

# Join us and be part of something special

## Five reasons working with us will change your life for the better



South West London and St George's Mental Health NHS Trust (SWLSTG) is the leading provider of mental health services across south west London and a beacon of excellence for many of our national mental health services.

We serve 1.1 million people across the London boroughs of Kingston, Merton, Richmond, Sutton and Wandsworth.

We employ more than 2,000 staff who provide care and treatment to over 20,000 people from south west London and beyond at any given moment.



### Message from David Bradley, Chief Executive

Thank you for your interest in joining South West London and St George's Mental Health NHS Trust.

We believe that good staff and patient experience go hand in hand.

The people who work with us are at the very heart of delivering an excellent service to our patients. We are committed to listening to our staff and ensuring that we invest in them.

You will see from the wide range of benefits that we offer here that we will look after you throughout your career with us.

This is a great time to join us. Over the next five years we will continue to transform the way we provide services.

We will invest over £180million in building state-of-the-art mental health hospitals which will be amongst the very best in the world.

Come and be part of our success story and help make a real difference to our patients' lives.

We look forward to welcoming you as a colleague in the future.



### A great place to work

South West London and St George's Mental Health NHS Trust is a forward thinking organisation that really cares for our staff, patients and community.

By coming to work with us you will be at the heart of an organisation with a rich history, well-established community links and an international reputation in mental health care.

Our Trust headquarters are in the impressive grounds of Springfield University Hospital in Tooting and we also operate in many other locations throughout south west London and the UK.

When you join us, you'll be part of something special – an innovative and rapidly growing organisation that is helping to challenge stigma and redefine the mental health landscape in the UK.

Over the next five years, as part of our estate modernisation programme we are investing £180million in two new state-of-the-art hospitals at Springfield and Tolworth.

Our Staff Survey results improve each year and our 2014 results show us being in the top 20% of mental health trusts for staff reporting being motivated at work and being able to contribute to improvements. In addition, this year we were voted one of the top 100 places to work in healthcare in the UK

#### Career progression

There are plenty of opportunities to progress your career and we support your development through a number of programmes such as mentoring, coaching, positive people management, collective leadership and other talent programmes.

#### Work opportunities

We offer a number of varied and challenging work opportunities, as well as secondments, mentoring schemes and work shadowing programmes.

#### Diversity and inclusion

We place a high value on diversity and social inclusion, valuing individuality, background and culture. We actively embrace the diversity of our workforce and our diversity networks play an important part in helping us to create an environment which enables all staff to achieve their potential.

#### Making a difference

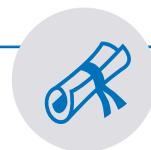
You will find there is lots of support, and lots of opportunities available. You will be working with highly motivated, dedicated and professional colleagues from a range of disciplines; so your work has real impact on patient care.

#### Listening into Action

Staff engagement can only be meaningful and sustainable when embedded across the organisation. Our LiA team works with services across the Trust, enabling them to make changes to the way they work to improve the quality of the services they provide.

#### Social events

We offer a varied calendar of activities from football tournaments and running clubs to charity events and staff awards bringing people from all areas together.



### Grow your career

#### Learning and Development

We invest heavily in your learning and development. In 2014/15, we commissioned a total of 11,008 CPD and professional development places for staff.

Our 2014 Staff Survey results showed that 84% of staff reported receiving job-relevant training, learning or development in the last 12 months, placing the Trust in the top 20% of mental health trusts for this key finding.

## Our mission

Making Life Better Together.

## Our Values



Respectful



Open



Compassionate



Collaborative



Consistent

## Generous pension

All contracted NHS staff can become members of the NHS Pension Scheme. This excellent package of pension benefits is fully protected against inflation and guaranteed by the government.

## Housing

We currently have housing available at both Springfield Hospital and Tolworth Hospital. In addition to this NHS clinical staff may qualify for the Key Workers Living programme, which can help you with buying an affordable home. Please visit [direct.gov](http://direct.gov) website for more information.

## Childcare vouchers

If you meet the relevant criteria, childcare vouchers are available through payroll as part of a salary sacrifice scheme. We also offer an extensive childminding network and links with local childcare providers and holiday activity camps such as Barracuda's who offer discounts for NHS staff.

## Subsidised car parking

You can park at any of our sites at a reduced rate of £1/day or £12/month.

# Financial benefits



## NHS discount schemes

As an employee of the Trust you will have access to discounts of up to 10 per cent from a variety of well-known retailers through [Health Service Discounts website](http://Health Service Discounts website).

## Cycle to Work/Bike loan

You can benefit from a tax-free Cycle to Work scheme which means you can get a bike for use mainly for travel to and from work. We also have shower facilities and lockers available.

## Season ticket loan

All staff with a minimum of three months service are eligible to apply for an interest free season ticket loan up to the value of £2,700.

## Car lease scheme

Permanent staff can take advantage of our discounted car lease scheme. You can choose any car that is available in the UK, subject to Trust approval.

## Staff restaurants

We have staff restaurants at both Springfield Hospital and Tolworth Hospital. We also operate a virtual deli for those who are short on time and want to avoid the queues. We also have many vending machines offering a range of sandwiches, crisps, confectionery and Costa Coffee.

## Employee Assistance programme

We provide a free, independent and confidential support service through our employee assistance programme. Support is available 24 hours a day and includes advice on debt and financial management, legal and tax advice, family care, everyday matters, counselling and emotional support.

## Eye examinations

Staff who use a computer on a regular basis as an essential part of their work are entitled to a refund for the cost of an eye test. Where staff members require glasses or contact lenses for screen-based work the Trust will also refund the cost of standard glasses with basic lenses, up to a maximum of £55. Discounts are offered at Specsavers and Vision Express.

# Wellbeing



## Looking after your health

We offer a range of support for staff to help you look after your health, ranging from support for staff who want to stop smoking and free annual flu vaccinations to discounts at local leisure centres and discounted membership at the gyms at St George's Hospital, Fitness First and Tolworth Recreation Centre.

## Free gym membership

In addition to discounted membership at a number of local leisure centres and gyms, staff can also access the gyms at Springfield Hospital and Tolworth Hospital for free.

# Work life balance



## Flexible working

We recognise the importance of helping you manage your work life balance and support a range of flexible options, such as part-time working, job sharing, term-time working, compressed hours and working from home.

## Annual leave

Depending on your length of service you could receive up to 33 days of annual leave and eight days public holiday as well as the chance to apply for special leave and career breaks. We also provide you with support to undertake volunteering activities.

# What our staff say about working here



“ There are excellent support structures in place in the form of internal and external training sessions and the guidance of skilled and approachable managers. This has helped me to enjoy my work whilst confidently enhancing my knowledge in a fast paced environment. ”

Asma El-Azzeh  
Admin & Clerical in HR



“ Working here has nurtured my career and allowed me to build a solid foundation of experience in a variety of challenging settings. The Trust strives to provide a high quality of care and recognises the importance of being progressive and innovative in the field of mental health nursing. ”

Kiran Jnagal  
Modern Matron

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