

THE CHRISTIE

The Christie is one of Europe's leading cancer centres, treating over 40,000 patients a year.

We are based in Manchester and serve a population of 3.2 million across Greater Manchester & Cheshire, but as a national specialist around 15% patients are referred to us from other parts of the country.

We provide radiotherapy through one of the largest radiotherapy departments in the world; chemotherapy on site and through 14 other hospitals; highly specialist surgery for complex and rare cancer; and a wide range of support and diagnostic services.

We are also an international leader in research, with world first breakthroughs for over 100 years. We run one of the largest early clinical trial units in Europe with over 300 trials every year. Cancer research in Manchester, most of which is undertaken on the Christie site, has been officially ranked the best in the UK.

We are currently implementing an ambitious five-year strategy which breaks new ground and is set to transform treatment and care for cancer patients. A £72 million investment plan over the next two years includes a new £35 million patient treatment centre, which will include the largest early clinical trials unit in the world – and a unique network of £17 million Christie radiotherapy centres in other parts of the area to deliver treatment closer to people's homes.

Our charity is the second largest hospital charity in the country. Over 20,000 supporters 2,000 fundraisers help bring in £13 million a year which helps fund our research and additional patient services.

Over the last few years we have launched the nationally applauded *Manchester Versus Cancer* alliance to improve the early diagnosis of cancer, and helped launch the Manchester Cancer Research Centre in partnership with The University of Manchester and Cancer Research UK.

WHY WORK FOR US

Working at the Christie is a unique challenge. We are one of the largest cancer treatment centres in Europe and an international leader in cancer research and development. The hospital is based in Manchester and, because it is a specialist centre, patients travel here from all over the North West and beyond. We cover a population of 3.2 million, employ over 2,000 staff and have over 300 volunteers.

Internationally renowned

We are proud of our hospital and what we have achieved. The name of the Christie has a very special meaning for people across the North West whose lives have been touched by cancer. Our reputation for world class treatment and care is echoed regionally, nationally and internationally.

We are also very proud of our staff and recognise that it is thanks to their skills and dedication that we are regarded as an international leader in cancer care, research and development.

As well as playing host to leading cancer experts from all over the world, we are also visited by royalty, celebrities and VIPs.

Extra help to ensure excellent patient care

In addition to NHS funding we receive a significant amount of money from charitable donations and have a first class private patient's suite. This extra money is used to develop additional services, buy new equipment and improve the quality of our environment.

Our commitment to you

To remain at the very forefront of cancer care our staff needs to have good opportunities to develop personally and professionally.

We are working to the national 'Improving Working Lives' standards and are therefore committed to creating a well-managed, flexible working environment.

We want our staff to feel valued and be able to achieve a healthy balance between work and home. We are committed to the concepts of equality, fair treatment and social inclusion. Our recruitment, retention and other policies fully underpin our commitment to racial equality, cultural diversity and optimising employment opportunities for people with a disability.

QUALITY FACILITIES FOR QUALITY STAFF EMPLOYMENT INFORMATION

Pension:	Employees will be automatically superannuated under the terms of the National Health Service Pension scheme, unless they formally elect to opt out of the scheme. Details will be provided to successful candidates
Conditions of Service:	Your terms and conditions of service will be determined by the Trust, but will take account of appropriate national agreements until such local terms apply.
Hours of duty:	Full-time hours of work are 37½ hours per week. Part-time posts will state the hours of duty in the job advert.
Annual Leave:	<p>The basic annual leave provisions are as follows:</p> <p>On appointment 27 days Annual Leave + 8 Bank Holidays</p> <p>After 5 years service 29 days Annual Leave + 8 Bank Holidays</p> <p>After 10 years service 33 days Annual Leave + 8 Bank Holidays</p> <p>The annual leave year runs from 1 April to 31 March. For employees who commence employment part way through the leave year annual leave entitlement will be calculated on completed calendar months.</p>
Notice Periods:	<p>Band 1 to 4 – 4 weeks</p> <p>Band 5 & 6 – 8 weeks</p> <p>Band 7 & above – 12 weeks</p>
Occupational Health Assessment:	It is a condition of employment that all candidates who enter the Trust undergo a satisfactory pre employment health assessment by the Trust's Occupational Health Department prior to commencing employment.
CRB Clearance:	<p>If in the course of your normal day-to-day duties you will have access to patients then you will require a Standard Disclosure provided by the Criminal Records Bureau.</p> <p>If this post requires you to work with Children and/or Vulnerable Adults then an Enhanced Disclosure will be required.</p>
Disability:	The Disability Discrimination Act 1995 (DDA) defines disability as "a physical or mental impairment which has a substantial and long term adverse affect on a person's ability to carry out normal day to day activities ". (You do not need to be registered as disabled).

	<p>If you have a disability as set out by the DDA and you meet the essential criteria for the post you will be guaranteed an interview. It is helpful to indicate when returning your application form if you need any assistance with interviewing arrangements.</p>
Improving Working Lives:	<p>The Trust is dedicated to Improving the Working Lives of its staff, and offers a range of policies to assist with improving the quality of working life for all its staff, and offers flexible working, wherever possible.</p>
Employee Assistance Programme:	<p>The Trust has an EAP confidential advice, information and counselling service that is available free of charge to all employees and their immediate family members.</p> <p>You can call the EAP 24 hours a day, seven days a week for expert independent advice and guidance on a wide range of subjects.</p>
Childcare:	<p>We offer support and advice with Childcare issues and further information can be obtained from Yvonne Atherton, Child & Adult Care Co-ordinator.</p> <p>The Trust operates a childcare voucher scheme whereby part of your salary can be exchanged for childcare vouchers which can be used for a wide range of provisions including, all types of registered childcare, including holiday clubs, before and after school clubs, childminders, nannies, nurseries and play schemes. This is done through an arrangement known as a `Salary Sacrifice Scheme` which means that the vouchers are exempt from tax and national insurance contributions.</p>
Nursery:	<p>The Christie Day Nursery is available to children aged between 6 months and school age. The fees payable will depend on the amount of time your child spends in the Nursery.</p>
Cycle to Work Scheme:	<p>The Trust operates a cycle to work scheme whereby employees can purchase bikes at a discounted rate through a `salary sacrifice scheme` tax free.</p>
Healthsure:	<p>Healthsure is a cashplan deducted from your salary which helps with arrangements of healthcare, dental, optical and Acupuncture.</p>
NHS Discounts Scheme:	<p>NHS Discounts is a website built exclusively for NHS employees, health professionals and their families. The site is a single point of contact for saving money on a large range of day to day services from well-known high street names and internet retailers.</p>
Staff Suggestions Scheme:	<p>The staff suggestion scheme allows employees to improve the quality of our service and facilities. We show recognition for the best ideas.</p>
Education and Training:	<p>We help all our staff to develop the necessary skills and attributes to carry out their roles effectively. We also support a learning environment where everyone is encouraged to continuously enhance their knowledge and skills. Our learning and development unit offers courses, events, information and expert advice on training and development opportunities for all staff. We provide excellent career progression and help staff to meet any professional development requirements. We offer personal development plans and rotation programmes.</p>
Trade Union Membership:	<p>A range of unions represent staff at the Trust. The unions negotiate the terms and conditions under which all staff are employed. Nationally the unions negotiate pay and other matters.</p>