Opportunities for Senior Nursing or Therapy roles in Accelerate CIC
Welcome to Accelerate

This could be a life-changing moment; and not just for you.

Accelerate Community Interest Company is an award-winning healthcare social enterprise, working within the NHS to serve patients coping with chronic wounds and/or lymphoedema. We are dedicated to providing exceptional patient care. We listen, we consult, we analyse and we care deeply about the people we are responsible for.

We work at all stages of need - from early identification to the most complex of cases – and are committed to growing our care field in partnership with others. We work in London and further afield, and it is in the realisation of this expansion that your experience could be invaluable.

Accelerate is seeking experienced clinicians to help take our mission forward. These are exciting times for us, and we are looking forward to meeting the challenges ahead. In order to do that, we need to select the right people - expert clinicians who can advocate with passion, influence with sensitivity and are skilled in networking and communication. We need people who share our commitment, and who have some insight into the challenges facing a growing business in the health economy. This is a rare opportunity for you to make a difference to a community and make your mark within an organisation that has a reputation for clinical excellence and innovation.

We have made remarkable strides in our short history, and we are deeply committed to upholding our values and uncompromising standards. We understand our responsibilities and we take enormous pride in the positive differences we are making to our patients’ lives. We have shown that we can make those lives better when all else has failed. Accelerate is an exciting place to work and develop.

www.acceleratecic.com
https://www.youtube.com/watch?v=QvcJ6nEZigt

I trust that the information contained in this pack will whet your appetite further and provide a context to our developments. I look forward to hearing from you to discuss your opportunities of working with this innovative company.

Alison Hopkins
Chief Executive
07534254242 alison.hopkins@acceleratecic.com
About Accelerate

Accelerate Community Interest Company (CIC) is a not-for-profit health care social enterprise delivering excellence in chronic wound and lymphoedema care for our patients. We work at all stages of need, from early identification to the most complex of cases, and we encourage patients to actively engage with their care by including them in the decision making and planning processes.

We are changing people’s lives. See https://www.youtube.com/watch?v=LltlCdVlqrI

We recognise the difficulties that people living with chronic wounds and lymphoedema face. We want our patients and carers to feel confident in their understanding and day-to-day self-management of these long-term conditions, and we aim for our patients to achieve a sustained level of well-being with reduced levels of discomfort and pain in their daily lives.

Our multidisciplinary team comprises clinicians with a wide range of specialisms working together to provide the best care for our patients’ needs. The team includes specialist wound care nurses, specialist lymphoedema nurses, dermatologists, podiatrists, and clinical health psychologists. We take a holistic and tailored approach with each patient. We embrace leadership and innovation in our field and have developed unique compression and strapping techniques to significantly improve outcomes.

Accelerate works closely with the wider healthcare service, including GPs, practice nurses, district nurses and carers to ensure continuity of care. We also work alongside partner clinics and commissioners to share our expertise and offer our services. Our vision is to strengthen wound and lymphoedema care services nationally for the benefit of all patients.

We see patients at our clinics and we visit patients at designated sites in the community and at home. Currently our home based services are in our home London borough of Tower Hamlets and also City and Hackney. We also accept referrals to our specialist Treatment Centre from across London and the South East and have done since 1995. In 2015 we formally opened the Treatment Centre as a hub of excellence for chronic wounds and lymphoedema care next to our Mile End Hospital head office.

We also provide bespoke services or education packages in various boroughs commissioned by providers or commissioners.

Accelerate Pay and benefits (more details on request)

1. Accelerate does not have NHS Terms and Conditions but has similar Terms and Conditions for Sick Leave, Annual Leave, Absence and Maternity Leave
2. Accelerate does not adhere to the Agenda For Change pay scales but provides equivalent payment structure
3. Accelerate cannot provide the NHS Pension but offers a Contributory Pension of 12% in total
4. Other benefits to our members include:
   a. Interest free personal and travel loans
   b. Annual Financial Review with our Financial Advisors
   c. Study leave and conference attendance
   d. Flexible working
   e. Bi-Annual Team events
What we are doing and why

1. We continue to refine our business and community service model, demonstrating how partnership and whole system working can impact on lives and excellent resource management.

