



University Hospitals
Bristol and Weston
NHS Foundation Trust



Weston General Hospital

A thriving hospital at the heart
of the community.

Join our team today

uhbwcareers.nhs.uk

We are
supportive
respectful
innovative
collaborative.
We are UHBW.

Contents

- 1 Introduction to Healthy Weston
- 2 Same Day Emergency Care Service (SDEC)
- 4 Acute Medical Unit (AMU) & Geriatric
Emergency Medicine (GEMS)
- 5 Older People's Assessment Unit (OPAU) Implementation
- 6 Becoming a Surgical Centre of Excellence
- 7 How the Plan Has Developed &
About Weston General Hospital
- 10 Staff Benefits
- 12 Staff Networks
- 13 Staff Values
- 13 Join our Team

A Vision for the Future of Weston General Hospital

Healthy Weston is a vision that represents an innovative and bold step towards redefining healthcare in the Weston community. With a patient-centred approach and a commitment to excellence, our focus is on enhancing the overall care experience, delivering timely, compassionate, and specialised care to those in need.



“Healthy Weston will use the latest technology and practices to transform the way we provide patient centered care at the front door. It will make Weston a centre of excellence for front door services within the region which I am really excited about.”

Dr Dermot Dowds, Clinical Lead for Emergency Department and Clinical Director for Medicine

Aligning with Community Needs

As Weston's population continues to grow and diversify, the demands on healthcare services are evolving. **Healthy Weston** is our response to these changing needs, providing tailored medical care through innovative services such as Geriatric Emergency Medicine (GEMS) Enhancements, Acute Medical Unit (AMU) Enhancements, and the Older People's Assessment Unit (OPAU) Implementation.

This cohesive plan leverages the expertise and dedication of our staff, combined with modern facilities and technology, to make healthcare accessible and effective for people of all ages who live locally.

As well as these areas of focus, other specialties will still be present and provide in-reach services as a site.

A Transformed Emergency Care Offering

Same Day Emergency Care Service (SDEC) is a cornerstone of this new vision, symbolising a step change in urgent medical treatment. By focusing on providing rapid diagnostics and immediate care, SDEC aims to treat and discharge patients on the same day, minimising hospital stays.


Benefits and Implementation

The benefits of SDEC are manifold. For patients, it means quicker access to treatment, reduced waiting times, and the comfort of recovering at home. For healthcare providers, it enhances workflow efficiency and allows resources to be channelled where they are most needed.

By recruiting skilled staff and investing in the latest medical technologies, SDEC ensures that emergency care in Weston is at the forefront of medical innovation.

Right Pathway, Right Patient

Delivering acute adult in-patient care via the right pathways is core to our vision for Weston Hospital. Innovative and equitable models of delivery are in development with local partners in the place of Weston and across UHBW for in-reach, outreach and transfer. This creates exciting opportunities for skills development and professional careers.



“Weston General Hospital aspires to be a national model for small hospitals, delivering safe, high-quality, cohesive services for people. Our enhancements, including expanded Same Day Emergency Care, promote faster local care. We’re also a Centre for Excellence for older people’s care.”

Dr Jim Portal, Clinical Chair for Weston and Hepatology Consultant

Acute Care

The acute medical unit (AMU) will provide continuous observation and immediate intervention for adult non-frail patients in a critical condition. The staff working in AMU will specialise in managing patients who are acutely unwell and will have access to advance technology required to deliver the care required.



A Holistic Approach

AMU's focus is not just on immediate care but also on the holistic well-being of the patient. Collaboration with families, mental health professionals, and supportive care teams ensures that every aspect of a patient's recovery is considered.

These changes symbolise a commitment to patient safety and personalised care, delivering the best outcomes for those in need.

“Healthy Weston recognises the complex needs of older individuals presenting for acute medical care. The Older People's Assessment Unit (OPAU) focuses on initiating a Comprehensive Geriatric Assessment delivered by a multidisciplinary team at the earliest stage of hospital admission.”

