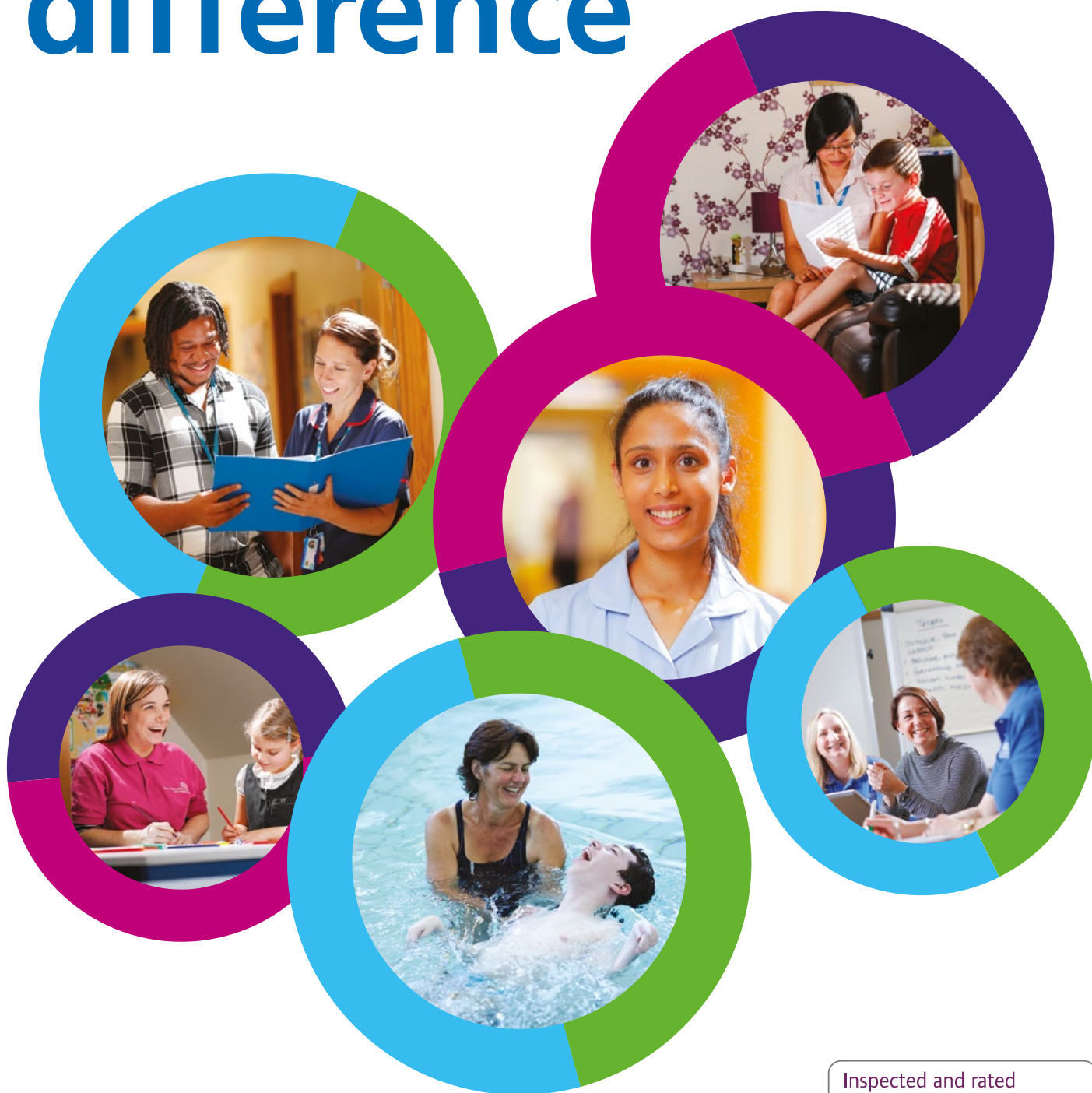


The community difference



Thank you for your interest in joining us here at Kent Community Health NHS Foundation Trust.

The NHS is changing. More emphasis on community-based care means there's never been a better time to join our team.

If you're newly-qualified, or you have only worked in acute or primary care, you may not know much about community NHS services.

Our brilliant colleagues care for and treat patients in their own homes and in community settings across Kent, parts of East Sussex and London.

We support patients to leave hospital, stay out of hospital, and live a happy and healthy life at home - for as long as possible.

Our work is practitioner-led and therapy-focused. We treat the whole person, not just the condition.

