



Manchester University
NHS Foundation Trust

Candidate Essentials Guide.

ALL HERE FOR YOU



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Welcome to MFT.

Welcome to our Candidate Essentials Guide. We're delighted you're interested in joining us. We've put together a range of important information which we hope you'll find useful in helping you make an informed decision as to why MFT is going to be your next and best career move. And above all, why as one of the largest NHS Trusts in England, as our Employer Brand promises; we're 'All Here For You'.

MFT is one of England's largest NHS Trusts with a turnover of over £3bn and is on a different scale than most other NHS Trusts. We're creating the most exceptional integrated health and social care system that will deliver the best possible results for the 1million+ patients who rely on our services every year. Bringing together ten hospitals and community services from across Manchester, Trafford and beyond, we champion collaborative working and a culture of continuous improvement, encouraging our 30,000+ staff to pursue their most ambitious goals. We set standards that other Trusts seek to emulate – and in the process, our people benefit from a scale of opportunity that is nothing short of exceptional.

Join us and you will have the opportunity to work with some of the best people in the NHS and thrive in an organisation united in its values, purpose and commitment to our patients and a drive for continual innovation and improvement.



About Manchester University NHS Foundation Trust.

Manchester University NHS Foundation Trust (MFT) consists of 10 hospitals delivering the full range of hospital services from seven sites across Manchester and Trafford.

Imaging, Pharmacy, Anaesthetics and Critical Care, Laboratory Medicine and AHP services are provided by Clinical and Scientific Services across all 10 hospitals.

We provide local hospital care to almost 1 million people, primarily in Manchester and Trafford. And we are also the single biggest provider of specialised services in England, with patients coming from across the country to receive care at our hospitals.

We host two Local Care Organisations (LCOs) which run NHS community health and adult social care services in Manchester and Trafford, in collaboration with our Local Authority partners.

We are the leading Trust for research and teaching in the Northwest hosting the Manchester NIHR Biomedical Research Centre and Clinical Research Facility.

There is significant diversity across Manchester and Trafford:

- 190 languages spoken in Manchester
- The average age of people in Manchester is 33 and in Trafford is 39
- 1 in 5 of the population has a disability or long-term condition

Deprivation is significant:

- Manchester is the sixth-most deprived local authority in England
- More than two thirds of neighbourhoods in Manchester and Trafford are more deprived than the England average
- Over 40% of children under 16 in Manchester are living in poverty



Our Trust Strategy 2024-2029 Where Excellence Meets Compassion.

In March 2024 we introduced our strategy for the next 5 years. This is the first time that MFT has a single strategy that covers everything that we do as an organisation. We have developed it with support from our staff, patient and community groups and our partners in the health and care system. We believe that having one strategy for the whole of MFT will help us to be clear about what we want to achieve as an organisation, and the things that we will focus on to deliver this.

We have called our strategy Where Excellence Meets Compassion because it describes in a few words what we aim to be as an organisation. We aim for excellence in everything that we do, from the care our teams provide in people's own homes and in our hospitals, the education and training we provide, through to the research and innovation work we do to help shape the healthcare of tomorrow. And we are a caring organisation – we care for people from before they are born to the end of their life.



Our Trust Strategy 2024-2029 Where Excellence Meets Compassion.

The Difference We Aim to Make:

- More people being supported to live healthy lives in the community with fewer people needing to use healthcare services in an unplanned way. More people recommending MFT as a place to be treated.
- More people recommending MFT as a place to work.
- Make the biggest possible difference with the resources we have by delivering our financial plans.
- More people participating in and benefitting from world-class research and innovation.



Our Objectives:

- We will work with partners to target the biggest causes of illness and inequalities, supporting people to live well from birth through to the end of their lives, reducing their need for healthcare services.
- We will improve the experience of children and adults with long-term conditions, joining-up primary care, community and hospital services so that people are cared for in the most appropriate place.
- We will provide safe, integrated, local services, diagnosing and treating people quickly, giving people an excellent experience wherever they are treated.
- We will strengthen our specialised services and support the adoption of genomics and precision medicine.
- We will continue to deliver the benefits that come with our breadth and scale, using our unique range of services to improve outcomes, address inequalities and deliver value for money.
- We will make sure that our staff feel valued and supported by listening well and responding to their feedback. We will improve the experience of all our staff experience by embracing diversity and fairness.

Our Trust Strategy 2024-2029

Where Excellence Meets Compassion.

Our Objectives (continued):

- We will offer new ways for people to start their career in healthcare. Everyone at MFT will have opportunities to develop new skills and build their careers here.
- We will achieve financial sustainability, increasing our productivity through continuous improvement and the effective management of public money.
- We will deliver value through our estate and digital infrastructure, developing existing and new strategic partnerships.
- We will strengthen our delivery of world-class research and innovation by developing our infrastructure and supporting staff, patients and our communities to take part.
- We will apply research and innovation, including digital technology and artificial intelligence, to improve people's health and the services we provide.



Our Values & Mission.

At the same time as developing our organisational strategy, we have refreshed our MFT values – the principles that guide the way we work each day. Given the scale of the challenge – and of our ambition – it is important that we create the right conditions for our staff to do what we ask of them. Refreshing our values is just one part of an important piece of work we are doing to change and improve the culture of our organisation.

Our organisational values were originally developed as part of MFT's creation back in 2017, with input from our staff and local people. We have recently engaged further with people from across our organisation to refresh these values so that they reflect the things that are important to us today.

People told us that they believe in the values we have but wanted to make them more meaningful, both in how we describe them and how we all demonstrate them in our actions.

Set out below are the refreshed values that we have developed through this engagement:

- We are compassionate
- We are curious
- We are collaborative
- We are open and honest
- We are inclusive

We have recently added a fifth value – we are curious. It reflects how we are always searching for ways to learn and improve, as well as focus on research, innovation, education and training.

We have used these values to inform the aims, objectives and values that make up our strategy.

To achieve our mission of: 'Working together to improve the health and quality of life of our diverse communities'...

People who we serve, our colleagues, communities and partners are counting on us, so...



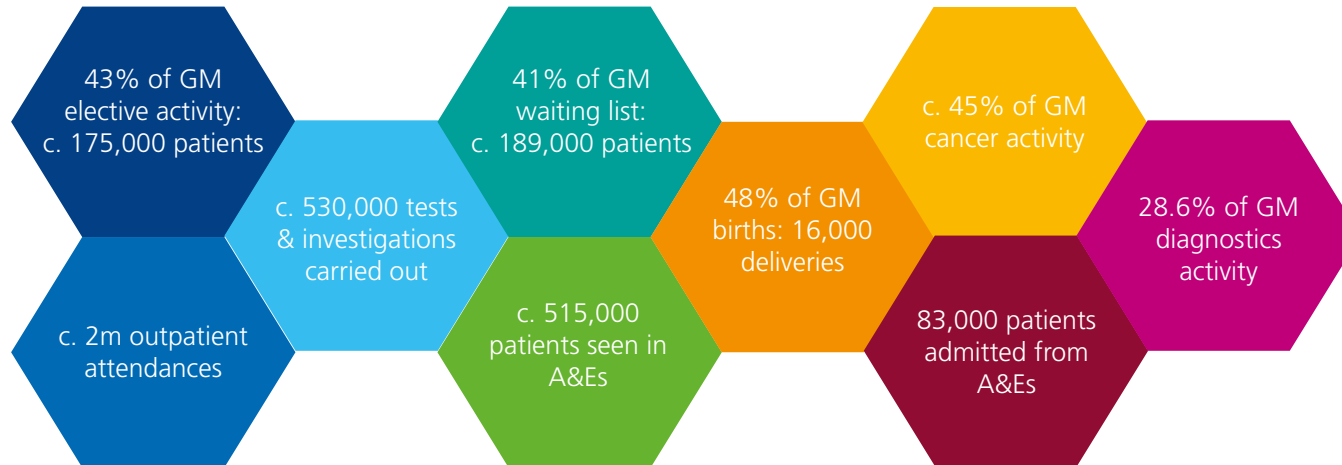
We are collectively getting it right, when we can all say...

