

Employment offer for third year students

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Student nurses who are in their final year at Middlesex University, City University, London Southbank University, King's College London or The University of Hertfordshire, are being offered a special streamlined employment scheme by all NHS trusts in North Central London (NCL).

Find out more about the 2019 application process [\[7\]](#).

Our Trusts have developed a supportive and straightforward offer to help student nurses move into their first job.

This includes:?

- Guaranteed offer of a values based employment interview with no testing, such as for literacy or numeracy
- A conditional offer of employment presented within 24 hours
- If you should not be successful in your first values based interview, we will offer you personal support and coaching for reapplying
- The opportunity to work as a healthcare support worker after finishing your degree programme until their Nursing & Midwifery Council (NMC) registration is confirmed (local pay variation may apply)
- A standard high quality preceptorship programme which meets the CapitalNurse framework with a named preceptor allocated from day one
- You are able to take up our transfer scheme, arranged by our career clinics once you have been qualified 9 months and a personal career clinic session will be arranged for you
- Transfer scheme and rotation programmes

Some of our nurses have written about their first year post qualifying experiences which you can read [here \[8\]](#).

Below is some more information about CapitalNurse schemes which will support you as you transition from being a student to a registered nurse, such as our Career Framework and Preceptorship scheme.

If you have any queries please email capitalnurse@hee.nhs.uk [\[9\]](#)

Capital-Nurse-Logo LW3.png [10]



Search here for NHS staff posts in NCL

View the current jobs available in North Central London NHS Trusts and employers here:

Barnet, Enfield and Haringey Mental Health Trust [11]

Camden and Islington NHS Foundation Trust [12]

Great Ormond Street Hospital for Children NHS Foundation Trust [13]

Moorfields Eye Hospital NHS Foundation Trust [14]

North Middlesex University Hospital NHS Trust [15]

Royal Free London NHS Foundation Trust [16]

Royal National Orthopaedic Hospital [17]

University College London Hospitals NHS Foundation Trust [18]

The Tavistock and Portman NHS Foundation Trust [19]

Whittington Health Trust [19]

Career framework

How will your career development as a nurse be supported?

The CapitalNurse career framework supports your professional development, like a Fitbit for nursing skills! It allows you to reflect on and record your personal progression with a free online programme that guides you through:

- Personalised online assessments
- Career conversations with your line manager or another more experienced colleague
- 360 degree feedback from self-selected peers
- Feedback about you from patients/service users
- Opportunities for self-reflection
- A visual guide to how you are doing in nine different areas: clinical practice; communication; teamwork; leadership; professionalism and integrity; research and evidence; safety and quality; facilitation of learning and development of self and others.

You can find out more about the career framework [20].

For more information please email: capitalnurse@hee.nhs.uk [9]

A look inside the careers clinic and transfer schemes in NCL trusts

Every trust in NCL offers this benefit for nurses to create their own bespoke rotations or personal career pathway - and hundreds do so every year, as we welcome nurses who get 'itchy feet'. The process is easy and all wards and clinics, as well as our community and mental health services offer this scheme to their nurses.

Career clinic

A look inside the careers clinic with Natalie Shamash

'Nurses have a special place in my heart, which is why I love my role,' says Natalie Shamash in the careers clinic at University College London Hospitals NHS Foundation Trust. She was working in HR when she had an accident and had to spend a lot of time in hospital. After she was treated so well by the nurses, she decided she wanted to dedicate her career to helping them.

Nurses who are looking for career advice and may be unhappy in their role, or just looking for a change, meet with Natalie to talk about their options. The transfer scheme is available for people who want to try out a different role in nursing. If it is a change of specialty she encourages them to take up a shadowing opportunity or to work a bank shift there to get a feel of what the working conditions are like.

'It's lovely seeing nurses flourish in their new role, as if they have a new lease of life,' says Natalie. 'Nurses often attend the careers clinic uncertain about their career in nursing and seeing them succeed in a new specialty is extremely rewarding.'