Joanna Poole, Director of Nursing



The new Older People's Assessment Unit (OPAU)

Caring for the Frail: A Priority

With an ageing population, the need for specialised geriatric care is paramount. The Geriatric Emergency Medicine (GEMS) at Weston General Hospital are a direct response to this necessity.

By expanding the GEMS service at the hospital's front door, we aim to care for more patients with specialised needs. Expanding both the team and working hours in the emergency department ensures more comprehensive care and greater job satisfaction for the medical professionals.

Understanding Older People's Needs

Healthy Weston recognises the complex needs of older individuals presenting for acute medical care. The Older People's Assessment Unit (OPAU) focuses on initiating a Comprehensive Geriatric Assessment delivered by a multidisciplinary team at the earliest stage of hospital admission.

Whether returning patients to their homes within the first 72 hours in hospital or assessing their need for admission to specialised care of the elderly wards for continued treatment, OPAU's innovative strategies aim to optimise clinical care from the outset thus enhancing patient satisfaction and reducing hospital length of stay.

A New Era of Surgical Care

The journey to becoming a Surgical Centre of Excellence is a bold step for Weston General Hospital. It embodies the aspiration to create a high volume, lower complexity Centre of Excellence for Surgery, delivering top-tier surgical interventions as a key part of the UHBW surgical strategy and vision.

By fostering collaboration and growth, the Centre aims to be an environment where innovation thrives. It will be a place where passionate individuals can aspire to grow personally and professionally while providing exemplary surgical care.



Join our team today

uhbwcareers.nhs.uk

How the Plan Has Developed

A Collaborative Vision for Healthcare Excellence

Healthy Weston is both a vision and a detailed plan that has been developed collaboratively with healthcare providers, patients and local communities.

Informed by the needs of a growing and ageing population, this plan represents a coordinated effort between various departments and professionals. From emergency care to elderly care, from surgery to community collaboration, every aspect has been designed putting the patient at the heart of everything we do.

Working at Weston General Hospital

Weston General Hospital is more than just a workplace – it’s a warm and welcoming community where everyone knows your name. We foster strong bonds and a collaborative atmosphere, creating a friendly environment for your career to thrive. Our dedication to community extends beyond the hospital walls with numerous staff get-togethers, including fun-filled quiz nights, regular cricket matches between teams, and exciting nights out. As a university trust, we also open doors to cutting-edge research and offer continuous educational growth, ensuring that your professional journey is always on the path to excellence.

About Weston General Hospital

Weston General Hospital, located in Weston-super-Mare, Somerset, is a vital healthcare provider for the local community. The hospital offers a wide array of services including all age Accident & Emergency (A&E), surgical specialties, maternity care, a children’s non in patient unit, and a dedicated Geriatric Emergency Medicine Services (GEMS). The new Healthy Weston initiative underscores the hospital’s commitment to enhancing patient care, with a focus on same-day emergency care, acute medical enhancements, and becoming a surgical centre of excellence.

Weston General Hospital places a special emphasis on the care of the elderly, reflecting the region’s demographic needs. The hospital fosters a friendly and collaborative working environment, aiming to provide efficient, compassionate care. With continuous improvement at its core, Weston General Hospital stands as a symbol of quality healthcare and community support in the region.



Beyond the Hospital Walls

Weston-super-Mare is a beautiful sea-side town with plenty going on! Just off the M5 and close to Bristol, our coastal town in the English countryside is rather special. Steeped with Victorian history, there's plenty of culture to be explored. Which alongside the beautiful beaches, great schools and affordable housing, makes Weston an idyllic place to live.

Weston boasts a thriving local community of independent shops, cafes and music venues, with great transport links as well as a recently opened leisure complex. Weston offers a laid-back lifestyle, with the added advantage of being close to the buzzing city of Bristol and many beaches.

Join our community and discover a fulfilling career and a wonderful place to call home at Weston General Hospital.