- | | | | | |
|---|---|--|---|---|
| • I listen and respect the views and opinions of others, valuing their perspectives | • I seek opportunities to continuously improve and develop my skills, services, research and teaching | • I put the needs of our service users above all else to succeed together | • I set a good example and behave how I would want others to behave towards me | • I actively ensure those around me feel valued and respected |
| • I promote empathy, understanding and kindness to others | • I make a habit of asking questions and seek to notice things that may have been missed | • I share information with all that need it and work together with others to find shared solutions to problems | • I give meaningful feedback and call it out if I see standards or patient safety not being maintained. I invite feedback from others | • I consider other people's different needs and circumstances |
| • I support others to deal with and respond successfully to challenges | • I keep learning and support others to do the same | • I celebrate the success of others | • I acknowledge when I get it wrong and use it as an opportunity for learning | • I treat people fairly based on the unique things each person brings |



Overview of Our Services.

MFT is the largest provider of specialist services in England, covering population of 2.8m, sole provider for several tertiary services across GM whilst delivering District General Hospital services for our local population.



MFT also provides extensive community services to the population of Trafford and Manchester.

A typical day in Manchester Local Care Organisation:

- 3300 people seen or in contact with our community health services
- 700 new referrals into our community health services
- 15 people referred through our crisis services - helping keep them out of hospital
- 165 people in our reablement services helping them stay independently at home
- 150 people are supported through our integrated care teams
- 1100 people have care commissioned in residential and nursing homes through contracts we hold

A typical day in Trafford Local Care Organisation:

- 2400 people supported by our Adult Social Care teams
- 304 daily visits to people by our District Nurses
- 230 contacts every day from our Health Visitors with families
- 54 contacts and visits by the Child Nursing and Paediatric medical services to children
- 16 children and 59 adults experiencing acute or chronic pain supported by our Musculoskeletal and Child Therapy services
- 31 people at immediate risk of admission are provided with a rapid health and social care

Strategic Developments & Opportunities.

We have a range of exciting strategic developments underway which will help improve the care we deliver to patients, present opportunities for our colleagues and will enable us to improve productivity. These include:

- Re-developing North Manchester General Hospital through the New Hospital Programme, providing a state-of-the-art hospital campus for local people and helping to regenerate the area.
- Continuing to find ways to achieve the benefits arising from our scale and breadth for our patients in Manchester, Trafford and beyond.
- Improving alignment of services across MFT to enable an efficient and sustainable organisation.
- Although a funding source is yet to be identified, we are progressing the Wythenshawe Masterplan to create a high-class sustainable health village maximising commercial opportunities, supporting local economic developments, tackling health inequalities and promoting welll
- Ongoing optimisation of Hive, our Electronic Patient Record, th transformation programme includes significant research and innovation opportunities to maximise benefits for patient care and efficiencies.
- Further opportunities to develop Research & Innovation activities for the benefit of patients through the development of a data-secure environment which embraces an extensive research and innovation infrastructure including hosted structures and an extensive Nursing, Midwifery, and Allied Health Professional research portfolio.
- Creating opportunities to build strong well-developed partnerships with industry making best use of relationships to advance technology and innovation.



Strategic Developments & Opportunities.

MFT implemented Hive, a new clinically-led integrated Electronic Patient Record in September 2022.

This innovative solution has replaced hundreds of separate systems to provide a single patient record, transforming the quality of care and the experience for all our patients and our colleagues as we deliver a single hospital service across MFT, significantly improving continuity of care.



Hive supports our Clinical Services Strategy and at its heart, the Electronic Patient Record brings all our patient information together in one place, helping us work together across professions to improve services for patients and people who use our services. Hive means much more than a digital system; it brings wide-spread change, and improvement, in every part and process in the organisation. The system has widespread clinical involvement and leadership delivered through 24 Pathway Councils, Digital Nursing Forum, four Delivery Authorities and related governance which designs, develops, prioritises and deliver clinical work programmes to enhance workflow and staff engagement. More than 340,000 patients have already started using the MyMFT app, which gives them immediate access to key correspondence, appointment details and test results.

Our overall vision for Hive is to transform the quality of care and the experience for our patients and our colleagues by having the right information in the right place at the right time, first time, every time.

MFT is committed in to enable our diverse workforce to build digital skills and confidence and digital leadership capability.

Research & Innovation.

The scale and maturity of R&I at MFT is key to our regional, national and international reputation. More than 600 colleagues handle annual budgets totalling around £75 million, involving partnerships and services across Greater Manchester. Within MFT, the range of our specialities and services, which include Highly Specialised Services, provides unequalled reach to design and deliver research across the life course. Beyond MFT, our R&I activities benefit from the collegiate approach which typifies interactions across GM for health and social care.

Research Governance

The Group Research Governance Committee is chaired by the Joint Chief Medical Officer with responsibility for R&I and reports to the Trust Board of Directors. It operates two sub-committees chaired by the Associate Director of R&I (Governance): Sponsorship and Governance Oversight Committee; and Early Phase Safety Committee. Governance activities such as sponsorship, quality assurance, monitoring, contracts, and project approvals are centralised in the Research Office, led by the Director of Research Governance and Quality. Regulatory inspections of research at MFT are overseen by the Research Office, e.g., Medicines and Healthcare products Regulatory Agency (MHRA) or Human Tissue Authority (HTA).

Clinical Research Nurses, Research Midwives, and Clinical Research Practitioners

Clinical research delivery staff include Clinical Research Nurses, Research Midwives and Clinical Research Practitioners (CRPs), and is the largest staff group within R&I (~120). Led by the Assistant Chief Nurse (R&I) and their senior management team, they deliver clinical research care for patients across the Trust, including in dedicated research space outside MFT Hospital buildings, such as the adult CRF on the Oxford Road Campus.

Research Delivery

Operational management of R&I is embedded throughout the Trust under the Director of Research Delivery, with teams of non-clinical research delivery staff - including Clinical Trials Managers, Coordinators and Assistants - under a group of R&I Managers (R&IMs), with distinct responsibilities for the medical specialties represented across our hospitals and community services. They lead on project set up, conduct, performance, delivery and closure, including financial arrangements such as costing and invoicing.

