### Address
Salisbury NHS Foundation Trust  
Salisbury District Hospital  
Odstock Road  
Salisbury  
Wiltshire  
SP2 8BJ  
Tel: 01722 336262

### Website
[www.salisbury.nhs.uk](http://www.salisbury.nhs.uk)

### The Trust & Hospital
Creating an outstanding experience for every patient is the aim for Salisbury Foundation Trust. Friendly, welcoming and with high standards for staff, patients and visitors, we provide medical care to approximately 200,000 people from the mainly rural catchment areas of Wiltshire, Dorset & Hampshire. We are a hospital held in high regard by our local community.

Salisbury offers a full range of district hospital services and our Emergency Department is a Regional Trauma Unit. We also have specialist services in Burns, Plastic Surgery, Genetics and Rehabilitation, which serve a wider population of more than 3 million people. The Duke of Cornwall Spinal Treatment Centre takes complex spinal rehabilitation patients from across South England covering a population of approximately 11 million.

The hospital has Foundation Trust status and employs over 4,000 staff, working both at the hospital, in the community and out-patient clinics in other locations in Dorset & Hampshire. We also have specialist staff who hold outreach clinics within the Wessex region.

We are very proud to say our whole strategy is underpinned by four key values & behaviours – Patient Centred & Safe, Professional, Responsive and Friendly.

### Size of the hospital
We are 482 bedded hospital incorporating:

- 6 Surgical wards including a dedicated Burns & Plastics Unit & 2 Orthopaedic wards
- 2 Elderly Care wards
- 5 Medical wards including a 5 bedded CCU
- 12 bedded ICU/HDU
- Maternity Unit
- Regional 44 bedded Spinal Unit
- Emergency Department (Regional Trauma Unit)
- 9 Theatres
- Day Surgery with 6 theatres
- Hospice
| No. of Foundation Trainees | 21 x F1  
<table>
<thead>
<tr>
<th></th>
<th>22 x F2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allocation Process</td>
<td>Based on applicant scores achieved during the national application process and expressed order of preference of rotation; Wessex Foundation School allocates all foundation doctors to a 2 year programme prior to the start of the Foundation Programme.</td>
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<tr>
<td>F1 &amp; F2</td>
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<tr>
<td>Foundation Programme</td>
<td>F1</td>
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<td>F2</td>
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<td></td>
<td>Four month rotations incorporating Academic Medicine, Primary Care, Plastics, ENT, Trauma &amp; Orthopaedics, Haematology &amp; Oncology, Elderly Care, Emergency Medicine, ITU &amp; Anaesthetics, Stroke, Endocrinology, Psychiatry, Palliative Care and Paediatrics.</td>
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<tr>
<td>Teaching Programme / Educational Sessions</td>
<td>F1</td>
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<td>Weekly protected core teaching programme in the Education Centre (every Wednesday 13:00 – 14:00 with some extended sessions). AIM (Acute Illness Management) course and ALS (Advanced Life Saving) course. Regular educational supervision. Separate Simulation Training smaller group sessions. All F1 doctors are involved in a Health Improvement Project (HImP) during protected time. This has led to national and international recognition for previous cohorts, has been highlighted as an area of excellence and also fulfils the Service Improvement requirements of the Foundation curriculum.</td>
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<tr>
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<td>F2</td>
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<tr>
<td></td>
<td>Weekly protected core teaching programme (every Tuesday 13:00 – 14:00 with some extended sessions). Hospital at Night training (H@NT), SAMP (Salisbury Acute Management &amp; Procedures Course). Regular educational supervision.</td>
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<td>F1/F2</td>
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<td>Additional directorate educational meetings. Regular Trust wide clinical governance sessions. Monthly Hospital Round (3rd Friday of each month 12.45 – 13:30) – monthly departmental presentations on topics of interest. All welcome.</td>
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<tr>
<td>Information events / Open days for potential applicants</td>
<td>The Trust supports and participates in Health Education Wessex Career Fairs, including the Foundation Welcome event, further information can be found at <a href="http://www.wessex.hee.nhs.uk">www.wessex.hee.nhs.uk</a></td>
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### Study Leave & Taster Opportunities
All doctors in approved training posts (except F1 doctors) are entitled to annual study leave (30 days, half of which for external purposes). The F1 doctors may take up to 5 days per Speciality Taster.

### Visa / Work permits / Leave to remain
The Trust will consider in the first instance, applicants who hold a valid right to work in the UK. If the applicant is a non-resident of the United Kingdom or European Economic Union, they are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ the applicant/post holder if they require but do not have a valid work visa and/or leave to remain in the UK.

