



Royal United Hospitals Bath
NHS Foundation Trust

Join **the RUH**

Start your journey with us today



The RUH, where you matter

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Join the RUH

“ A great place to work ”

At the RUH, we're proud to put people at the heart of what we do. We're working together to create an environment where everyone knows and feels that they matter.

For the people we work with – our colleagues – we're committed to creating the conditions for all of us to perform at our best. That's what makes the RUH a great place to work, and I hope you feel inspired by reading more about how we do that.



Cara Charles-Barks
Chief Executive



Who we are

Our vision

Our vision is where we aspire to be as a Trust. Our values help us get there.

The RUH, where you matter

Our people groups and goals

Behind our vision are our goals which are centered on what matters to our three key priority groups.

The **people** we work with

Together we will create the conditions to perform at our best

The **people** we care for

Together we will support you, as and when you need us most

The **people** in our community

Together we will create one of the healthiest places to live and work

Our values

How we will deliver our vision and goals

Everyone
Matters

Working
Together

Making a
Difference

At a glance

Our sites



Royal United Hospitals Bath
Combe Park, Bath



Sulis Hospital Bath
Peasedown St John



Community birth centres
Chippenham
Frome



Community maternity units
Trowbridge
Paulton

At a glance



We provide 30+ clinical services

Accident & Emergency | Anaesthetics | Cardiology
Clinical Haematology | Clinical Pharmacology | Day Surgery | Dermatology
Diabetes & Endocrinology | ENT | General Medicine | General Surgery
Genito-urinary Medicine | Gastroenterology | Gynaecology | Respiratory
Medicine | Urology | Intensive Care | Nephrology Neurology Occupational
Health | Occupational Therapy | Ophthalmology | Oral & Maxillofacial Surgery
Orthodontics | Orthopaedics & Trauma | Paediatrics/NICU | Pathology Services
Pharmacy and medicines management Physiotherapy | Radiology
Radiotherapy & Oncology | Theatres

What we do

The **people** we care for

We are passionate about making sure our patients have a positive experience in our care.

What our patients tell us is important to them

They want to feel cared for by staff who are kind and friendly. They want to be spoken with in a way that they can understand and have regular conversations with staff about their care and treatment.



How we support and learn from our patients

Through **patient stories** and our '**See it my Way films**', we hear about the feelings and emotions that patients experience when coming to the RUH. By really listening, we are able to improve the care we give.

It's the small acts of kindness that makes a difference to patient experience, taking time to listen, showing compassion and making patients feel that they matter.



What our staff say



“

As a new starter, I have been made to feel very **welcome** and I am really impressed with the Trust so far. Everyone has been so **helpful** and **approachable**.

”

“

Having worked here for years, I have really noticed the move towards **compassionate leadership** and am really happy to see this change happening.

”



“

I think it is one of the best hospitals that I have worked in. The culture is **friendly** and **supportive**, even during times of stress. I have very good colleagues and I **enjoy** coming to work each day.

There are lots of pressures, but this is fairly normal for the NHS - I feel that the RUH copes well with these pressures.

”



Opportunities to grow

Progression

Access to internal job opportunities and a wide range of career resources such as the Career Zone and Career Hub.

Apprenticeships

We can offer employees of any age an opportunity to 'learn while you earn' with an apprenticeship.

Improving Together

Access for all staff to training, tools and methodologies to drive quality improvement.



Library Services

Our Education Centre provides a broad offering of resources to support you to undertake training.

Staff Awards

CEO awards, staff awards ceremony held annually.

We are
**always
learning**

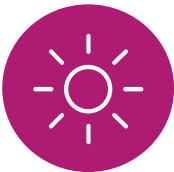
Development

Coaching, mentoring and reciprocal mentoring.

Beyond the RUH

As part of the Bath and North East Somerset Swindon and Wiltshire Together Partnership (BSW), you will have access to resources and events from the BSW academy.

What we offer you



Annual Leave

Starting at 27 days per year, increasing to 33 days after 10 years service



Paid Leave

Enhanced pay for maternity, paternity and adoption leave



Pension

Generous NHS pension scheme with provisions in the event of ill-health or death in service.



Staff Discounts

We have a number of exclusive discounts on offer including our very own 'You Matter' platform



Flexible Working

We have a range of roles and can offer full and part time, job shares, term-time and seasonal work



Salary Sacrifice

We are part of the cycle scheme and also an electric car lease scheme.



Working Together

We are proud to work in partnership with Trade Unions. We also have a wide range of staff networks such as LGBTQ+, menopause.



Military & Veteran Support

The RUH is a Veterans Aware hospital committed to providing the best care and support for military personnel



Your Wellbeing

We have a number of wellbeing offers including the cycle scheme, exercise classes and a seasonal outdoor pool

Facilities and services



In-house support services

Including an Employee Assistance Programme (EAP), Occupational Health service, Spiritual Care Centre, Trauma Risk Management (TRIM) Practitioners and Health and Wellbeing Facilitators.



Journey share scheme

Using the 'join my journey' app, you can connect with colleagues close to you to share a car, cycling or walking journey.



Electric car charging points

Charging points available to use on site.



Locked cycle storage

At various locations around the hospital site.



Life admin

We have a cash machine and post box on site. We also have Amazon lockers, making sure you never miss a parcel again.



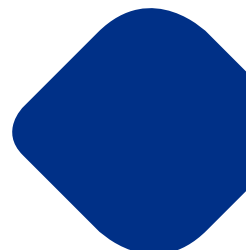
Places to eat

A number of cafes on site including subsidised food available for staff in our Lansdown Restaurant.



On site accommodation

The RUH can offer short term room rentals for staff.



Start your journey with us **today**

Check out our latest opportunities at our website
www.ruh.nhs.uk/careers or scan the QR code



The RUH, where you matter