Innovation

The Director of Innovation oversees a small but growing and highly specialised team of innovation managers, with varying roles around Intellectual Property (IP) and commercialisation, strategic commercial partnerships, the local innovation district, and key initiatives such as the Diagnostics and Technology Accelerator. MFT is unusual in having in-house specialists responsible for advising on the capture and protection of inventions, IP and delivering impact through commercialisation (often in close collaboration with tech transfer colleagues from UoM). As such, the team provides these IP/ innovation services to other NHS trusts in Greater Manchester and wider. which do not have a similar resource.

The co-location of MFT innovation function within an industry-embedded clinical campus, adjacent to the academic might of UoM and alongside key NIHR infrastructure has created a pivotal innovation campus and end-to-end pipeline spanning basic research, through development and clinical evaluation, seamlessly to clinical adoption through the Health Foundation Innovation Hub, one of only four nationally.

NIHR | Manchester Clinical
Research Facility

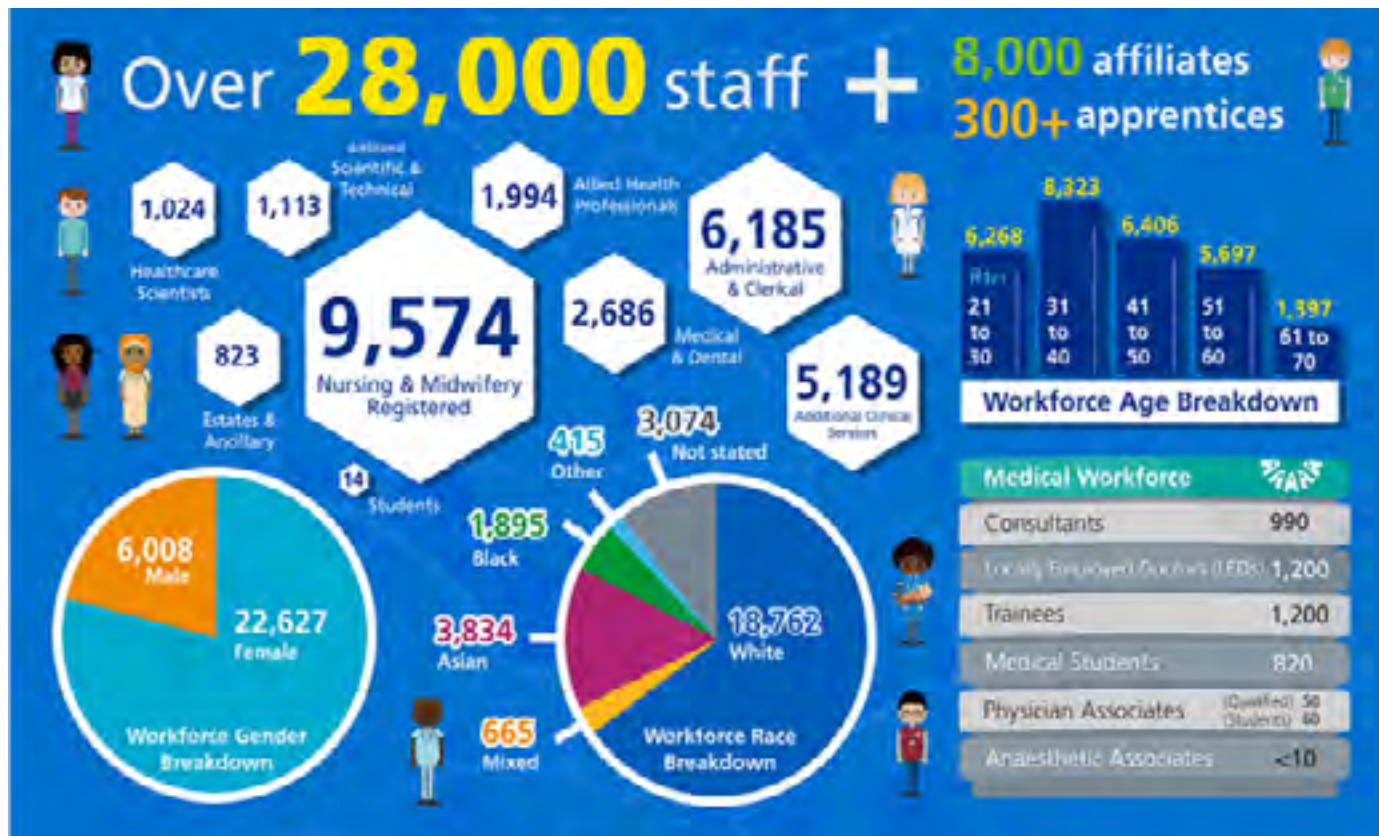


The MFT People Plan.

There is so much to be proud of at MFT but most of all, our committed and dedicated workforce. All our people, whatever job they do, contribute in some way to the positive reputation of MFT.

The MFT People Plan provides a roadmap for all staff and supports a collective vision that we can make MFT a great place to work.

The five themes are framed around the NHS People Plan pillars to deliver more people, working differently, in a compassionate and inclusive culture.



Equality, Diversity & Inclusion.

The NHS workforce is more diverse today than at any point in its 75-year history, and that brings benefits for patients and taxpayers alike.

It is recognised that the NHS is built on the values of everyone counts, dignity and respect, compassion, improving lives, working together for patients, and commitment to quality. These values underpin how healthcare is provided, but they insist that this must also extend to our NHS workforce.

To build for the future, the need to inspire new staff to join and encourage existing staff to stay is key whilst ensuring our teams work in an environment where they feel they belong, can safely raise concerns, ask questions and admit mistakes is essential for staff morale – which, in turn, leads to improved patient care and outcomes. This can only be done by treating people equitably and without discrimination.

MFT People Plan sets out the priorities for supporting the 30,000 people who work at MFT, with specific actions for improving their sense of 'belonging'. The approach is shaped by the NHS England Listening Well Framework with a focus on improving the fundamental issues associated with good staff experience. This work is being led by the Trust Chief Executive Officer with full involvement of senior leaders from across the Trust to complement delivery of the Trust ED&I strategy.

MFT's established Equality, Diversity and Inclusion Team launched Diversity Matters: MFT's Equality, Diversity and Inclusion Strategy 2019 – 2023.

The strategy outlines the Trust's commitment to ensuring that inclusion is embedded into how the Trust operates and behaves, in line with the Trust's statutory duty to prepare and publish four yearly equality objectives.

In essence, it highlights our ambition to be the best place for patient quality and experience and the best place to work. It provides a framework for action focusing on three, interrelated aims which are:

- Improved patient access, safety, and experience
- A representative and supported workforce
- Inclusive leadership



Removing the Barriers Programme.

Our 'Removing the Barriers' Programme aims to increase the ethnic diversity of the Trust's senior leadership through positive action. Our teams include:

1. Diverse Recruitment Panels Scheme (DRPS)
2. Reciprocal Mentoring Scheme (RMS)
3. E3 Ring-Fenced Secondments Scheme (E3).

Diverse Recruitment Panels Scheme

The Diverse Recruitment Panels Scheme supports on-going recruitment for all posts of bands 8a and above to have at least one Black, Asian or Minority Ethnic panel member at interview or assessment centre, and where this is not possible, to record justification.

