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Careers Guide



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NURSING ON THE HIGH SEAS

Now here's a spin on a nursing career. On board a cruise ship. Travelling the world. There's really nothing like it, according to Laura, a Ship's Nurse for Carnival UK:

So why Carnival?

After getting my nursing qualification, I built up experience working on a medical ward and then in A&E for a few years. A friend of mine then told me about Carnival. She already worked here, and I was immediately interested - it sounded so different and varied! I checked out the website, applied, and have been 'at sea' for the past four and a half years.

Is it what you expected?

It is. Obviously a ship is very different to a hospital. Nursing skills are the same but everything else is different! The social side. The people. The variety. There's no standard day. It's definitely demanding, but I get plenty of support. Like having my ALS and European Paediatric Life Support qualifications done by the company, which would have been almost impossible to get on land. Promotion is also a realistic prospect. It's a genuine, unique career route.



PHUKET



VENICE



NEW YORK

What's a typical day like for you?

It's not all treating seasickness and sunburn! Yesterday alone, I had a safety drill, worked in the clinic, got a call because a passenger had to be clinically disembarked, put in lines for blood, and tended to a broken wrist that needed putting into plaster. It's always exciting.

What are the highlights?

The variety and the responsibility of being the first responder and on-call nurse. Getting to use all the passenger facilities, like spas. Free travel for family and friends, a set number of days which we all get - great if you're going away for months. And of course, the chance to explore the world. Favourite place so far? I'd say either Cape Town or Sydney!

Find out more about on-board nursing opportunities at carnivalukcareers.co.uk

Prison nurses work alongside other health professionals to offer everything from community and acute services through to palliative care. Those working in this branch say prisons, far from being a threatening environment, are exciting and offer nurses a chance to practise widely and progress their skills and careers

How nurses make a difference in prison



One right that isn't taken away from prisoners is access to healthcare. It's a right that nurse and operations manager Dev Muniah, who runs the healthcare services at Norfolk's three prisons, believes is life-changing for inmates.

"Our nurses contribute to changing people's lives by giving them access to healthcare," he says. "By enhancing the wellbeing of our patients, we help to meet their basic needs, which helps them rehabilitate and integrate back into society. Ward and Stewart (2003) argue in the Good Lives Model that people offend due to a lack of internal and external resources that would otherwise equip them to deal with things in a prosocial way. That's where we come in; we aim to change people's lifetime trajectory in prison by enhancing their wellbeing."

Gavin Shiers, a senior staff nurse who started at HMP Norwich two months ago, says: "My experience of the prison healthcare services is not of a threatening environment. I work in HMP Norwich, a

Category B prison. I get more respect from patients than I used to in A&E, and more often than not they say 'thank you' afterwards. We provide prisoners with the same care they would receive in the community."

Preconceptions that working under a prison regime behind locked doors could be repetitive, scary and career limiting have given way to first-hand experiences of nurses who say the constant flow of patients and variety of conditions patients present makes every day an interesting challenge.

"You learn a lot of nursing skills you won't get to use in a hospital, but working in a prison is just like working in a GP surgery with A&E in terms of how it feels," says Laura Keogh, clinical lead at HMP Wayland.

"Every day is different. I deal with so many areas – from elderly care to acute triage – and there are different areas we can take responsibilities for, such as sexual health, pre-operative assessments and post-operative monitoring."

HMP Wayland and HMP Bure provide primary care services, but HMP Norwich provides care for the older population with a dedicated unit where nurses deliver end-of-life care. Its 24-hour in-patient healthcare facility provides opportunities for nurses to specialise, and rotate across the three prisons. They can also access professional development at the local university and progress in their career.

Scott Ralph, band 6 healthcare lead of HMP Norwich, says: "I have progressed from band 5 to band 6 in prison nursing. I came into nursing with an expectation to look after people. In prison I can treat people holistically, but in community and hospital you get too busy and focused around the diagnosis."

"We have a great ethos to care for staff and allow them freedom to care. My team can get on with caring for patients and they have space to develop ideas for improving the care we provide to vulnerable patients," says Mr Muniah.

