

INPATIENT  
CARE

OLDER PEOPLE SERVICES  
DRUG AND ALCOHOL SERVICES

LEARNING  
DISABILITIES

MOTHER AND BABY  
UNIT SPECIALIST SERVICES

NEUROREHABILITATION

MENTAL HEALTH  
COMMUNITY SERVICES

CHILDREN AND YOUNG PEOPLE'S SERVICES

RECOVERY

PSYCHIATRIC INTENSIVE CARE

DISABILITIES AUTISM

PSYCHOLOGICAL THERAPY  
DEMENTIA SERVICES

MEMORY  
SUPPORT

OUTSTANDING careers...join us





# Who are we?

**We are located in the North East of England and are one of the largest mental health and disability trusts in the country serving a population of approximately 1.4 million, providing services across an area totalling 2,200 square miles with an annual turnover of £300 million.**

We work from over 60 sites and provide services for people in Northumberland, Newcastle, North Tyneside, Gateshead, South Tyneside and Sunderland. We also have a number of national specialist services.

We employ over 6,000 people and there are always exciting opportunities available for you to apply for – if you want to make a difference to people's lives and enjoy a rewarding career then consider working with us.





"We place our service users and carers at the centre of everything we do and treat those who use our services with respect and dignity. We support and show respect towards our staff, encouraging their personal and professional development, valuing their expertise and professionalism and the role they fulfil".

**John Lawlor, Chief Executive**

# Our hospitals



- St Nicholas Park, Newcastle upon Tyne
- St George's Park, Morpeth, Northumberland
- Northgate Hospital, Morpeth, Northumberland
- Ferndene, Prudhoe, Northumberland
- Walkergate Park, Newcastle upon Tyne
- Hopewood Park, Sunderland
- Monkwearmouth Hospital, Sunderland





## Our staff

At the end of 2016/17, our substantive employed workforce was 6,395, which equates to 5,890 full time posts from a wide range of clinical and non-clinical backgrounds, including:



235

Medical and  
Dental (4%)



1,861

Nursing and  
Midwifery  
(registered) (29%)



305

Allied Health  
Professionals (5%)



392

Scientific and  
Technical (6%)



1,844

Clinical Support  
staff (29%)



1,220

Administrative  
and Clerical (19%)



538

Estates and  
Ancillary (8%)

# Why work for us?

**Our vision and values are at the heart of all we do.**

Our vision is **“To be a leader in the delivery of high quality care and a champion for those we serve”**. Our vision is underpinned by a set of core values, written in consultation with service users, carers, staff, governors and other partners.

## Our Values

### Caring and Compassionate

- Put ourselves in other peoples shoes
- Listen and offer hope
- Focus on recovery
- Be approachable
- Be sensitive and considerate
- Be helpful
- Go the extra mile

### Respectful

- Value the skill and contribution of others
- Give respect to all people
- Respect and embrace difference
- Work together and value our partners
- Encourage innovation and be open to new ideas

### Honest and Transparent

- Have no secrets
- Be open and truthful
- Accept what is wrong and strive to put it right
- Share information
- Be accountable for our actions

## Our Strategic Ambitions

- Working together with service users and carers we will provide excellent care, supporting people on their personal journey to wellbeing
- With people, communities and partners, together we will promote prevention, early intervention and resilience
- Working with partners there will be “no health without mental health” and services will be “joined up”
- The Trust’s mental health and disability services will be sustainable and deliver real value to the people who use them
- The Trust will be a centre of excellence for mental health and disability
- The Trust will be regarded as a great place to work



