



---

## CSH Surrey - a great place to work

Everything you need to know about  
joining our unique organisation

---

Now is a great time to join our team. CSH is a rewarding and stimulating place to work, with a broad range of opportunities working with adults, children and their families as well as in support and administrative roles.

We have some fantastic employee benefits and dedicated training schemes, so working for us will not only advance your career but also make a real difference to the lives of our patients and clients.

Our services benefit from great locations, so whether you're attracted to working in the beautiful Surrey countryside or faster paced city life, we have something to offer.

## About us

**One caring organisation. One rewarding aim**



At CSH we care deeply – about the health services we provide, about our patients and clients, and about each other.

care



We're passionate about helping people live the healthiest lives they can in their communities. Our employees believe they can make a difference every day, and are motivated by delivering the best they can for the people they care for, at every contact.

We value our people above all else and strive for Compassion, Accountability, Respect and Excellence in everything we do. We are creating a culture and environment where our people enjoy coming to work every day and can succeed professionally and personally.

We have a relentless commitment to excellence and learning so we can deliver high quality and safe community services. We invest in our clinical services and our people – ensuring you have the equipment, technology, education and learning you need to develop your career and to do the best job you can.



## A unique organisation

CSH Surrey is owned by our employees in a model similar to that of John Lewis & Partners (except CSH Surrey's employees don't benefit from dividends). Our culture of employee-ownership means respecting and treating colleagues as equal owners of CSH Surrey, whatever their job role. Colleagues do this through sharing information openly and honestly, and involving each other in decisions and changes that affect them.

Our unique model has delivered higher levels of engagement, motivation, productivity and loyalty than other business models. Through our model, CSH Surrey is able to deliver higher quality healthcare through highly engaged employees who are more motivated to lead the way and continually improve services.

## Social Enterprise



CSH Surrey is a not-for-profit business called a social enterprise (as opposed to a 'commercial enterprise'). This means we have a social ethos and exist to benefit the local communities in which we work.

## An NHS partner

CSH Surrey is part of the NHS 'family' meaning we are able to offer the best of NHS benefits such as Agenda for Change pay scales and Terms and Conditions. So if you're already employed in the NHS you will receive continuous service benefits. For those joining from outside the NHS, you will be able to access a wide range of benefits and services.



## **Benefits of working for us**

We offer a wide range of great benefits and services for staff, including:

### **Annual leave**

All our colleagues get a generous amount of paid annual holiday, depending on how long you've worked here or with the NHS. On joining you get 27 days, pro-rata, plus public bank holidays rising to 29 days after five years' service and those who have worked in the NHS for 10 years or more get 33 days.

### **Flexible working**

We have a range of flexible working options to help you balance your home and working life including flexi-time, working from home, part-time hours and job sharing depending on service requirements.

### **Pension**

The NHS Pension Scheme is still one of the most generous and comprehensive in the UK. When you start working for us you automatically become a member and you will get an excellent package of pension benefits.

### **Salary**

Everyone joining the NHS is guaranteed a competitive salary that matches their ability and responsibilities. All of our salaries are subject to an annual increase and are part of Agenda for Change. We also offer a high cost area supplement.

### **Maternity, paternity and carer's leave**

We offer paid leave to support people with families.

### **Training and development**

We are committed to the personal development of all colleagues and offer numerous training opportunities to further training and career.

### **Health and wellbeing**

We look after the physical and mental health of all our colleagues, with access to a range of support.

### **Salary sacrifice scheme**

Through salary sacrifice scheme, you can make tax efficient savings on bicycles, computers, electrical goods and more - and make repayments over 12 months direct from your salary.

### **Discounts**

CSH employees can save money on holidays and travel, fashion and retail, entertainment and leisure, health and beauty, home and garden, electrical goods, finance and motoring. We also organise discounts with local business and services for employees.



## Living and working in Surrey



Surrey offers beautiful countryside to explore, with rolling hills featuring Areas of Outstanding Natural Beauty, quintessentially English villages and bustling towns. If you fancy a day trip there is easy access to London, and for international travel Gatwick and Heathrow airports are close by,

For those with families, or looking to start one, Surrey has excellent independent and state schools as well as colleges and universities.

Some of our job roles will get you out and about in Surrey and we have flexible working options which aim to find an optimum work-life balance.

### What's it like working here?

"I enjoy working somewhere different in the community every day and being able to meet such a variety of different people."

**Abigail, Specialist Paediatric Dietitian**

"The patients are so appreciative of the little things and my lovely colleagues are always supportive making each day worthwhile."

**Susan, Receptionist and Administrator**

"It's nice to be part of a team, not only in our smaller community teams but as part of the bigger picture, trying to make the NHS as good as it can be."

**Liam, Care Coordinator**

"I love learning from others and people are so generous with sharing their expertise. No day or hour is the same as the previous one and variety is professed to be the spice of life! The NHS belongs to us all and it is a privilege to work in this unique health system."

**Sarah, Director of Adult Services**

"Wherever you work within the NHS, you touch people's lives."

**Kat, Specialist Practitioner School Nurse**



## What career and job roles are available?

Whatever your profession or area of work we have something to offer. There are always a number of immediate vacancies available with new ones added regularly.

We have opportunities to work with adults and children and their families as well as in our support and enabling services.

Some of our key clinical specialties include:

- Community nursing
- Community diabetes
- Community dietetics
- Community rehabilitation
- Continence
- Heart failure
- Inpatient nursing
- Infant feeding
- Occupational therapy
- Physiotherapy
- Podiatry
- Respiratory
- Radiology
- School nursing
- Speech and language therapy
- Tissue viability

Our enabling services include:

- Admin and clerical
- Communications
- Digital
- Estates and facilities
- Finance
- Human resources
- Learning and development

## How do I find out more?

We advertise all our jobs on [www.jobs.nhs.uk](http://www.jobs.nhs.uk) under CSH Surrey or go to <http://bit.ly/CSHJobs>. If you are interested in one of our advertised posts then please get in touch directly with the listed contact for more information. If you can't find anything you are interested in, do check back as we add new jobs on a regular basis. You can also register your preferences with NHS Jobs so they will email you whenever something becomes available. Make sure you follow us social media, to find out more about what are up to.

## Who can I contact for more information or an informal chat?

Please email [csb.recruitment@nhs.net](mailto:csb.recruitment@nhs.net) letting us know what type of role you are interested in and we will be in touch as soon as possible.

We look forward to hearing from you!



## Flexible working - join our staff bank

If a permanent position isn't right for you then our staff bank is a flexible working option, which allows you to choose when you work each week.

Staff bank is a great way to supplement your income or test the water to see what it's like to work at CSH before applying for a full time position. It can be an ideal means to ease yourself back into work after a career break. If you already work for us then it can provide you with extra earnings such as saving for a holiday, Christmas or a new purchase.

For more information, visit our website:

[www.cshsurrey.co.uk/work-us/temporary-staffing-bank](http://www.cshsurrey.co.uk/work-us/temporary-staffing-bank)

## Stay in touch with us on social media

We use social media to post our latest news and activities, including some of our latest job opportunities. So please follow us and keep in touch.



@CSHSurrey / @CFHS\_Surrey / @CSHJobs



@NHSCSHSurrey