Reciprocal Mentoring Scheme

The Reciprocal Mentoring Scheme links a senior leader with a Removing the Barriers member to have regular 1 to 1 mentoring conversations. The sharing of lived experiences continues to have a positive impact on approaches taken by senior leaders. In return, the senior leaders share their wealth of knowledge and experience to support the Removing the Barriers members with their own career development.

E3 Ring-Fenced Secondment Scheme

The E3 Ring-Fenced Secondment Scheme provides 'Removing the Barriers' Members with the opportunity to gain 'Experience, Exposure and Education' through the secondment opportunity.



Supporting Members of The Armed Forces.



MFT is committed to embedding and upholding the principles of the Armed Forces Covenant. We're so committed to this that we've been awarded Gold Accreditation through the MoD Employer Recognition scheme, to ensure we stand out locally, regionally, nationally and internationally as an organisation that demonstrates exemplar support, care and unrivalled career opportunities towards the Armed Forces community.

The key principle of the Covenant is recognising those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families and ensuring all these groups face no disadvantage compared to other citizens in the provision of public and commercial service. The Covenant also applies special consideration where appropriate in some cases, especially for those who have given most such as, the injured and the bereaved.

As an organisation, we recognise the value serving personnel, Reservists, and Veterans can bring to NHS roles; hence our huge support of the Covenant.

As a signatory to the Covenant, we:

- Promote that we are a 'Forces Friendly' organisation.
- Commit to improving the health outcome of patients who are serving personnel, reservists and veterans and their families.
- Strive to support the employment of serving personnel, reservists and veterans and their families.
- Support our employees who are members of the Reserve Forces and Cadet Force Adult Volunteers, including by accommodating their training and deployment where possible.

You can find out more about our commitment to the armed forces community here, including information on how we support patients from the armed forces community and our commitment to the 'Getting it right first-time' programme:

<https://mft.nhs.uk/community/armed-forces-covenant/>.

To learn more about the Armed Forces Covenant and what it means for hospitals to be accredited, simply visit:

<https://www.gov.uk/government/collections/armed-forces-covenant-supporting-information>

Visit our dedicated landing page on our MFT [careers site](#) which is a one stop shop of information about how we support members of the armed forces.

Staff Experience & Engagement.

Focusing on the lived experience of staff and their rich and diverse backgrounds we want to understand what it means to work at MFT and hear first-hand what would make a positive difference to the working lives of all staff.

We want to hear the voices of staff so that their diverse experiences inform and shape decision making. Most of all we want to have a culture that embodies our values and behaviours. This includes a refreshed approach to how we ensure staff wellbeing, workforce supply, deployment, training and education.

The publication of the NHS Long Term Workforce and NHS EDI Improvement Plans, will direct and influence our existing People Plan, continuing to ensure EDI is embedded throughout to help foster a truly inclusive culture where staff can be themselves and thrive. In this sense we want to make MFT an even greater place to work than it already is. This is why employee voice and involvement is so critical to making the changes we are aspiring to. To help we have introduced six principal initiatives to improve staff experience. Each one is sponsored by Trust Executives and Hospital/MCA/LCO Chief Executives. The aim is to achieve amazing results over the next 1-2 years.

Staff Engagement

The voices of our BAME Staff Network, LGBTQ+ Staff Network, disabled staff, colleagues from across the Hospitals, Managed Clinical Services, Local Care Organisations and Corporate Services are captured via engagement events and actively contributed to the approaches taken, the deliverables and the ambitions of our People Plan.

Staff Networks

As an organisation we are committed to creating inclusive cultures where staff feel a sense of belonging for who they are and are valued. We have a number of Staff Networks to support with building a sense of belonging.

We're committed to the aims within our Diversity Matters Strategy and work in partnership with our colleagues to ensure that the Trust has a representative and supportive workforce. There are several Staff Networks that have been developed by our staff, including our BAME (Black, Asian, and Minority Ethnic) Staff Network, our Diverse Abilities Staff Network, and our LGBTQ+ (Lesbian, Gay, Bisexual, Transgender & Queer) Staff Network. We've also formed Religion/Faith Networks too, such as the Muslim Staff Network and the Hindu Staff Network. We will be developing a Jewish Staff Network and Black Staff Network in the future.

The aims of the networks are:

- To support staff from different equality groups
- To enable the Trust to gain a better understanding of issues faced by staff in the workplace
- To share experiences and provide mutual support





MFT Operating Model.

How we operate

We have refreshed our operating model to ensure we have the right core functions, skills, and capabilities to deliver our mission of working together to improve the health and quality of life of our diverse communities.

Our MFT operating model is structured around the following four pillars:

People & culture

Organisational
structure

Processes &
governance

Data &
technology

Putting our patients and families first

In line with our core values, we should always position our organisation around our patients' needs, not expect them to fit around us. Our operating model should facilitate seamless pathways of care and not create boundaries; in essence our operating model should be invisible to our patients.

Clear, simple and consistent

Our operating model should be simple to understand, easy to navigate, and consistently implemented across MFT. Wherever appropriate we should seek to standardise to create order and consistency. We are complex, but our operating model should aim to bring simplicity and clarity.

Clear accountability

We need clarity of accountability for functions and services, underpinned by robust governance processes, accurate information flows and a strong grip on our performance. An organisation of our size requires unity of purpose and also distinction of accountabilities.

Clinically led

It is vital that we have clinical leadership and clinically-led decision making prominent at all levels of the organisation. This supports pushing decision-making as close to the patient as possible.

An environment where everyone can thrive at work

We need to enable our people to work at the very top of their ability; it needs to empower, remove barriers and make people's working lives easier. A core principle in the design of our leadership roles will be creating roles that are attractive, rewarding and professionally fulfilling.



MFT Operating Model.

Best possible use of resources

The operating model must reflect the reality of NHS finances. We need an efficient model of delivery, to make best possible use of resources, underpinned by tight financial governance. Where possible and appropriate, we need to 'do things once' for the whole Trust.

Support partnership & collaborative working

Our operating model needs to enable leaders and teams to work collaboratively with partners and stakeholders to develop strong relationships across our systems.

Flexibility and agility within a framework

Our operating units require operational flexibility within a Trust-wide framework as they work close to the frontline of clinical services. They need to have the agility, authority and flexibility to make operational decisions and manage services effectively and efficiently, within the wider framework.

One MFT and local identity

Whilst we need distinct operating units to manage our scale and complexity, we will maintain the unity of MFT, its ethos, values and mission. We will act as a single unified organisation while, fostering and strengthening the individual hospital identities, that resonate well with patients.

Advances our tripartite mission

Our operating model needs to support our tripartite mission of care, research and education. Our operating model should value and support education and training, provide an environment where innovation can thrive and facilitate fast-paced translation.

Delivering the benefits of scale

Where it makes sense to do so, for our patients and our people, we will work at scale (in our clinical services through our single services, and in our corporate functions) to access the benefits that come with our size and to eliminate unwarranted variation and duplication.

MFT Operating Model.