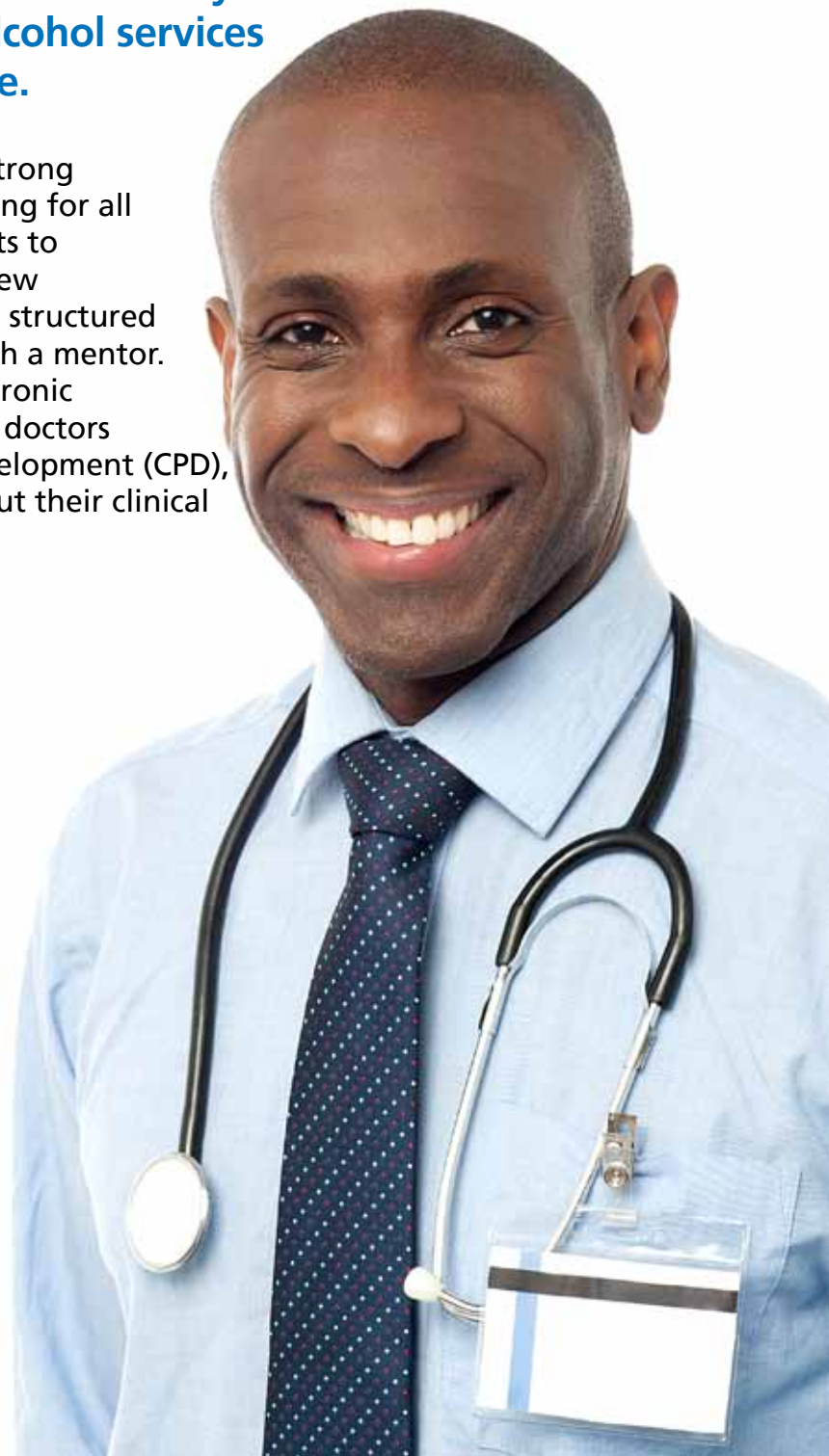
# What's it like as a medic here?