Photo: Amit Badshah

For more information about living in Weston-Super-Mare and whether it's a place you could call home in future, visit: www.superweston.net

Staff Benefits

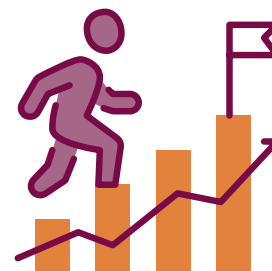
University Hospitals Bristol and Weston NHS Foundation Trust is delighted to offer you a wide range of flexible staff benefits. We've included a snapshot below!



Generous Pension Scheme & Annual Leave Entitlement



Wellbeing Support



Teaching & Learning Development



Cycle Salary Sacrifice



Recognising Success Awards



Flexible Working Options

Join our team today

uhbwcareers.nhs.uk



Health & Wellbeing

Cycle to Work (Cyclescheme)

Discounted Gym, Fitness and Wellbeing Services

Oral Health Check

Physio Direct

Physio Select

Working in Pregnancy Workshops

Seasonal Flu Vaccinations & Travel Clinic

Financial

Childcare Vouchers

Corporate Park & Ride Bus Season Ticket

First Bus Corporate Travel Scheme

On-site parking (Weston)

Money Advice Service

Exclusive Local Discounts

The Grand Appeal Staff Lottery

Ability to Buy and Sell Annual Leave

Flexible Working Options

Support for Employees

Childcare Guidance

Teaching, Learning & Development

Lighten Up Programme

Counselling Service

Smoking Cessation Support

Employee Assistance Programme

Joint Union Committee (Staff Side)

Recognising Success Awards

Staff Networks

Many Voices: One Community

Staff networks offer a safe place for individuals or groups to come together and share experiences, discuss and support their career and personal development opportunities.

ABLE+ Staff Network

This network enables staff and volunteers with physical, sensory, or mental impairments to raise awareness and suggest solutions to issues encountered at work.

Get in touch: ableplus.uhbw@uhbw.nhs.uk

Women's Network

This network brings women together from across the Trust to create positive connections.

For more information, contact WomensNetwork@uhbw.nhs.uk

The Trust has

5

staff networks

LGBTQIA+ Staff Network

The network is a safe space for members of Trust staff and supporters within UHBW to discuss LGBTQIA+ related topics within the organisation.

For more information, contact LGBTNetwork@uhbw.nhs.uk

Men's Network

The Men's Network provides a supportive environment for men in the Trust to discuss issues that affect them.

For more information, contact mensnetwork@uhbw.nhs.uk

Race Equality & Inclusion Staff Network (RISE)

This network is open to all workers from Black, Asian and minority ethnic groups, including staff from other European countries and further afield.

For more information, contact racenetwork@uhbw.nhs.uk

The Trust is committed to supporting the release of staff to enable them to take part in Staff Forum activities. You can read more about release time in this Standard Operating Procedure.

Our Values

Our Trust values tell us what it means to be part of Team UHBW. Developed with staff, these values go to the heart of our organisation and are our guiding principles. They drive our behaviour and shape our identity and culture as a Trust to provide the best possible environment for patients and staff.

Join Our Team at UHBW

If you are driven by a passion for healthcare and wish to be a part of an organisation that values support, collaboration, innovation, and respect, UHBW is the place for you. Be a part of Healthy Weston and help us shape the future of medical care.

Contact Us

For more information about **Healthy Weston** and opportunities at UHBW, please reach out:



talent@uhbw.nhs.uk



uhbwcareers.nhs.uk/healthyweston



**Grange Rd, Uphill,
Weston-super-Mare
BS23 4TQ**

We are
supportive
respectful
innovative
collaborative.

Follow us on social media



University Hospitals
Bristol and Weston
NHS Foundation Trust



University Hospitals
Bristol and Weston
NHS Foundation Trust



@uhbwNHS
@UHBWcareers



Join **#TeamUHBW** today and support our evolving and improving healthcare provision for the community of Weston-Super-Mare and beyond.



Join our team today

uhbwcareers.nhs.uk