Clinical Groups

Our structure of 10 hospitals, Managed Clinical Services, and LCOs are categorised into the following six Clinical Groups:



MRI
Clinical Group



WTWA
Clinical Group



NMGH
Clinical Group



Specialist Hospitals
(RMCH, SMH, MREH)
Clinical Group



The LCOs and UDHM
Clinical Group



CSS
Clinical Group

There is a standard leadership framework for each Clinical Group, underpinned by a new Accountability & Decision-making Framework. This includes Clinical Group Chief Executives reporting to the Trust Chief Executive Officer and being members of the Trust Leadership Team alongside Executive Directors.

Clinical Group Chief Executives are responsible for designated services but also hold a corporate leadership role in specific areas agreed with the Trust Chief Executive Officer.

Clinical Group Chief Executives lead a Senior Leadership Team (SLT). SLT roles are based on a standard framework and SLT members have a professional line of accountability to the relevant Executive Director (e.g. Clinical Group Director of Nursing to Chief Nurse). Working with the SLT are aligned subject experts for strategy, improvement, R&I, education and digital.

The standard model for Clinical Groups Senior Leadership Teams includes:

- Clinical Group Chief Executive
- Clinical Group Medical Director
- Clinical Group Director of Nursing
- Clinical Group Director of Performance and Operations
- Clinical Group Director of Finance
- Clinical Group Director of Workforce & OD

Glossary

MRI – Manchester Royal Infirmary
WTWA – Wythenshawe, Trafford,
Withington, Altrincham Hospitals
NMGH – North Manchester General
Hospital
RMCH – Royal Manchester
Children's Hospital

SMH – Saint Mary's Hospital
MREH – Manchester Royal Eye
Hospital
LCOs – Local Care Organisations
UDHM – University Dental Hospital
Manchester
CSS – Clinical & Scientific Services

Our Clinical Groups.

MRI Clinical Group



Manchester Royal Infirmary

Founded in 1752, Manchester Royal Infirmary (MRI) is large acute teaching hospital located on the Oxford Road Campus. It provides a comprehensive range of complex adult secondary and tertiary services that include:

- Kidney and pancreas transplants
- Vascular surgery
- Major Trauma
- Specialised cardiology
- HIV care
- HPB surgery
- Haematology and sickle cell disease
- Specialised endocrinology, rheumatology and immunology
- CAR T

On an annual basis MRI sees:

- 138,000 ED/UTC attendances with 21,000 emergency admissions
- 130,000 renal dialysis attendances with 70,000 planned admissions and 285 transplants
- 300,000 outpatient attendances and over 75,000 inpatients/day cases

MRI has over 800 inpatients beds, 58 critical care beds, 18 operating theatres, 5 endoscopy rooms and 3 cardiac catheter labs with approximately 4,200 staff.

MRI's leading roles include running the largest home kidney dialysis programme in the country, being the first to provide closed-loop insulin pumps for patients with diabetes and being in the first group of hospitals to provide the revolutionary CAR T cell therapy for blood cancers.

The MRI Clinical Group leads on several single services across MFT, including vascular surgery and gastrointestinal medicine, and continues to develop centres of excellence and networks in renal, haematology, liver medicine, vascular, and major trauma to provide optimal care for patients across Greater Manchester and beyond.

There are several exciting developments at MRI including Project RED, which will deliver a four-storey extension to the existing Emergency Department that will increase capacity with an improved layout in state-of-the-art facilities.

The development also includes six ultra-clean operating theatres and is scheduled to be completed in 2025.



Our Clinical Groups.

WTWA Clinical Group



The WTWA Clinical Group includes the Wythenshawe, Trafford, Withington, and Altrincham hospitals providing acute care to the people of Manchester, Trafford, and their surrounding areas. The WTWA Clinical Group includes:

- The North West Lung Centre which is one of the largest respiratory units in Europe that includes regional and supra-regional specialist services. Recent developments include the expansion of the Target Lung Health Check screening programme for Greater Manchester
- The Nightingale Centre offers state-of-the-art diagnostics and treatment services to women and men with breast cancer
- Leadership of several single services across MFT including cardiology and cardiac surgery and trauma & orthopaedics
- The Wythenshawe Masterplan which sets out an ambitious vision for the redesign of the whole Wythenshawe campus which would see the development of brand-new clinical buildings to support the delivery of clinical services.



A summary of each hospital in the WTWA Clinical Group is provided below:

Wythenshawe Hospital

Wythenshawe Hospital is a major acute teaching hospital and recognised centre of clinical excellence. It provides district general hospital services and specialist tertiary services. Fields of specialist expertise include:

- Cardiology and cardiothoracic surgery
- Heart and lung transplantation
- Respiratory conditions
- Burns and plastics
- Cancer and breast care services

Wythenshawe Hospital is recognised both regionally and nationally for the quality of teaching, research, and development. Major research programmes focus on clinical and academic strengths in cancer, lung disease, cardiovascular, wound management, and medical education.

Our Clinical Groups.

WTWA Clinical Group



Trafford General Hospital

Trafford General Hospital is “The Birthplace of the NHS”. The first NHS Hospital, opened in 1948 by Aneurin Bevan. Today the Hospital has an Urgent Care Centre and provides a range of district general, rehabilitation and frailty services serving a population of approximately 226,600 people residing in the surrounding area of Trafford, Altrincham, and Greater Manchester.

The Trafford Elective Surgical Hub Trafford is a GIRFT accredited delivering over 7500 per year with 9 operating theatres and an additional 2 theatres planned for 2025.

Withington Community Hospital

Withington Community Hospital is a purpose-built facility that provides diagnostic treatment, day surgery, and community services. It currently has approximately 350 full-time staff and sees around 155,000 patients every year.

Altrincham Hospital

Altrincham Hospital is a purpose-built facility providing a high-quality, modern, user-friendly environment for patients and staff and a range of outpatient and diagnostic services.



Our Clinical Groups.

NMGH Clinical Group



North Manchester General Hospital

NMGH was acquired by the Trust on the 1st April 2021 and is in Crumpsall, 3.5 miles north of Manchester City Centre and within the boundary of Manchester City Council. The site has a rich history - it was built as a workhouse in 1858. Crumpsall Infirmary was built on the site in 1876, initially to care for the poor health of the workhouse residents. Several hospitals have amalgamated since the 1970s to form the current NMGH.

NMGH provides district general hospital services for a local catchment population of approximately 400,000 people. The site has a large and busy accident and emergency department, which includes a separate paediatric A&E. It provides the full range of district general hospital services as well as several specialist services including:

- The regional Infectious Diseases unit – a 24 bedded unit providing care for patients across the North West
- Chest contouring gender affirmation surgery
- Specialised respiratory services including interstitial lung disease and asthma

On an annual basis, NMGH sees:

- 115,000 ED/UTC attendances with 27,000 emergency admissions
- 320,000 outpatient attendances

NMGH has around 400 beds, 11 operating theatres, and approximately 2,200 staff



Given the hospital's central location in Greater Manchester, the core NMGH catchment is drawn from Manchester, Bury, Heywood, Middleton & Rochdale (HMR), Oldham and Salford localities. Manchester residents make up roughly half of attendances with large proportions also attending from Bury (primarily Prestwich) and Rochdale (primarily Middleton). This brings operational challenges and a complex stakeholder environment.