**At NTW we have approximately 230 Consultants and speciality doctors working in a wide variety of services for mental illness, learning disability, neuro-rehabilitation and forensic services, as well as specialist services for adults with refractory affective disorders, eating disorders, young people with affective disorders, psychotherapy services, neuropsychiatry, a mother and baby inpatient service and drug and alcohol services for both adults and young people.**

Our Medical Education Department has a strong culture of support, development and learning for all medical staff from work experience students to Consultants preparing for retirement. All new Consultants and speciality doctors receive a structured induction to the Trust and are provided with a mentor. Appraisal is firmly established with an electronic database and all Consultants and speciality doctors have access to Continuing Professional Development (CPD), multisource feedback and information about their clinical activity to feed into the process. CPD events are run regularly in response to demand and give the opportunity for Consultants to use their teaching skills as well as learn from others.

Opportunities for developing expertise in research, teaching and leadership (including individual coaching) are abundant. We encourage collaborative learning with other professionals from both within and outside of the Trust.

For more information email us on [medicalrecruitment@ntw.nhs.uk](mailto:medicalrecruitment@ntw.nhs.uk)





# What opportunities are available?

We have an excellent reputation for delivering high quality undergraduate and postgraduate medical education. NTW was recently voted in the top 10% by trainees in a GMC survey.

We have close links with Newcastle University and provide teaching into all stages of the undergraduate medical programme.

We have excelled in the delivery of postgraduate medical education for a number of years. We provide training for 50 core trainees in psychiatry, a similar number of higher speciality trainees as well as GPs and foundation doctor trainees and are supported in this training by Health Education North East (HENE) and the School of Psychiatry.

We provide support for both trainees and trainers, as well as weekly postgraduate

teaching, an annual education conference, a monthly academic programme and a specialist programme of training which includes award winning simulation training and a faculty development programme.

We place a high value on education. Not only does this encourage a learning culture that strives for excellence in clinical care but it also allows us to plan for the health care needs of the patients of the future.

# What about research and innovation?

**We have a significant research profile and are ranked as the fourth most research active mental health trust according to the National Institute of Health Research (NIHR, 15/16).**

We have a Board-approved Research and Development Strategy which promotes the involvement of our staff and service users in research. This encompasses activity from taking part in high profile, national and international research to embedding research in clinical services, and developing a workforce whose culture and behaviours demonstrate the value of research to improving patient care. It is the application of research findings into practice that is key and we aim to ensure that the services we provide are underpinned by robust evidence of effectiveness and the latest research.

Here at NTW there is enormous potential for developing research and research careers; our clinicians, often in partnership with academics, have had significant success in NIHR grant

funding, charitable funding, Fellowships and publications.

We have close links with Academic Department of Psychiatry (Institute of Neuroscience), the Institute for Ageing and Health and the Institute for Health and Society, at Newcastle University.

The Department of Psychiatry's main research interest is affective disorders, with smaller research groups in forensic psychiatry and cognitive therapy. The Institute for Ageing and Health has a strong focus on dementia research (linked with a Biomedical Research Centre on Ageing and a Biomedical Research Unit on dementia). The other main research strength linking the Trust with Newcastle University is autism research in children and young people and now across the lifecourse.







# What do we do?

The Trust works from more than 60 sites across Northumberland, Tyne and Wear. We also have a number of regional and national specialist care services. Along with partners, we deliver support to people in their own homes, and from community and hospital-based premises.

Our services are organised as follows:

## Locality care groups

**North - Northumberland and North Tyneside**  
**Central - Newcastle and Gateshead**  
**South - Sunderland and South Tyneside**

- Community treatment teams (all ages and specialisms)
- IAPT
- Mental health inpatient services including admission, assessment, rehabilitation and recovery
- Specialist autism diagnostic and inpatient service
- Day services
- Initial response teams
- Crisis teams
- Street triage
- Addiction and recovery service
- Psychiatric liaison service

## Children and Young Peoples services

- Medium secure inpatient service, including learning disabilities
- Inpatient service, including learning disabilities
- Adolescent Bipolar Service (ABS)
- Complex Neurodevelopmental Service (CNDS)
- Forensic community and inreach services

