

Come and work with us

You'll be
amazed at
what we
can offer
you

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71% of our staff
would
recommend
Bromley
Healthcare as a
place to work

(compared to 55%
in other NHS
organisations)

One of our children's speech and language therapists working with a young boy using the latest technology as part of his therapy



Why us? There are lots of good reasons why....

Bromley Healthcare is an independent provider of community health services like community nursing, children's and adults therapy services, health improvement and intermediate care.

At Bromley Healthcare, we work with the NHS, and quality is our top priority. We are guided by three simple values:

- To constantly improve our services
- To treat others as we would like to be treated
- To hit our targets

We support people at home and in the community and help them to live independently by supporting them in their own homes as far as possible.

We have a long history of doing what we do, which makes us a safe pair of hands. But there's an important difference between us and many other healthcare providers: we are a staff-owned Community Interest Company (a social enterprise).

We are passionate about holding on to what's best about the NHS—its dedicated staff committed to their patients and the quality of the services they offer. But we are also passionate about losing as much of the bureaucracy as we can, and developing our services to the highest possible standard for our patients. We are also able to reinvest any money we make in making the services even better. It's an exciting way to work and to grow our business.

This makes us a truly different kind of healthcare organisation to work for: one where everybody has a voice, and where we are better together.

Read on to find out why Bromley Healthcare is a great place to work and to build your career.



020 8315 8712

working@bromleyhealthcare-cic.nhs.uk

We want you! A message from our Chief Executive....

Thank you for taking the time to look at the opportunities at Bromley Healthcare. I hope that you will see that we are an exciting and dynamic place to work.

As an independent company, we work in a competitive environment and we have to be the best to be successful. Quality is at the heart of everything we do, and we are guided by three simple values: constantly improve our services, treat others as we would like to be treated, and hit our targets.

If we do these three things, then we believe that our services will be the best on offer. The proof of this pudding is in the expansion of our services into other areas, including Bexley, Lewisham and Greenwich.

As a social enterprise, all of our staff have the opportunity to become a shareholder in the company and, therefore, have a stake in the company's success. Our staff are our biggest asset and, while we expect great things of them and hold each other to account, we are supportive and ready to listen when things need changing.

Our company is not standing still and we are looking for talented people who can help us to think differently, modernise and keep our competitive edge. If this sounds like you, then we would love to hear from you.

Why should you join? Growing organisations create opportunities for people. As we grow, we will be looking for people to step up, to try new things and test themselves. If you have ambition, drive or new ideas, you will find us encouraging you and egging you on. We are not constrained by bureaucracy, hierarchy and committees!

Jonathan Lewis



Social enterprise: how it works

Bromley Healthcare has been created for and with local people in the areas where we deliver services. We are part of the community, and actively work with our partners—such as GPs, commissioners and councils—to celebrate all that is good about our community.

We are managed in a way which allows staff, local people, and organisations with a stake in local healthcare to be involved in decision-making.

Everyone who works for Bromley Healthcare can become a shareholder, meaning that we all have a stake in the company's success. Our shareholders have a real say in how the company is run, and how we develop and improve our services.

Our shareholders can elect staff governors; and vote on decisions requiring shareholder approval, including how some of our surplus is spent. This has led to investment in new equipment for our services, ranging from iPads to a wheelchair swing, which make a real difference for our patients.

However, our shareholders are different to those in a commercial organisation. They cannot trade shares and cannot own more than one £1 share each. They don't receive dividends if we are successful. Their shareholding is about their commitment to providing high quality care.

85% of our
staff are
shareholders
in Bromley
Healthcare



020 8315 8712

working@bromleyhealthcare-cic.nhs.uk



Doing our bit for charity

While delivering high quality care is our day job, we are keen to do more to lend a helping hand in the community.

There is also a Bromley Healthcare charity, through which people can contribute to good causes for the community, which are above and beyond what Bromley Healthcare does day to day.

Offering
a helping
hand

Charity  020 8462 0297
charity@bromleyhealthcare-cic.nhs.uk

What benefits can you expect from us?

As well as being a vibrant and stimulating place to work, Bromley Healthcare offers some generous staff benefits. Read on to find out more...