The ageing Victorian estate makes delivering modern healthcare a daily battle – recent performance of the site is a testament to the resilience and agility of the NMGH teams to respond. Further development is on the horizon however through the redevelopment of NMGH hospital and wider health and care campus as part of the New Hospitals Programme. The 'once-in-a-generation' plans are to transform both the hospital and the North Manchester area, creating new jobs, promoting healthy lifestyles, developing skills for the benefit of the local neighbourhood and beyond.

Our Clinical Groups.

Specialist Hospitals (RMCH, SMH, MREH) Clinical Group

Royal Manchester Children's Hospital

With approximately 370 beds and 220,000 patient visits each year, RMCH is the largest and busiest children's hospital in the UK.

RMCH provides a wide range of services to children and young people in Greater Manchester, the North West, nationally and internationally. This includes local community mental health services, a dedicated paediatric emergency department, regional specialist hospital services (including mental health services), through to highly specialised cell and gene therapies for which it is the only commissioned provider in the country. Specialties include:

- Child and Adolescent Mental Health
- Oncology
- Haematology
- Bone Marrow Transplant
- Burns and Plastics
- Paediatric Surgery
- Orthopaedics
- Children's Major Trauma Centre
- Paediatric Intensive Care
- Ear, Nose and Throat
- Gastroenterology
- Endocrinology and Metabolism
- Nephrology and Urology
- Neurology and Neurosurgery



As well as the purpose-built Royal Manchester Children's Hospital on the Oxford Road Campus, RMCH delivers children and young people's services from across Manchester University Foundation Trust hospitals, working closely with Local Care Organisations on the delivery of community services.



Our Clinical Groups.

Specialist Hospitals (RMCH, SMH, MREH) Clinical Group

Saint Mary's Hospital

Saint Mary's provides a wide range of services for women, babies, children, and families from across the North-West. This includes:

- Maternity
- Newborn Services
- Gynaecology
- Genomic Medicine
- Sexual Assault Referral Centre

Saint Mary's delivers women and children's services across MFT sites as well as in the community. As well as local services – around 16,000 babies are born each year across MFT – Saint Mary's is also home to a range of regional and national services. It hosts one of 7 Genomic Laboratory Hubs in the country and manages the largest clinical genetics service in the North-West.

It also provides specialist care to women, children, and families in its regional neonatal critical care services and fetal medicine department, for example. Saint Mary's SARC was the first in the country to be established and, as well as providing specialist services to people from across the North-West, has provided support to similar services across the world. Endocrinology and Metabolism



Our Clinical Groups.

Specialist Hospitals (RMCH, SMH, MREH) Clinical Group

Manchester Royal Eye Hospital

Providing care to the City of Manchester for over 200 years, MREH provides an extensive range of eye services for both adults and children across Greater Manchester, the North West, and the wider country. It was rated 'Outstanding' by the CQC in its most recent inspection, the only eye hospital in the country to have achieved that rating.

The Manchester Royal Eye Hospital on the Oxford Road campus is the main site providing a full range of elective and non-elective eye health services, including a dedicated Eye Emergency Department. A range of specialist services are delivered by MREH at other sites across Greater Manchester. Three specialist macular treatment centres serving North Manchester (Cheetham Hill Shopping Centre), South Manchester (Wythenshawe Civic Centre) and Trafford General Hospital have also been opened more recently. Withington Cataract Centre at Withington Community Hospital provides a dedicated cataract service and a range of outpatient, and diagnostic clinics are also held at Altrincham Hospital.



Our Clinical Groups.

The LCOs and UDHM Clinical Group



LCOs

Manchester Local Care Organisation (MLCO) and Trafford Local Care Organisation (TLCO) are public sector partnership organisations that provide NHS community healthcare services and adult social care services across Manchester and Trafford. They provide services ranging from district nursing, health visiting, and adult social work and play a vital role in improving health and wellbeing across the areas that we serve; working in new ways to provide more care close to people's homes in the community.

The MLCO includes over 3,400 staff deployed from Manchester's NHS community and adult social care teams – mainly from MFT and Manchester City Council, but also from Manchester Health and Care Commissioning. These teams have been working together as part of one single organisation for the first time in the city.

The approach is based on Integrated Neighbourhood Teams (INTs) across 12 neighbourhoods with services tailored to local needs as well as a range of specialist services across wider localities (North, Central, and South Manchester) and city-wide support to people in the community.

The MLCO has pioneered new models of care including leading the development of Hospital at Home – allowing the right patients to be cared for at home with teams of consultants, expert community staff and telemedicine supporting them.

Similarly, the TLCO brings together community health staff and social care staff into a single approach to deliver community services our population relies on. Work has been taking place to make improvements and build on the successes of the last few years to ensure that services are the best they can be, and that care is better coordinated around people's needs. Teams across Manchester and Trafford are also starting to work together where there are natural synergies, sharing best practice and designing pathways and processes together.

University Dental Hospital Manchester

The University Dental Hospital of Manchester (UDHM) provides outpatient and day case services to the people of Manchester & beyond with approximately 90,000 attendances every year. It was rated as 'Outstanding' by the CQC at its last inspection.

UDHM provides a comprehensive range of dental services including:

- Emergency Dental Clinic
- Oral and Maxillofacial Radiology
- Oral Surgery
- Oral Medicine

UDHM works closely with the University of Manchester to support the training of postgraduate and undergraduate dental students as well as student dental nurses. It hosts the School for Dental Care Professionals which helps to train dental professionals including technicians and therapists, many of whom will go on to work in the community.

Our Clinical Groups.

CSS Clinical Group



Clinical and Scientific Services (CSS)

Clinical Scientific Services (CSS) delivers a range of services across every MFT hospital site, as well as working closely with Local Care Organisations on a range of services in the community. It employs 5,000 staff and has a budget of almost £400m.

Its work is delivered under the following divisions:

Allied Health Professions

CSS employs over 1,000 AHPs across a range of services, providing community and hospital-based therapies. In addition to its local inpatient and outpatient services, the division includes a range of specialist teams, such as Cardiac Rehabilitation and the Pelvic Health Team, and the Specialist Ability Centre which provides care for people who have experienced limb loss from across the region. The division delivers over 200,000 outpatient appointments each year.

Anaesthetics, Critical Care & Pain

The division provides services across all MFT hospitals and the community, including a multidisciplinary pain service, anaesthetics and peri-operative medicine, and critical care. Services range from community-based pain services, prehabilitation ensuring patients are fit and ready for planned surgery, and specialist critical care services such as the extracorporeal membrane oxygenation (ECMO) service. Critical Care services at both MRI and Wythenshawe were rated as 'Outstanding' by the CQC following the most recent inspection.

Imaging

The Division of Imaging delivers a comprehensive range of imaging services across MFT hospitals, and in the community as part of the Community Diagnostics Centre and Breast Cancer Screening programmes, for example. As well as local hospital services, it also provides specialist care at a regional level, such as interventional radiology and a PET-CT service. It delivers over 300,000 diagnostic tests each year.