### Accommodation & Charges
Cost: Currently £495 per month for a shared house with gardens which includes:
- cleaning service
- bins emptied 2 times weekly
- linen and towels changed on a Monday
- stores (e.g. toilet roll, paper towels, bin bags) replenished regularly

Also includes – council tax, water rates, gas, electricity and internet access.
Contact: Accommodation.Dept@salisbury.nhs.uk

### Staff Restaurant Facilities
Coffee Shop, WHSmiths, and The League of Friends shops (Main Entrance)
Springs Restaurant (Level 2)
Hedgerows Café (SDH South)

### Doctor’s Mess
- Large mess with pool and table tennis, sky TV and free food
- Regular social events – BBQ’s, curry nights, drinks, handover meals, pizza nights
- Weekly football
- Consultant vs. Junior matches
- Christmas & Summer Balls
- Monthly big socials, for example paintballing or massage day

### Local Amenities
- Leisure Club on site: 18m swimming pool, fully equipped gym, wet & dry changing, squash & tennis courts, fitness classes and recently installed therapy room offering a selection of therapies and massage with fully trained staff.
- Walking routes and quiet areas
- Restaurants, pubs, clubs, sports facilities, shopping and parks located within walking distance of hospital
- Regular bus service
- Salisbury International Arts Festival
- Close proximity and easy access to the New Forest, Salisbury Plain, Stonehenge and beautiful stretches of coastline.

### Careers Advice
Director of Medical Education
Foundation Programme Director
Educational Supervisors
**Foundation doctor forums**  
Wessex Foundation School encourages foundation doctors to contribute to, and participate in local forums such as the H@N Management Board and forums associated with HImP.

Additionally there are national forums conducted by UKFPO.

**Foundation Programme Director**  
Dr Emma Halliwell – Consultant in Anaesthesia

**Educational & Clinical Supervision**  
There are 29 trained Educational Supervisors (ESs) for Foundation and each will be responsible for one or two doctors within the programme. Trainees are allocated by the FPD. The ESs will link directly with the teams i.e. clinical supervisors with whom their trainees are working, to get realistic information about performance and to develop agreed objectives. The ES is allocated to the trainee for the full two years of the Foundation Programme.

**Education Centre Facilities**
- Library
- Clinical Skills Suite (fully equipped with simulated man & simulated baby for simulation scenario training)
- Lecture Theatre / Seminar Rooms
- IT / Internet access

**Flexible training (less than full time)**  
Information regarding Less Than Full Time Training can be found on the Wessex Deanery website:

[http://www.wessexdeanery.nhs.uk/guidance__resources/less_than_full_time_training.aspx](http://www.wessexdeanery.nhs.uk/guidance__resources/less_than_full_time_training.aspx)

Please note there must be Finance Director agreement for additional supernumerary less than full time trainees.

**Terms & Conditions of Employment**  
Posts are subject to the National Health Service Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service Terms and Conditions of Employment. (as modified from time to time)

Copies of these Terms & Conditions may be seen in the Human Resources Office or at:


All appointments are made subject to the Pre and Post Employment policy.

**Induction / Shadowing**  
All F1 doctors are required to undertake a mandatory induction / shadowing week prior to commencing the actual F1 rotation. This commences on the Wednesday prior to the August start date.

**Salary**  
The salary scale is in accordance with the current national rate and placement within the scale will be in accordance with previous reckonable service.
| **Annual Leave** | F1 doctors are entitled to 25 days annual leave + 2 statutory days per year. The 27 days entitlement does not include the 8 statutory holidays. Bank holidays are granted as ‘time off in lieu’ only if worked. In some specialities there is some restriction on when a foundation doctor can take their leave during the 4 months (e.g. not on their ‘hot week’ for surgery). However, individual departments will inform the foundation doctor of any specific restrictions. Annual leave is usually divided between rotations, i.e. 9 days entitlement in each 4 month rotation (which cannot normally be carried over).

The foundation doctor is required to book their leave at least 6 weeks in advance via the relevant Department Co-ordinator. |
# Contacts

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<tr>
<th>Medical Education Department</th>
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<tr>
<td><strong>Director of Medical Education (DME)</strong></td>
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<tr>
<td>Dr Claire Page, Consultant in Elderly Medicine</td>
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<tr>
<td><strong>PA to DME:</strong></td>
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| Candice Berry  01722 336262  ext. 5833 (until November 2019)  
candice.berry@nhs.net |
| Nella Way  01722 336262  ext. 5833 (from November 2019)  
nella.way@salisbury.nhs.uk |

| **Foundation Programme Director (FPD)** |
| Dr Emma Halliwell, Consultant in Anaesthesia |
| **Foundation Programme Administrator:** |
| Candice Berry  01722 336262  ext. 5833 (until November 2019)  
candice.berry@nhs.net |
| Nella Way  01722 336262  ext. 5833 (from November 2019)  
nella.way@salisbury.nhs.uk |

| **Medical HR Manager:** |
| Gary Watson  01722 336262  ext. 5630 |

| **Medical HR Officer:** |
| Anna Ansell  01722 336262  ext. 5624 |
| Melissa Speed  01722 336262  ext. 5636 |

| **Accommodation enquiries:** |
| Accommodation.Dept@salisbury.nhs.uk |