Some of our services:

- Community hospitals and district nursing
- Health visiting
- School health
- Physiotherapy
- Health improvement services
- Specialist and elective services
- Learning disability services
- Rehabilitation at home, in care homes, and in community hospitals
- Dental services for children and adults
- Speech and language therapy
- Sexual health
- Nutrition and dietetics
- Podiatry
- Rapid response
- End of life care.

We employ nearly 5,000 people, including:

- Doctors
- Consultants
- District nurses
- Staff nurses
- Physiotherapists
- Occupational therapists
- Dietitians
- Speech and language therapists
- Podiatrists
- Healthcare assistants
- Support staff and many other healthcare professionals.

We provide wide-ranging NHS care for people in the community, in a range of settings including people's own homes; nursing homes; health clinics; community hospitals; minor injury units and in mobile units.



We are the future of the NHS

What's different about working in the community?

Our community teams travel the length and breadth of Kent, parts of east Sussex and London to deliver more than 70 different NHS services to children and adults.

We have eight community hospitals that provide step-down care and rehabilitation for people recovering from illness, accidents or operations. Our hospitals provide a warm, relaxed 'home-from-home' environment, with a range of therapies offered on-site to people who need extra help before they go home.

Our benefits

There are many benefits to working for us - here are just a few!

Flexible working

More than half of our colleagues work flexibly in some way. Here are some of the ways that this may work for you:

- Part-time
- Job sharing
- Short-term, part-time
- Part-time before retirement
- Compressed hours
- Term-time (or part-year) working
- Unpaid employment break (career break)
- Annualised hours
- Home working
- Flexitime
- Time off in lieu (TOIL).

Other benefits include NHS discounts and a generous NHS pension scheme.

With you every step of the way

We offer a range of learning opportunities to help our colleagues and Kent Community Health NHS Foundation Trust achieve success, and we are committed to developing the skills of every employee. We have an established Learning and Development Team to help your career development pathway. The team plans and delivers mandatory and essential training and provides opportunities

to support individual development needs. Emphasis has shifted from training to learning. Many of our courses are run on a traditional classroom basis, but we also provide a range of e-learning modules and links to other methods of knowledge acquisition.

We plan, design, co-ordinate and carry out training, from basic skills to leadership development, as well as providing a range of services to support learners.

We offer admin and clinical apprenticeship qualifications at all levels, as well as a comprehensive preceptorship programme for newly-qualified band 5 colleagues.

Positive about diversity

We pride ourselves on the growing diversity of our teams. We recognise that when colleagues are able to be themselves, they are happier, more effective and more productive.

KCHFT is an active participant in the Mindful Employer Scheme. We consider the mental health and wellbeing of our staff a priority.

We are committed to the Stonewall Diversity Champions programme. We make sure the wellbeing of our LGBTQ+ colleagues are regularly assessed to ensure we are treating everyone fairly.

We follow the positive about disabled people programme, an initiative by the Department of Work and Pensions to ensure the welfare of people with disabilities, from the point you apply for a job and throughout your career with us.

We have staff networks for Black and Minority Ethnic colleagues, LGBTQ colleagues, and colleagues with a disability (and carers).

We enjoy working here, we will do all we can to make sure you will too.

Our values

Recognising your work

We are committed to recognising the achievements and initiatives of our exceptional colleagues through our annual staff awards scheme. Every year we invite colleagues and patients to nominate the individuals or teams who consistently work above and beyond the call of duty and who always go the extra mile to ensure our patients receive the best possible care.

Health and wellbeing

We want you to be happy, healthy and well and we have a range of initiatives to help you:

- free flu jab
- 'Flo fit' – our home-made step challenge
- yoga classes
- cycle-to-work scheme
- access to a counselling service
- fast-track physio
- Many local fitness and leisure centres offer NHS deals.

KCHFT is a great place to work

— but don't just take our word for it. In our most recent report the CQC rated us as **'outstanding'**; and said:

- Staff felt supported, valued and respected
- They felt proud to work for the trust and were committed to the vision and values of the organisation
- There are high levels of staff satisfaction
- Staff are proud of the organisation as a place to work and spoke highly of the culture.



Compassionate

We put patients and our service users at the heart of everything we do. We're positive, kind and polite. We understand diversity. We're respectful, patient and tolerant.



Aspirational

We feel empowered and we empower our patients. We strive to improve. Our focus is on research and generating ideas and innovations. We're open, transparent and we think creatively.



Responsive

We listen. We act. We communicate clearly. We do what we say we will. We take account of the opinions of others.

