




Why choose us ...

United Lincolnshire Hospitals   
NHS Trust

## Why come live in Lincolnshire?

Work or live in Lincolnshire, and you will enjoy an outstanding quality of life in a county that offers everything from great beaches, charming market towns and a vibrant city. With clean air, plenty of opportunities for outdoor activities and excellent schools, colleges and universities it is also the ideal place to bring up a family and develop your own educational and development interests.

Each year thousands of people choose to come to Lincolnshire, primarily for the quality of life it has to offer. There is a real mix of a thriving urban city, bustling historic market towns, idyllic villages, miles of unspoilt coastline and areas of natural beauty.

Wherever you decide to base yourself, the sights and sounds of a city is never more than an hour away, or vice versa.

People move to Lincolnshire for all sorts of reasons but one of the biggest attractions – especially for those moving north – is the comparative affordability of houses.

Access to good childcare and education is a crucial factor when deciding where to live and the schools in Lincolnshire are among the best in the country. Lincolnshire is one of the few counties in the UK to retain grammar schools and has a large number of schools with specialist status in a wide range of subject areas.

Lincolnshire is centrally located, and easy access to road, rail, sea and air make it an ideal base for living and working.

## Living in Lincoln

Did you know that in 2014, Lincoln was listed by the Sunday Times as one of the 'best places to live' in the UK?

Steeped in history, brimming with life, Lincoln is a must see historic city. Dominated by Europe's finest cathedral and the new-look £22m revamp of Lincoln Castle. Old and new blend beautifully to offer boutique shopping, cobbled streets and Roman ruins alongside contemporary culture and vibrant nightlife.

Lincoln itself is home to two universities: the University of Lincoln, and Bishop Grosseteste University.

Lincoln is less than two hours by rail from London.

## Living in Boston

Boston - located in the Fens - is one of Lincolnshire's finest market towns. The Fens are a thriving landscape, rich in waterways and countryside perfect for walking and cycling.

People living in Boston can't fail to have been struck by the size and grandness of The Boston Stump. St Botolph's tower reaches 272ft towards the heavens, an outstanding monument to medieval stone masons. It is one east of England's most enduring and imposing landmarks.

Boston has good local state schools and an independent school. House prices are also some of the most affordable in the county.

## Living in Grantham

Grantham is located in the Vales. Think picturesque thriving market towns, mellow stone villages and rolling countryside, not forgetting castles and magnificent historic homes.

Grantham is located next to the A1 and is just an hour away from London by train.

Stamford located near to Grantham was named by the Sunday Times in 2013 as the best place to live in Britain.

The outstanding quality of life is at the heart of Lincolnshire's appeal. Little wonder that those who live here say they love it.

## Why choose to work with us?

We are expanding our teams right across all our hospitals, including nursing and therapy posts.

Our hospitals are all different but they all offer a great working environment, great learning and development, and an opportunity to really make a difference.

At ULHT, we make sure our staff are looked after and valued. We recognise that their hard work and dedication are the driving force behind great patient care and our successes. Our staff enjoy good opportunities for training and development, good terms and conditions, along with a positive, friendly work environment.

Come and join our expanding team. You'll meet great people and help us on our journey to provide excellent, high quality care.

## Training and development

We want to inspire staff to take every opportunity to grow, discover, try new things and share best practice for the benefit of our service users and carers. We feel that in supporting our staff to develop and learn we can build on the skills and knowledge of staff to enhance the quality of care provided by the Trust.

We have developed pathways for excellence for staff development and patient care.

- Leadership with great links to the East Midlands Leadership Academy
- Clinical training
- Specialist nurse and therapy
- Mentoring, shadowing and coaching
- Appraisals
- Revalidation and clinical supervision
- Preceptorship
- Rotational system
- Research and clinical trials

We can offer you a rewarding role in helping us to develop and continually improve local healthcare services. You will discover a supportive work environment where knowledge is shared and professional development is encouraged. With extensive educational links and a flexible education strategy, we will offer you the scope to realise your career potential and to contribute to the further development of healthcare in Lincolnshire.

With many courses, professional qualifications, apprenticeships and specialist training delivered every year, we make sure all our staff have the opportunity to develop.