Laboratory Medicine

One of the largest laboratory services in the country, the division delivers pathology services for MFT, Greater Manchester, and the North-West of England. The establishment of MFT has allowed services to be brought together across our sites, enabling innovation and productivity. Our scale helps us to provide specialist services such as HPV cervical cytology testing for the North-West and a partnership with the UK Health Security Agency to provide a regional public health service.

Pharmacy

The Division of Pharmacy is responsible for a comprehensive range of pharmacy services, from outpatient dispensing to the manufacturing of medicinal products in specialist aseptic units. The team is influential at a regional and national level, working with partners to shape policy and improve practice, for example, in medicines optimisation and antimicrobial resistance. The division also supports a wide range of research activities across MFT, including advanced medicinal therapeutic products (ATMPs).

Enjoying Manchester.

There's a real air of expectation and excitement around Greater Manchester at the moment. The devolution deal negotiated in 2014 gave the region the chance to better meet the needs of the people that live and work in the area.

The region has already experienced success through its councils working together. Now it has additional powers and greater accountability through an elected mayor.

These powers relate to local transport, planning and jobs. Greater Manchester has a £300m fund for housing, enough for 15,000 homes over ten years, extra funding to get 50,000 people back into work and extra budget to support and develop local businesses.

Most important of all for the Trust and its people, Greater Manchester now controls £6 billion of public funding for health and social care. This means it can better respond to local people's needs, tapping into the experience and expertise of local NHS services to focus on preventing ill health and promoting healthy lifestyles.

For MFT, this gives us the chance to control our own destiny. We're proud to be working towards the harmonisation of health services in Manchester, with the ultimate goal of one hospital Trust for Manchester - we're excited about the opportunities this gives to our people.

Manchester offers the best of both worlds, a vibrant world city, two hours by train from London but with the breathtaking scenery of the Lake District, Peak District, Cheshire and North Wales all easily accessible. The city is well served by transport, with regular train connections across the UK, and Manchester International Airport providing direct flights to all major European cities. It's easy to get around in the city due to its comprehensive bus, tram and local train network.

As far as setting up home in Greater Manchester goes, there are properties at a wide range of price points to rent or buy. From city to suburban to rural living, there's something for all tastes: amazing city penthouses, contemporary apartments, Victorian terraces, semi-detached houses and traditional family homes.

Each area of Manchester has its own distinct identity, offering a lifestyle to suit everyone and a host of different shops, restaurants and leisure activities to explore within a compact area.

The relocation of staff from the BBC and other leading media organisations to Media City cements the region's status as an affordable and attractive proposition for employment and home life alike.

It's also a great place to learn. With the world-class University of Manchester, Manchester Metropolitan University, and the Royal Northern College of Music, the city boasts Europe's largest urban higher education precinct. Equally, Greater Manchester is home to a variety of great schools and colleges.

Significant public and private sector investment over the last 20 years has transformed the city into one of the UK's most innovative and modern urban hubs. Despite this, Manchester remains proud of its central role in the industrial revolution and has fiercely protected its heritage and historic architecture.

Enjoying Manchester.

Whether you are into music, the arts, shopping, food or sport, Manchester has the range of facilities and opportunities to suit your tastes.

The city is rich in music venues, large and small. It has two symphony orchestras, an internationally acclaimed opera house and the Manchester AO Arena, one of the largest and busiest indoor arenas in the world with some 21,000 seats. This and smaller venues such as Manchester Apollo and the Manchester Academy showcase a vibrant music scene.

The arts are also thriving in Manchester, with a number of galleries and theatres showcasing the best of traditional and contemporary culture. And, from high street chains to designer boutiques and vintage stores to the world-renowned shopping and leisure destination, The Trafford Centre, shopping is great here.

Manchester is proud to be home to a Michelin starred restaurant, along with over 1900 other eateries across the City region. Catering to all tastes you can find Vegetarian, Halal, Kosher, Vegan, and many more, providing a choice unrivalled throughout the North of England.

Sports fan will find plenty to keep themselves occupied. As well as big football clubs like Manchester United and Manchester City, our city also has an Olympic size swimming pool at the Manchester Aquatic Centre, and a velodrome, while Lancashire County Cricket club is close by. If you prefer taking part, there's the chance to experience just about every activity you can imagine, from rock climbing in the nearby Pennines and Peak District to the UK's longest - and the world's widest - real-snow indoor ski slope at the Chill Factor.



Employee Health and Wellbeing.

Our people are the most important asset in our organisation and as part of our MFT People Plan, one of its key principles is 'Caring For You As You Care For Others'.

We know that a healthy, happy, engaged & motivated workforce is linked to delivering exemplar patient care so it's in our best interest to ensure we support your health and wellbeing during your career with us. As such, our Employee Health and Wellbeing Service provides a full range of support to promote a safe and healthy working environment. Our philosophy is quite simply - work is good for both your physical and psychological health.

Our Employee Health and Wellbeing team take pride in the developing and delivering of high quality services. Our aim is to support all aspects of staff wellbeing, creating a positive wellbeing culture across MFT. We offer a wide a range of services to ensure you're well looked after which include:

- Employee Assistance Programme (EAP) – Available 365 days a year, 24 hours a day, our EAP offers access to confidential support & advice to help you cope with the demands of life and work. This Includes advice and support for emotional issues such as stress, anxiety and depression as well as practical concerns like financial concerns, addiction or family problems. The EAP online service provides advice and education on how to stay healthy and look after your own wellbeing.
- Physiotherapy Services – If you're in need of musculoskeletal physiotherapy advice or treatment, being part of MFT means you can self-refer and access appropriate services quickly, usually within a couple of days. After speaking to a physiotherapist you'll be provided with the right support for you, be it a self-help advice, virtual or face to face physiotherapy appointments.
- Infection Prevention – At MFT we want to ensure you're safe and protected at work, so we offer role specific immunisations and vaccinations programmes, including your annual flu vaccination.
- Health & Wellbeing programmes – We've developed a wide range of programmes to promote healthy lifestyle behaviours, these programmes offer advice and support for both physical and mental health issues.
- Support Networks – we have an ever growing network of Mental Health First Aiders and Health and Wellbeing Champions based across all areas of the Trust – help and support is never far away.
- Online Training – Everyone at MFT is encouraged to access our Health & Wellbeing training which is available on our internal Learning Management System - the perfect tool to help you look after your own health, along with your teams. Our training is for all staff, including if you're a manager of people and covers topics such as, wellbeing conversations, managing mental health and psychological wellbeing at work plus positive EHW leadership.

The great news is should you be successful in gaining a role with us here at MFT, as part of your online induction you'll get to see a dedicated film showcasing all that's available to you and highlighting how we're prioritising your health and wellbeing to enable you to provide great patient care, whether you're in a patient facing role or supporting the delivery of our hospitals and community services.

Our Benefits.

We offer a unique and comprehensive NHS benefits package, including:

Excellent NHS Pension package – fully protected against inflation.

Generous holidays – starting at 27 days per year (plus bank holidays), increasing to 29 after five years' service and rising again to 33 after 10 years' service.

