**Working for BNSSG ICB**

**About Us**

The NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board (ICB) was established on 1 July 2022 and will be an integral part in delivering the success of the BNSSG Integrated Care System (ICS), which serves a population of 1 million. The ICS comprised of 10 partner organisations, including the three Local Authorities in our area, NHS Trusts, the new Integrated Care Board and community and General Practice providers. It is also known as the Healthier Together Partnership. The ICB plans and allocates resources to meet the four core purposes of integrated care systems; to improve outcomes in population health and healthcare; tackle inequalities in outcomes, experience and access; enhance productivity and value for money and help the NHS support broader social and economic development.

If you would like to know more about what an ICB and ICS does, see the ‘About Us’ section of our website and The Kings Fund video [About Us and video](https://bnssg.icb.nhs.uk/about-us/)

There are always opportunities to work for the organisation and a range of vacancies can be found at [NHS Jobs](https://www.jobs.nhs.uk/xi/search_vacancy/?page_view_status=%7B%22tw_Posteddate%22%3A%22open%22%2C%22tw_Workingpattern%22%3A%22open%22%2C%22tw_Jobtype%22%3A%22open%22%2C%22tw_Otherpayband%22%3A%22open%22%2C%22tw_AfCpayband%22%3A%22open%22%2C%22tw_Salaryrange%22%3A%22open%22%7D&action=sort&sort_by=client)

**Hybrid Working**

We currently have three offices, 360 Bristol, our main office in Bristol, Castlewood in Clevedon and Badminton Road in South Gloucestershire. The world of work has changed and in keeping with this, we are proud to have a flexible approach to work, including hybrid working, which means our employees combine working from the office and from home. Colleagues are issued with a laptop to support mobile working with an integrated web-based phone system and the Microsoft Teams package. In addition, screens and other IT equipment plus office chairs are supplied to ensure you are able to work effectively and safely.

**Values**

Our employees have helped us to shape the [values](https://bnssgccg.nhs.uk/about-us/our-values/) that underpin who we are as an organisation. These are the core principles we abide by and they help us to make the right decisions on behalf of our people. Our six values which were developed with our staff are:

* We act with integrity
* We support each other
* We embrace diversity
* We work better together
* We strive for excellence
* We do the right thing

**Our People**

The ICB is an Equal Opportunities and a Disability Confident Employer. We know that having a workforce that is representative of the population is integral to better patient care. Our mission is to make health better for all the people of Bristol, North Somerset and South Gloucestershire and this goes hand-in-hand with looking after our workforce. As well as having a wellbeing programme, our employees benefit from flexible working arrangements, hybrid working, learning and development opportunities and we promote a ‘speaking up’ culture to encourage employees to share their ideas and challenge the status quo. We engage with our employees in a number of ways including an annual staff survey, regular temperature check polls, via staff networks and we have an internal newsletter and weekly ‘all staff’ briefing.

We have our own People Strategy which describes the arrangements we have in place for our colleagues. Our People strategy aligns with the promises that are included in the national People Plan published by the NHS. These are:

* We are compassionate and inclusive
* We are recognised and rewarded
* We each have a voice that counts
* We are safe and healthy
* We are always learning
* We work flexibly
* We are a team

**Working in the ICB**

Colleagues working in the ICB benefit from being a part of an engaged organisation that values the contributions made by all and support individuals and teams. The following are some examples of what you can expect:

**Recognition scheme** – including our staff awards scheme designed by staff to value the variety of contributions made by so many as well as our virtual thank you cards to brighten someone’s day.

**Your voice** – we want to hear from colleagues and there are a variety of channels to express views and ask questions. These include our temperature check polls that support understanding of current issues affecting our workforce as well as the annual staff survey. We know we are an engaged organisation and for the last two years we have had a response rate of 85% to this survey.

**Keeping you informed** – you’ll have access to lots of information through our intranet called the Hub as well as our weekly meeting of the whole organisation called ‘Have We Got News for You’. In addition, we have two email bulletins each week, one called the Voice, the other is a blog from our Chief Executive.

**Support from a line manager** – through regular one-to-one conversations about work and your wellbeing and an appraisal framework that helps with direction and career development.

**Staff networks and representation** – to help bind the organisation together we recognise the value in staff networks. Those with a direct association or allies can join one or more of our networks: The Disability Network, EMpowered (BAME), Proud and Parents and Carers networks. In addition, our Staff Partnership Forum engages with management on matters of mutual interest about working in the ICB.

**Training** – we offer mandatory training in a variety of subjects that help raise your general awareness of important components of our work as well as access to other training that can be made available through our Learning and Develop Panel including apprenticeships.

**Access to Occupational Health and Employee Assistance** packages as well as the resources developed through our Wellbeing Group will support you with top tips for working and looking after your mental and physical health. We encourage the use of the Employee Assistance Programme which provides staff with access to a range of support measures including a 24/7 telephone helpline offering practical information, emotional support, and online counselling services. Staff also have access to an online health and wellbeing portal that provides extensive resources including personal wellbeing programmes, videos and webinars.

We also provide training on Display Screen Equipment to ensure that your workstation position is correct.

**Policies** – including those supporting maternity and paternity leave and the flexibility needed for those with caring responsibilities. We policies in place to support staff when raising concerns, including our Freedom to Speak Up Policy, Fraud and Bribery Policy, and a Bullying and Harassment Policy. Freedom to Speak Up was introduced by Sir Robert Francis following a 2015 review into NHS ‘whistleblowing’ processes. It incorporates whistleblowing and extends beyond that to develop cultures where concerns are identified and addressed at an early stage before people feel the need to ‘blow the whistle’.

**Fair pay structure** – we are employed under the NHS pay structure called Agenda for Change and are governed by these terms and conditions including the NHS pension scheme.

**Cycle to Work** – staff can take advantage of this scheme which provides a ‘salary sacrifice’ opportunity to purchase equipment which can be used to support commuting.

We employ around 500 staff who work across a number of Directorates. Here are some of the roles that you will find in the ICB:

* Administration & Executive Assistant
* Office Manager
* Finance & Accounts
* Business Intelligence & Data Analyst
* Project and Programme Management
* Learning & Development Manager
* Human Resources
* Nursing & Quality
* Performance Management
* Management & Senior Leadership
* Corporate Secretariat
* Customer Services
* Commissioners
* Directors
* Non-Executive Directors
* General Practitioners (GPs)
* Research & Evidence
* Insights & Engagement
* Communications
* Diversity & Inclusion and Health Equity
* Digital Transformation

Visit our [Website](https://bnssg.icb.nhs.uk/) to find out more about our current vacancies and working at the ICB. Visit [NHS Careers](https://www.healthcareers.nhs.uk/) to find out more about working for the NHS.

**We would love to hear from you.**

If you would like to discuss a vacancy, contact the recruiting manager via the email in the job posting. We would also welcome your ideas or feedback about our recruitment material, website or recruitment processes. You can contact some of our team here:

Contact:

Customer Service: [bnssg.customerservice@nhs.net](mailto:bnssg.customerservice@nhs.net)

Equality, Diversity & Inclusion Email: [bnssg.inclusion@nhs.net](mailto:bnssg.inclusion@nhs.net)

Customer Services Telephone Number: Tel: 0117 900 2655 or 0800 073 0907 (freephone)

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