Pension

Our pension is provided as part of a bespoke package of benefits for our employees. It comprises the following benefit arrangements for members of the pension scheme.

- Group Personal Pension (GPP)
- Life Assurance

One of the key benefits we provide is a sponsored pension arrangement—the Bromley Healthcare Group Personal Pension (GPP). Planning in advance for your retirement is very important because, for many people, it brings a major change in financial circumstances and lifestyle. Broadly comparable to the NHS Pension, our GPP has been established to help you save for your retirement.

We will pay contributions on behalf of our employees, in addition to your normal salary. Compared to most public sector pensions our GPP gives you much more choice over your pension. As an employee, you will have your own plan within the group arrangements and have control over how much you contribute, where your money will be invested and when you start to receive your pension.

Holidays and flexible working

Rest is as important as hard work. We offer our staff a generous holiday allowance of 27-33 days depending on length of service, as well as paid bank holidays.



We also recognise that the pressures of life are different for different people, and they change over your career. We are committed to supporting our staff in achieving a work-life balance. To support this, we offer other types of leave such as maternity and paternity leave, carers leave, study leave and career breaks.

Where operationally practicable, flexible working options from job sharing to mobile working and working from home are available to staff.

We already support many of our staff in working flexibly, allowing them to be able to perform to their best. However, while flexible solutions will be sought, it is also very important that we continue to recognise the needs of our patients.

Training, development and career progression

At Bromley Healthcare, we believe that our staff are our greatest asset, and we cannot provide excellent and innovative care without them. We are committed to supporting our staff to be the best that they can be, through substantial investment in education and training.

We reflect the training and continuing professional development needs of the national and local health and social care workforce. Our staff develop in many ways, from on-line learning and short courses, to attending cutting-edge seminars, and achieving full professional qualifications.

Most of our training is provided by recognised names in the health and social care field. It includes internal courses; and external opportunities such as clinical courses at universities; clinical conferences and updates; essential business and IT skills; NVQs; and performance management courses.

Looking to the future, we offer staff opportunities to be sponsored for professional registration training. We also offer apprenticeships, graduate internships and work experience placements for people who are looking to work in healthcare.

While we are keen to bring new skills and experience in to the company, we also believe in growing our own talent. All of our staff have an annual appraisal where they are able to discuss their development needs and aspirations. All of our vacancies are made available to our own staff, and we also offer secondment opportunities for staff to develop skills for the future.

This makes Bromley Healthcare an organisation that you can grow with.

Last year we spent an average of almost £300 per member of staff on training



Childcare vouchers

We have a childcare voucher scheme for working parents and carers. This scheme enables our employees to make savings on the cost of childcare for children aged up to 15 (aged 16 for children who have a disability). Employees can receive part of their salary in the form of childcare vouchers, which are exempt from tax and National Insurance. This can lead to savings of up to 40%.

Lease car

We offer a lease car scheme for eligible staff members.

Staff discounts

Our staff have access to a wide range of discounts. These include NHS discounts, offers through Red Guava, and local discounts in Hayes, where our head office is based.

Looking after our staff

We take the welfare of our staff seriously. Our employees have access to an occupational health service, which we can refer them to. In addition, our employees have access to a confidential staff counselling service.

We also host various healthy living activities across our sites, such as exercise classes including zumba and yoga, and lunchtime walks to encourage our staff to get up and get active.

We also help our staff to be prepared for winter by offering flu jabs for all staff.

Celebrating success

Celebrating success is very important to us at Bromley Healthcare. We have a 'Star of the Month' award, which celebrates those who exemplify Bromley Healthcare's values. Staff are nominated for this award by their colleagues.



We share our success stories in our staff newsletter, which has a personal touch and dedicates space to staff news and achievements.

We also hold an annual staff awards ceremony, to celebrate each year's successes. By doing this, we are able to show that we recognise the achievements of our staff and that we really are Better Together.

Pictured on the left is Staff Governor Keith Newman presenting the Star of the Month Award to Gill Bolton, Specialist Dental Nurse / Manager

Bromley Healthcare

better together



Call 020 8315 8712

working@bromleyhealthcare-cic.nhs.uk

www.bromleyhealthcare.org.uk