Employee Health & Wellbeing – we deliver a range of services including Fitness for Work support, rapid access physiotherapy, emotional resilience and wellbeing training and immunisation and vaccination programmes.

Rewards & Benefits Hub – a recently created staff platform which acts as a one stop shop for all things 'benefits' – from high street discounts, travel savings, cycle to work schemes to reduced rates on hotels and spa days.

Staff Support – our self-referral service is open to all staff and offers individual counselling and therapy for personal and work-related issues.

Chaplaincy Services – we provide spiritual, religious, and non-religious support for all staff, patients & visitors.

Appraisals and Talent Conversations – you'll have an annual appraisal to identify your personal development plan to enhance your career pathway.

Staff Networks – we're committed to the aims within our Diversity Matters Strategy and work in partnership with our colleagues to ensure that the Trust has a representative and supportive workforce. There are a number of Staff Networks that have been developed by our staff,

including our BAME (Black, Asian and Minority Ethnic) Staff Network, our Diverse Abilities Staff Network, and our LGBTQ+ (Lesbian, Gay, Bisexual, Transgender & Queer) Staff Network. We've also formed Religion/Faith Networks too, such as the Muslim Staff Network and the Hindu Staff Network.

Salary Sacrifice Scheme – we run a scheme which you can use part of your salary against a non-cash benefit which brings about savings for you– this can be used against set schemes we have in place for cars, bikes and accessories, car parking & day nursery.

Interest Free Travel Loans/ Discounted Travel – we offer interest free travel loans, enabling you to purchase an annual ticket for the Metrolink, Train, and Buses. You can also purchase a discounted weekly or monthly Stagecoach bus ticket.

On site Nurseries at the Oxford Road & Wythenshawe sites – you can pay for this facility through our salary sacrifice scheme. Our two nurseries include:

Day Nursery – First Steps Day Nursery is based on MFT's Oxford Road site for children aged 6 months to 5 years

Kids Planet Day Nursery – based on MFT's Wythenshawe site for children aged 6 weeks to 5 years

Flexible Working.

MFT would like to develop a committed, flexible workforce that is able to adapt to the changing needs of the NHS. We aim to support employees who wish to work flexibly, to allow them to maintain a healthy work life balance and fair consideration will be given to any flexible working requests.

DBS Costs (For Relevant Roles).

For roles that are subject to a DBS, our Trust policy requires that the cost of submitting & processing the successful applicant/s DBS application be recovered via salary deduction following commencement in role.

The cost of the DBS check will be deducted from your salary in the first 3 months of employment. Costs and further information about DBS checks can be found [here](#).

It's important to be aware that if you wish to withdraw from a conditional offer of employment from us once a DBS application has commenced, you will be still liable for payment.



Applying & Moving Through To The Selection Process.

Applying with us is simple and straightforward. Read on to get some top tips to consider before you press 'apply'.

Before applying, it's important to read the Job Description and Person Specification for the role you're interested in and decide if your qualifications, skills and experience are well suited to our requirements. After all, this is what we will be using to make an informed decision about those candidates we progress to the next stage.

- You'll then need to submit an online application. This should tell us about your education, key achievements and qualifications plus your relevant skills and experience (both work and non-work related if relevant).
- It's also an opportunity to tell us about why you wish to join the team/service/department you're applying for and what you hope to gain by joining us. Instead of just listing tasks you do or have done in a job, think carefully about communicating strong examples that really demonstrate to the hiring manager how closely your skills and experience match up with the key factors of the person specification.
- Remember, most person specifications have a series of 'essential criteria' so as a matter of course, hiring managers will look to determine who matches this closely, but also, even better if you meet the essential and some or all of the 'desirable criteria' too. That's what might help you stand apart from other applicants.
- More than anything, take time to think about your application and if you've applied before, don't just re-submit the same application for another role – each attempt should be well thought through and be tailored to the skills, experience and knowledge required for the role you're applying for.

If you're shortlisted for a role you apply for, you'll be contacted by our Recruitment Service Centre team via email, and they'll inform you about the selection process. This will vary according to the role you're applying for but typically this process could be carried out virtually via MS Teams so you'd need to ensure you have a device or access to a device that would allow you to use this. If you don't have MS Teams installed, please use click here to download it: <https://www.microsoft.com/en-gb/microsoft-365/microsoft-teams/download-app>. Alternatively, you may be asked to attend in person and come on site to one of our locations.



Certificate of Sponsorship.

In the event you don't have existing right to work in the UK and the role you're applying for is eligible for the provision of a 'Health & Care Worker' visa, as an 'A' rated sponsor, MFT have a licence to issue you a Certificate of Sponsorship (CoS), should you be successfully appointed to the role you're applying for.

The Certificate of Sponsorship is the means for you to apply for a 'Health & Care Worker' visa. The maximum period the Trust will sponsor any applicant through this process is 5 years. Whilst the maximum period on a Health & Care visa is 10 years, Trust arrangements are an initial 3 years of sponsorship (if appointed to a permanent role) which can be topped up by an additional 2 years to provide the maximum period of 5 years.

In essence:

- The maximum period any worker can be employed in the UK on a 'Health & Care Worker' visa is 10 years (even if employed by multiple organisations during this period).
- In practical terms, at appointment stage, our Recruitment Service Centre will apply for a new Certificate of Sponsorship for 3 years for you (providing this period doesn't exceed the maximum of 10 years that you may have already held a CoS for in the UK).
- Then, if required, the CoS can be extended for a further 2 years to provide you with a maximum period of 5 years of sponsorship. Once you obtain 5 years of residence within the UK, you're then eligible to apply for 'Indefinite Leave to Remain' in the UK. You're encouraged to do this as soon as you reach this stage of your employment with us.

It's important to note that:

- There will be occasions whereby we appoint you to a role whilst already sponsored to live and work in the UK by another NHS Trust or Organisation. In such cases, our Recruitment Service Centre will request a new Certificate of Sponsorship as part of the recruitment process for you as the existing visa cannot be transferred from one organisation to another.
- If you're employed on a fixed term contract, there will be no conditions where your right to work in the UK will be extended beyond the original length of your existing fixed term contract of employment.
- For more information about your eligibility for a Health & Care Worker visa, click on the following below: <https://www.gov.uk/health-care-worker-visa>



Closing Vacancies Early.

Just so you're aware, on occasions, we may decide to close a job vacancy earlier than the published closing date if we've received sufficient applications. Please bear this in mind and therefore aim to apply for the role as soon as you can to avoid missing out on the opportunity.

Information around Spam/Junk Account.

In order to keep on track of your application, it's important to regularly review the email account (including junk/spam boxes) from which you have applied as we'll use this to contact you regarding your status.

Special Requirements.

As an inclusive employer we're here to support you. If therefore you have any personal requirements that will enable you to participate in our recruitment process, simply contact a member of the Recruitment Service Centre team by emailing resourcing@mft.nhs.uk at the earliest opportunity. This will help us to ensure that measures can be put in place to enable your application.

Contact Us.

For any queries in relation to recruitment, simply email our team at resourcing@mft.nhs.uk and we'll be happy to help you.

We're excited to hear from you! Wishing you the very best of luck with your application!