2. By demonstrating creativity, critique and innovation we aim to reduce the burden of chronic wounds and unmanaged swelling, thereby establishing efficiencies and value for money for other providers.

3. We continue to develop and foster a multidisciplinary approach for highly complex patients, demonstrating how this impacts on patient outcomes and experience, whilst reducing costs to the broader health economy.

4. We are committed to developing a sustainable CIC business model that can demonstrate excellence in quality of care, governance and outcomes thereby providing a valuable alternative to traditional healthcare models.

5. We are committed to staff development in order to create excellence in delivery, staff retention and an exciting and rewarding place to work

Our Approach

We recognise that our most valuable resource is our staff; together we share responsibility for shaping and delivering our plans. We all have a ‘can do’ mentality which will enable us to build an organisation that is:

- Comfortable with change
- Inspired to change and do things differently
- Outcomes driven
- Clear about our direction of travel
- Focused on how we will get there

This approach is critical in our membership structure and within the current challenging financial environment.
Our Values

Our values are what we as an organisation care most about and they underpin everything we do. They guide and reflect the approach and attitude we take in our daily work and interactions. Naturally our patients are at the core of all we do and we strive to create a welcoming, professional service in which everyone feels recognised and able to grow. We are committed to NHS values and in addition we believe in:

- **Leadership & Discovery**

Demonstrating our skill and commitment to care through our professionalism, expertise and desire to innovate for the continual improvement of our service

- **Preparedness & Resourcefulness**

Thinking ahead, anticipating near and long term needs, and finding impactful solutions to new challenges so that our resources are put to best use

- **Accountability & Reliability**

Empowered to take ownership and responsibility for our work and the services we offer to our patients

- **Care & Nurture**

Committed to the quality of care we offer to our patients, the sharing of our expertise and knowledge with the wider healthcare community, and the growth and support of our staff

- **Appreciation & Respect**

Valuing every person in their own right and listening to each other to deliver the best care and work environment for all

These values combine to reinforce our overarching dedication to exemplary service, and we live and breathe them every day.
Our History

Our service was first established in 1994 as a team within the NHS based in Tower Hamlets. Our team quickly became known as the East London Wound Healing Centre.

In 2011 our team set up as a healthcare social enterprise in the form of a community interest company (CIC). This decision was the best route to sustaining, developing and enhancing our services whilst continuing to work within the NHS family. We deliver NHS contracts and under our CIC structure, we are able to invest any surplus we create into our service to keep improving the provision of care for our patients.

We are proud to provide services for NHS Clinical Commissioning Groups (CCGs), take non-contracted referrals and to be a member of Social Enterprise UK (SEUK).

Being a CIC means we are an independent company that operates for the benefit of the community and whose assets and profits are dedicated to that very purpose. It is the specific description of our legal form and is one of the options a social enterprise can take.

In our case, our community includes all our staff who work to manage chronic wounds and lymphoedema, and our patients whose lives we help to improve through the care and management of their conditions. Our assets exist to serve our community and we reinvest the surplus we make in any given year back into our services so that we can grow and develop the care we provide. This allows us to take greater ownership of and leadership of our work, act quickly on evidence and be creative with innovations.

We report to the CIC Regulator to ensure that we continue to meet the ‘community interest test’ (being true to the community purpose for which we were established and evidencing that our assets and profits are dedicated to this).

We became a CIC in 2011 when we moved from being a service within an NHS organisation to establishing as Accelerate CIC - a social enterprise. We did this under the 2010 NHS Right to Request as the best route to protecting our service.

It has been an excellent way for us to enhance our care provision. We now use an independent business framework whilst remaining within the NHS family. We deliver services for NHS patients and we have more freedom and flexibility to manage our resources for the benefit of our community. For example, our contracts with NHS commissioners provide us an income and also lead to regular joint reviews to ensure we are providing the high-quality care that is expected of us. This in turn leads to better outcomes for our patients.