One of our recent successes is the advanced clinical practitioner masters at the University of Lincoln. This is where nurses and other

experienced health professionals are offered clinical training so they have the skills and competencies to work on the same clinical level as junior and middle grade doctors. From your first day with us, we work hard to make sure you and the Trust get the very best out of your employment with us.

It doesn't matter what job you do, what level you're at or what age you are, it's never too late to develop your skills or learn something new. Everyone who works for the Trust has access to lots of opportunities for career progression. We offer a huge variety of training courses. Throughout your time with us we will aim to

make sure you are well looked after and develop to your full potential.

### Preceptorship

ULHT prides itself on its preceptorship programme. Our preceptorship programme is an exciting year long programme for all newly qualified registered nurses, internationally recruited nurses or return to practice nurses. It is designed to provide clinical education and provide robust educational opportunities with specialist staff from within our organisation and from our local health community. This initiative focuses on staff personal development of





knowledge and skills required to ensure the safe and effective transition from student to registered professional.

At ULHT we want our nurses to provide excellent clinical care and feel supported professionally – therefore our pledge to you is that we will:

- ensure that all newly registered nurses have access to rigorous preceptorship and, as appropriate, access to a bespoke mentor who is a qualified nurse
- ensure that preceptorship is a dynamic process aligned to the changing face of the NHS
- ensure that a system is in place for appraising the preceptee's performance through the ULHT Behaviour Framework or other structure to support appraisal
- evaluate the process and outcomes of preceptorship.

## Rotation

Rotation offers staff the opportunity to experience new facets of their chosen specialism. Staff meet patients at different points during their care and gain a greater

understanding of what it means to nurse holistically at ULHT. We already have many rotation programmes available, with others being introduced across the Trust all the time.

## About the Trust

ULHT, situated in the county of Lincolnshire, is one of the biggest acute hospital trusts in England serving a population of over 720,000 people.

Our vision is to provide “consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together”.

We provide acute and specialist services to people in Lincolnshire and neighbouring counties. We have an annual income of £433.25 million.

We operate out of four main hospitals:

- County Hospital, Louth
- Grantham and District Hospital
- Lincoln County Hospital
- Pilgrim Hospital, Boston

We provide a wide range of specialist and acute services, and have a reputation of excellent patient outcomes and innovation regionally and nationally. We have a leading heart centre at Lincoln, one of the best neck of femur services in the country at Pilgrim, and an innovative hospice in a hospital at Grantham – the first of its kind in the country.

## The Trust in numbers!

In an average year:

4,500 babies are born

145,000 people attend our 3 A&Es

We receive income of over £400 million

Employ 6,300 whole time equivalent staff – including over 1,900 nurses

Have 600,000 outpatient appointments

Admit 150,000 patients

## Rewards and benefits

Staff have access to all the universal NHS rewards and benefits – good pensions, annual leave entitlements and flexible working arrangements. However, ULHT offers much more:

- Option to buy or sell annual leave
- Salary sacrifice for bikes and white and electric goods such as Macbooks and iPads.
- Car lease scheme

We have on site day nurseries at Lincoln and Pilgrim hospital, providing OFSTED registered day nursery provision for children age 0 – 5.

We offer a tax and national insurance exempt childcare voucher scheme. These childcare vouchers can be used to pay OFSTED registered or voluntary registered childcare providers for childcare provided for children aged from birth - 16 years.





## Don't just take our word for it, read what our staff think of ULHT too

"The teamwork and support of the staff – so many go the extra mile to support safe patient care"

"Pride and commitment of the people I work with to provide a quality service"

"We have a superb working environment. the unit is only 3 years old and is a great place to work",

"The staff are very friendly and supportive and there is scope for introducing your own ideas in to the work place".

"The rapport that is built up with other staff and patients, is worth coming to work for the sense of belonging and friendship"

"The hardwork and dedication of all staff, both clinical and non-clinical, is inspiring and shows particularly when teams need to pull together for the sake of the Trust"

"I work with some of the most cheerful, optimistic people I have ever met"

"It is a very supportive environment for personal training, development and confidence building"

"The sense of community amongst different staff grades and team spirit between departmental members"

"All have their own lives but come together as a team when needed and become a second family"


"Yes we have had tough times and criticism in the press but actually I am seeing real differences"



see [www.ulh.nhs.uk](http://www.ulh.nhs.uk)  
to find out more about how to join the team



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