Transfer scheme

My experience with the transfer scheme at University College Hospital's trust: Stephanie Waldheim

Stephanie Waldheim was struggling in her role as a staff nurse on a surgical ward and was thinking about leaving the profession. Then she spoke Natalie Shamash who runs the trust's career clinic who told her about the transfer scheme and career clinic. Now Stephanie works teaching nursing assistants about the care certificate and is very happy at work. Here she talks about her experiences with the career clinic and transfer programme.

What was your first role in nursing?

For my first year after qualification I worked at Kings College Hospital for a year as a staff nurse and then I moved to UCLH and I was working as a staff nurse on a surgical ward. I actually wanted to give up nursing. I was struggling with the shift work and I was getting anxious and tired. I spoke to my manager about it and said I didn't know if I want to do nursing anymore.

I was all ready to leave and then she set up a meeting with Natalie Shamash, the careers clinic lead at UCLH. I wasn't aware of the careers clinic or the transfer scheme at all. But it just made me feel indispensable to the hospital and it was really nice because they really fought to keep me, whereas I was ready to leave. Then I had a new role within two months.

What role are you in now?

I'm a vocational assessor for the care certificate. I work within the practice education team. I go and work with nursing assistants who are undertaking the care certificate which was introduced in 2015 as a result of the Francis Report for Mid Staffordshire [21]. The care certificate is an agreed set of 15 standards for unregistered staff, for example: privacy and dignity; handling information; soft skills and clinical skills such as hand hygiene and helping patients to eat and drink. My role is to support them through it. We do a two-day study day which I help facilitate along with my line manager.

What do you enjoy about your current role?

I love teaching. It's something I've always been at my happiest, when I was on the ward with the students or nursing assistants, newly qualified members of staff. I like that it's quite hands on. I get to go and meet up with the nursing assistants. I can talk to them about how they're getting on in their role. It's nice because I'm Trust-wide so I see people across different sites. I've got a really supportive line manager and she'll answer any questions that come up. I'm really happy that I've got a role where I can develop and I've got all that support around me.

What was your experience of going to the careers clinic?

It was brilliant. Natalie really personalised the process. I met with her and we had a cup of tea and just chatted through options. I said I'd rather do five days a week than shift work and she gave me options for that. She set up a meeting with my now line manager and then it was quite easy from there. I had to write a personal statement about why I wanted the transfer and where I wanted to go and why I thought I was good for that area. And then I started in January. I'm definitely going to stay in this role.

What do you think about working for a London Trust after you qualify?

For me, all the learning opportunities I've had have been great. People get referred to London hospitals from all over the UK, sometimes internationally as well. You're going to see some really interesting patient cases.

If you could go back in time and give some advice to yourself what would you say?

I would say have confidence in yourself. It might seem really daunting at the beginning, but you will get to a point one day when you'll be teaching other student nurses and you'll think, wow this was me less than a year ago. You pick up everything so quickly.

Your preceptorship

Your CapitalNurse preceptorship at NHS Trusts and health and care organisations in NCL

After you have qualified as a nurse, there is still room to develop skills and grow confidence. Your preceptorship period is a critical time as a newly qualified professional. It will support you over the first year as a nurse to develop your confidence as an autonomous practitioner, to build and refine your skills, as well

as your competence, values and behaviours, in ways which suit you as an individual, and which recognises your personal capacity for learning.

What is a preceptorship?

Preceptorship is a framework where newly registered nurses are supported with a period of structured transition. The most important element is the individual focus and support provided in practice from your own dedicated preceptor, but it can also include classroom teaching and role-specific competency development. The purpose of preceptorship is for newly registered nurses to develop their confidence and autonomy so that they can flourish during their first year.

What does our offer for your CapitalNurse preceptorship framework include?

- A named preceptor allocated to you when you start your staff nurse post
- A meeting with your preceptor in your first week
- Four shifts with your preceptor in your first month
- Six to 12 month minimum preceptorship depending on your Trust
- A personal career clinic professional development session at nine months
- Transfer scheme open to you to gain different work opportunities
- Personalised learning needs analysis using the CapitalNurse career framework
- Regular meetings with your preceptor - minimum of four over 12 months
- Development programme with relevant training, including days in the classroom and action learning where you discuss professional issues with your peers
- Your preceptor will be responsible for a maximum of two preceptees
- A preceptorship lead you can check in with at each Trust.
- A charter with recommended roles and responsibilities for preceptee and preceptor.