Being a CIC makes us part of one of the fastest growing community orientated enterprise movements in the country. Since the CIC legal form was introduced in the UK in 2005 over 10,000 have registered – and we are one of them.

We think we have the best of both NHS and social enterprise worlds.
Accelerate CIC came into existence in 2011 but our story began long before this.

1989: The first Tower Hamlets leg ulcer clinic is started by Alison Hopkins when she was a District Nurse.

1994: Dr Gerry Bennett starts a Complex Wound Clinic for Tower Hamlets residents. The centre quickly becomes known as the East London Wound Healing Centre.

1995: Alison Hopkins and Dr Richard Bull swiftly join Dr Bennett to help establish a wound pathway with integrated multidisciplinary management.

1997: Our reputation for success in healing wounds sees an increase in referrals from surrounding London Trusts. Fran Worboys joins the team.

1998: Ina Farrelly, a podiatrist specialising in gait, joins the team.

2008: We launch a Lymphoedema Service alongside our Wound Care Service and Caitriona O’Neill joins the team as the new service lead.

2010: We apply for the Right to Request to become a social enterprise, meaning we spin out of but still work with the NHS. Our first health psychologist, Hannah Falvey, joins the team further expanding our multidisciplinary approach.

2011: In November, we launch as Accelerate Health CIC and quickly become known as Accelerate CIC.

2013: Our first therapist joins the Lymphoedema team

2015: We formally open our Treatment Centre, a clinical centre of excellence.

We are very proud of the many awards and nominations we have received in recognition of our unrelenting pursuit of excellence in patient care both before and since becoming Accelerate CIC. You can read more about these accomplishments on our website.

Our Future

We have formulated objectives which reflect our mission and community commitment.

We will:

- Provide excellent, safe, quality services to our customers
- Maintain service delivery to a high standard
- Develop new and innovative ways of working with stakeholders and customers
- Deliver high level of scrutiny for business success
- Make our business financially stronger for the future

Our future is exciting, but challenging. We are confident that we can continue to deliver exceptional patient care without compromise, while also expanding our business and services to reach a wider community.

Our future is dedicated to the further sustainable improvement of patient care, to make as much positive difference to as many people as possible.

October 2016
Join our journey!

Accelerate is evolving, and has bold but achievable plans for expansion and growth.

We are looking for people who are keen to bring and use their skills in this development. Your years of clinical expertise and critique will be an asset and it is expected that you will bring an element of systems and people management to the table. You will contribute to the development of clinical governance and team accountability. Having some understanding of business principles alongside performance management will put you in good stead.

You will play an important part in shaping strategy and processes, helping to develop a sustainable and creative clinical team.

We seek impressive leaders with natural stature and a range of people and interpersonal skills. You’ll have stand-out communication ability at all levels, be experienced in leading teams and maintaining standards, and be a motivating influencer with the ability to capture imaginations and translate strategy into actionable plans.

Please see accompanying job descriptions

Timetable for Application

Deadline for applications: 09:00 am Monday 17th October 2016
Shortlisted candidates notified by: 17:00 pm Monday 17th October 2016
First Interviews: Thursday 20th October 2016
Second Interviews: To be confirmed

Location

We operate from a number of locations within our field of care, but our head office is situated at:

Accelerate CIC, Head Office
Block 1, Mile End Hospital, Bancroft Road, London E1 4DG
T 020 3819 6022 E info@acceleratecic.com

Applicants should have reasonable access to this location for the fulfilment of their responsibilities.

How to Apply

If you share our beliefs, values and commitment, and feel excited about a position with Accelerate, then we would very much like to hear from you.

Complete the application process for NHS Jobs ensuring that you meet the job specification.

Please check that you include your correct contact details (including mobile, land line and email address) as these will be used to contact you with regards to your application.

If you are attaching a CV ensure it is up to date and details your career history as well as any unpaid or voluntary positions, and your academic, professional and vocational qualifications.

If you have any further questions or wish to have an informal discussion with regards to this vacancy, please contact f.worboys@nhs.net