is rich in contemporary culture, historical attractions, World Heritage sites and dramatic landscapes. We are blessed with both a stunning coastline and beautiful scenery; encompassing some of the UK's most rugged and charming countryside; from tiny fishing villages clinging to rocky cliffs, to glorious stretches of white sand and family-friendly seaside resorts.

We have no more than three National Parks, including Durham Dales, Yorkshire Dales and North Yorkshire Moors, offering some of the most breathtaking countryside in the UK.

Finding a home here could not be easier, the region offers many well-connected residential areas, from rural and coastal properties with stunning views, to family town houses in the heart of thriving communities. Locations close to York, Durham, or Whitby, offer access to cultural activities with historic buildings, art galleries and museums.

Despite having all of this to offer, the average housing and living costs in the North East are typically lower than the rest of the UK. There are plenty of options for those choosing to live here, with properties to suit all budgets and good access to major travel routes.



Opposite, from top to bottom

York Ramparts with York Minster in the distance

Durham Cathedral

South Bay, Scarborough

Infinity Bridge, Stockton-on-Tees

Knaresborough

Our location





Leeds University.
Durham University.

Education

North Yorkshire and the North East have excellent education opportunities, alongside a fantastic quality of family life. Our region is home to six prestigious universities; University of York, Durham University, Newcastle University, University of Sunderland, University of Teesside and Leeds University; offering outstanding institutions for Health and Social Care such as Teesside University and the newly formed Coventry University Scarborough. Primary and secondary education in the region is wide and diverse, offering you and your family choice, wherever you decide to put down roots.



Tour de Yorkshire.
Durham Country Cricket Club.

Sport

We're a passionate bunch in the North and, when it comes to sport, we like to turn it up a notch. With four premier football teams in the region, you can be sure to satisfy your love of the game. It's not all about football though... we have rugby, cricket, basketball, athletics and horse racing to get you excited about too. World class facilities are at your fingertips, like the Tees Barrage, where harnessing the legendary River Tees has provided a world class water sports facility. Chester-le-Street is the home of Durham Country Cricket Club, a first-class cricket club whose grounds has hosted international matches. This region has even been chosen to host events like the Tour de France and a newly created tour due to the passion of the people who live here, Tour de Yorkshire. You can jump on your bike on the miles of cycle routes, scramble up the climbing walls or head out to sea on your surfboard. This region truly has it all for outdoor sporting activities and watching top level sport. One thing is for sure, you won't be bored.



Middlesbrough Institute of Modern Art.
The 18th Century York Theatre Royal.

Arts and Culture

North Yorkshire and the North East have long been a centres for the arts; with a significant past that has inspired many artists from the region to be world renowned, not to mention those that have chosen the region as their home. This is hardly surprising when you consider the landscapes and cultural heritage we have. There are art galleries to suit all tastes, such as the York Art Gallery, Middlesbrough Institute for Modern Art (MIMA) and the Baltic Centre for Contemporary Art just up the road in Gateshead, plus many more. There are also many stunning sculptures that stud the landscape around the region. If you have a passion for music you'll be spoilt for choice, from small intimate venues to large stadiums, you'll find it here, with access to all genres of music. Let's not forget the performing arts; our region has proven to be one of the best in the country for its wealth of show venues that will appeal to a wide range of tastes.

Transport

The region has some of the country's least congested roads, compared with those in the South/South East of England, and boasts an easily accessible road network to get you where you need to be. Cutting through the region is the country's rail network, on its way to Edinburgh in the north and London in the south; taking about two and half hours to travel from Darlington to London, making a day out in the country's capital within reach. Should you wish to travel further afield, there are three international airports within the region to choose from to get you to wherever you want to be.



Tees, Esk and Wear Valleys
NHS Foundation Trust