Find out more about the CapitalNurse preceptorship framework here [22].

An interview with a preceptee and preceptor, Bethany and Annie

Our experience of preceptorship: an interview with a preceptee and preceptor

Bethany Buddery studied at King's College London and is a nurse at a GP practice. Annie McCrae, her preceptor, is a senior practice nurse at the same practice.

Bethany

What's your experience of being a preceptee?

It's been brilliant because as a newly qualified nurse coming into practice nursing, general practice is quite an unusual area to come into. It's not like being on the ward where you can just grab someone and ask what to do. It's a bit different in general practice because nurses work mainly on their own seeing patients. I meet with my preceptor once a week. We have blocked out time weekly and we document what we talk about, so it's all officially noted.

How are you supported by your preceptor?

Every week I tend to write down a few specific things that I'm not sure about. Friday afternoons are my time when I can bring anything and she'll give me advice. Or I'll ask if something is right and she'll say, yes perfect. It's just building on knowledge that I'm learning as I go along. I feel like I could go to her with anything, at any time as well, not just in our specific meeting times.

How are you finding working in a general practice?

It's brilliant. There's loads of opportunities in general practice nursing. There's quite a lot of responsibility. As a newly qualified nurse, I feel so supported and I feel like I'm learning so much at a pace that works for me.

What do you enjoy most about your job?

I get to see regular patients for things and get to know them. I see babies right up to the elderly. It's a lovely range of people. It's that one-to-one so you can have a chat to people and hopefully make them feel comfortable when they come in to share things with you.

What do you find most challenging?

On the flipside, the one-to-one nature, because it's so different from a lot of training, is quite challenging. Sometimes when you're sat in a room and someone's asking you something that you don't know it's hard to know what to do. I sometimes have to find someone I can ask. Because you see such a wide range of things, it's impossible to know everything. But most people understand that.

Why do you think the preceptorship is important?

It's really vital for any newly qualified nurse to have a named preceptor that you can go to and talk about anything with, because it's really difficult when you first start out in any job as a new nurse. It's important to be able to talk about anything that you found difficult and to reflect with someone who has experience and can support you.

Annie**How are you finding being a preceptor?**

I'm preceptoring two nurses at the moment. It's a wonderful experience. It's such a great release. When you're seeing patients it's quite intense all the time. It's a lovely change to speak to a fellow colleague, because they are fellow colleagues who just need reassurance and support.

And also it's great because it focuses the mind as to why things are being done and why you're saying what you're saying. These young people are bringing new ideas and perspectives to the job. It's very rewarding. And it makes me up my practise a bit more. I get a lot back from the students.

Some nurses come in more mature, and some in straight from being a student, and they just need more support and encouragement really, because the thing with general practice is that it's autonomous. And it's probably something they've not been used to because in hospital you're surrounded by people all the time. In general practice you're ultimately in a room on your own, working autonomously. So it's helping them find their boundaries and their scope of practice and just seeing them through that maze that they have to work through.

Did you have a preceptor when you first started out in nursing?

There were more senior nurses there who I went to for advice and help. It was more to make sure I could function rather than really caring how the nurses are feeling and making career a plan. I always think it's nice at the beginning to set out goals that they really want to get to in the year. That certainly didn't happen. But I think now we have a great way forward, and using the CapitalNurse framework is a great guide.

Why do you think the preceptorship is important?

I think it's important because I think nurses when they come into general practice have a awful lot to take on board and I think they are generally - clinically they're prepared and academically they are very capable - but they haven't had the experience. It's lovely to have a safe space and someone they can speak to to say what they're concerns and fears may be. They're often nervous, so to be able to say, I just need a bit more time to facilitate that time for them and the training they need is important.

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