## Secure Care

- Adult forensic services (medium and low secure), including learning disabilities
- Criminal justice and court diversion service
- Secure outreach transition team

## Neurological services

- Neuropsychiatry, neurobehaviour and neuro-rehabilitation
- Head injury team
- North East drive mobility
- Communication aid service
- Environmental control systems service

## Specialist care services

- Mother and baby service
- Gender dysphoria service
- Affective disorder service
- Eating disorder (inpatient and day service)
- Mental health services for the deaf
- Personality disorder hub service
- Specialist psychological therapies

# Why the North East is brilliant!

## It's a great place to live!

**North East England has an international reputation for innovation and is a rewarding place to live and work in with its vibrant cities and beautiful coast and countryside.**

The region has great transport links and infrastructure and has some of the lowest commuting times in the country. With two major international airports as well as excellent road, rail and sea links, the north east is well connected for commuting and travelling.

The A1 provides easy access both north and south whilst the A66 and A69 connect directly to the M6 making it easy to reach the Midlands.

Tyneside operates a Metro system which has 60 stations and is rated as one of the country's most efficient modes of transport connecting Newcastle, Gateshead and Sunderland.

The north east offers really good value with lower than average housing costs. The average cost of a detached home in England is £394,000 but in the north east its only £286,000.

Whether you're looking to rent or buy there's plenty to choose from with a wide range of housing available. Whatever you're looking for from a traditional Victorian terrace, a new build detached, a city flat or a Manhattan style loft apartment you can find it here. Choosing a home in the country does not mean missing out on city culture either as the compact nature of the region means

that an urban home is only a few minutes from open countryside and beautiful beaches.

Families moving to the north east can be

reassured that our healthcare provision is outstanding, with several NHS services rated as the best in England. Every single acute hospital is rated as either 'excellent' or 'good' for quality of services.

Patients in the north east also have a shorter wait than most. In fact NHS North East is the only region to hit both government targets for treatment times.

The quality of schools in the region are excellent and perform above the national average. 72.3% of north east pupils achieve five good grades across all subject areas compared nationally to 69.7%. The north east's independent schools also have a strong track record.

The north east has five universities – Durham, Newcastle, Northumbria, Sunderland and Teesside as well as 25 further education colleges covering every possible vocation from TV production to marine engineering.

Durham University consistently ranks among the top universities in the world and is investing £200m on the campus while Newcastle University is a hub for world class research with one of the country's best medical schools.

# It's a great place to play!

The region boasts large capacity venues, international music festivals and a vibrant nightlife and you will never be short of something to do. The north east offers world class music venues catering to every taste, a thriving comedy scene and more theatres per person than anywhere in the UK.

The north east has a buzzing cultural scene with an array of museums and art galleries, including the landmark Baltic gallery and the popular Beamish open air museum.

With two World Heritage sites, Durham Cathedral and Hadrian's Wall, the area is steeped in a rich cultural heritage.

The north east is famous for its friendliness and hospitality. There are a wide range of mouth-watering restaurants and pubs, from fine dining and family gastro pubs to traditional Inns and Bohemian cafes. There really is something for all tastes.

With three major football clubs plus world class golf, cricket and rugby teams, the region has a love of sport and is probably most well-known for hosting the Great North Run, the world's biggest half marathon.

If you prefer playing sports rather than watching we have fantastic coastline for diving, sailing and outdoor pursuits, beautiful countryside and a wide range of leisure and fitness facilities.

If shopping is high on your agenda then Gateshead's Metrocentre is one of Europe's largest shopping centres with over 300 stores and free parking. There is also a large range of shops in Newcastle's Eldon Square and The Bridges shopping centre in Sunderland.

If bustling shopping centres aren't your scene the north east also has its share of market towns. The markets at Alnwick and Hexham are among the top 12 in the UK.



[www.ntw.nhs.uk](http://www.ntw.nhs.uk)  
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