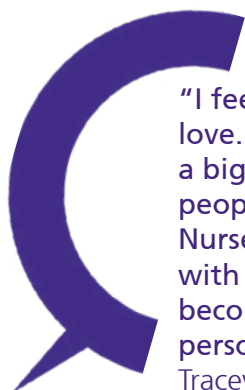


Excellent

We strive to deliver the best care we can. We grow a culture of excellence in our teams. We challenge complacency.



Don't take our word for it, ask our colleagues what they think!



"I feel privileged to work for KCHFT, doing a job I absolutely love. I work within an alliance which means together we make a big impact on improving the health and well-being of the people we care for. When joining the trust I was a band 5 Nurse. Since then I have been encouraged and fully supported with many opportunities for career development, resulting in becoming a band 7 Specialist Matron. I have benefited both personally and professionally."

Tracey Rose
Specialist Matron



"I joined KCHFT as a band 5 after four years as a staff nurse on a medical ward. I had always had an interest in diabetes nursing, and so jumped at the chance when the opportunity arose. I was instantly made to feel like a valued member of the team, and have received a great amount of help and support from my colleagues in my eight months with the service. I have recently been successful in applying for a band 6 Diabetes Specialist Nurse role within the same team and this has been in the main due to the fantastic support and development opportunities offered to me by my team."

Rebecca Wright
Diabetes Nurse



"I recently joined the KCHFT community dietetics team as a Band 5 Dietitian after my postgraduate degree in Advanced Dietetic Practice. I was attracted to the post because of the immense opportunities offered to explore and expand my knowledge and experience within various dietetic specialties, involving both acute and community settings. I enjoy being part of a great team of well-qualified and highly specialist dietitians that I can learn from and work alongside. Working as a Dietitian in KCHFT is a very rewarding task and it gives me the opportunity to deliver excellent and holistic patient care within a multi-disciplinary setting."

Stephanie
Angelidou, Band 5
Dietitian



"I have worked in pulmonary rehab for over two years now. I love seeing patients gain confidence in dealing with their symptoms of breathlessness, and being better equipped to deal with life. Patients are able to increase their walking distance and time; while improving general strength, balance and work capacity. These are just a few areas that continue to make my interaction with patients an inspiration."

Paul Benfield
Pulmonary Rehabilitation
Assistant Practitioner



"I trained at Huddersfield - when I qualified I started looking at roles in London at first - but then I spotted a role in Kent and moved here. I started as a band 5 podiatrist in Maidstone but I always wanted a team lead role so that's what I set my sights on and I've been encouraged and supported to do it by the trust."

I'm based in Rochester which is a lovely historic town, but with easy access to London via the high speed train or the M2 - it takes about 45 minutes."

Emma Turner
Podiatry Team Lead



"I chose to work for Kent Community Health during my degree after completing a placement at Faversham Hospital. I developed a strong interest in elderly care, particularly within the community setting, and I was given many opportunities to further my skills. Since starting my role as a full-time staff nurse I already feel like a valued member of the multidisciplinary team, and have had many learning and development opportunities made available to me."

Hayley Clark
Ward Nurse



"Working with each child and getting to know their families is a privilege. I know that I can help them and that what I'm doing is making a difference to their lives enabling them to access as many activities as possible. That's what makes the job so rewarding."

Stephanie Knight
Specialist Paediatric Physiotherapist



"I initially trained as a paediatric nurse and worked for nine years on a children's ward in a main hospital. I saw so many cases of young people who had self-harmed or over-dosed that I decided on a career change. The move into school nursing was driven by my desire to help children and young people at an earlier stage in their lives."

Beth Epps
School Nurse



"KCHFT is a fantastic trust to work for, with friendly and supportive teams. Throughout my time as a band 5 in the team, I had opportunities for clinical development in a range of areas through internal and external study days, frequent attendance of courses and access to specialist advisors in the areas of dysphagia, motor speech disorders, voice, dementia and aphasia. More recently in my band 6 role I have been able to work towards developing a clinical specialism. From speaking to friends in other Trusts I have realised that such opportunities are not always readily available."

Hannah Doucy
Adult Speech and Language Therapist

"After working as an intensive care nurse for four years at a main hospital, coming into a community role is such a nice change. It's great to go out and meet patients in their homes. It can still be emotional and just as busy but helping people always feels good. Herne Bay hospital is a great place to work; it's small and friendly. With community nursing you get to see the patient's journey from a bad place where they are unwell, to then helping them get better and eventually discharged. That's a real plus for me."

Malcom Canis
Community Staff Nurse,
Herne Bay Community Team



If you've got a passion for care that treats the whole person, not just the condition, find out more about the range of roles on offer at Kent Community Health NHS Foundation Trust.

www.kentcht.nhs.uk/jobs

#cometocommunity