"What makes prison nursing so special is being exposed to a wide spectrum of clinical cases we wouldn't see elsewhere. We work in a challenging but safe environment, and have an excellent and supportive relationship with the prison and local services. This makes working in the prison a true partnership in achieving the best care we can for patients," he says.

Virgin Care runs eight prison healthcare services including three in Norfolk, and more than 200 NHS services nationally, employing more than 2,000 nurses. They are currently recruiting for band 5 nurses across all three prisons with opportunities for the right nurses to become multi-skilled, taking on specialisms in sexual health, long-term conditions, substance misuse, triage and screening or to remain a generalist. Applications are being accepted from RGNs, RMNS and RNLD.

If you are looking for a change but still not sure, you can meet the team face to face at **HMP Norwich** on **Thursday July 30**, or for more information visit www.virginicare.co.uk/prisons. You can also email people.magnet-team1@virginicare.co.uk.

Job interviews can be stressful, especially if you're not prepared for them. Read our top tips for interview preparation so you can achieve your best

Top five tips for interview preparation



1. Read through the job description and do your research

Preparation for an interview must include research on the trust or organisation and position for which you are interviewing. It is not uncommon for an interviewer to ask the potential candidate why they want to work there or what their favourite part of the position is. While these may seem like simple questions, they can catch an interviewee off guard.

“Make sure you know your own CV well, have thoroughly read the job description, brushed up on relevant English clinical terminology and have an idea of what you want to talk about,” says Tatiana Kinsky, marketing executive at HCL Workforce Solutions.

Refreshing your basic nursing skills is crucial so you can enter the interview confident in your ability to fulfill the position. Also, look over the requirements for the position and the background of the potential place of employment.

“The night before, ensure that you are clear on the type of interview and expectations for the role. Where possible,

it is advantageous to have made an informal visit to the site beforehand,” says Andrea Pardoe, clinical lead nurse at MSI Group.

It is best to come with an idea of what you like about the job as well as general information about the company or trust's background and “what they are about”. Another good way to prepare is to research

your interviewer, if you know who he or she will be, so you can stay ahead of competition, learn about the company and make conversation flow better.

2. Plan your travel

One of the most common stressors on the day of the interview is ensuring you arrive on time. To relieve that stress, plan out and double-check how you will be travelling to the interview.

“I'd also suggest checking your travel arrangements are in order and ensuring you have all the details of the interview including times, addresses and smaller factors such as whether the location has parking available for interviewees,” says Sue Ticquet, managing director at Team 24 Recruitment. “It doesn't seem like much but doing this the night before can remove some of the stress or nerves you're likely to be feeling on the day.”

What is your back-up plan if your method of transportation falls through? Map out the route you will take before and, if possible, walk or take it ahead of time. If travelling to the interview will involve a train or pre-bought ticket, ensure you have all tickets and times noted.

“It is essential that you are clear about the location of the interview, and that you plan to ensure you will arrive on time – it may even be worth doing a test run if you are unfamiliar with the area,” says Ms Pardoe.

Taking the steps to know your way to the site before the day of the interview, if possible, will make the day of the interview much less stressful.



Careers Guide: advertising feature

3. Organise the next day's materials as well as your presentation

Ensure you have all necessary materials, including multiple copies of your CV, clean and smart clothing, and directions to the site of the interview.

Ms Ticquet says: "You should also plan ahead in terms of what you're going to wear as frantically searching for clothes isn't ideal preparation."

Also, pay attention to smaller details – do you have clean nails and hair? You should plan out what you are going to wear and think about how that will make you come across to your potential new employer. These details remain important during an interview where you will be face-to-face with one person or shaking hands with another.

Not only should you consider your appearance, but also the way you present yourself once in the interview.

"Your body language is very important," says Ms Kinsky. "Ensure you sit up straight and roll your shoulders back... also, if you are trying to convince an employer you are passionate, make sure it translates through your tone of voice as well as your words. Last but not least, remember to smile!"

4. Prepare your questions

Interviewers will pay attention to how you answer their questions, but they will also make note of the questions you ask them. Come to the interview prepared with questions about how the job works, specific duties, or what your interviewer loves most about working there.

"I'd also advise preparing in advance



questions that you would like to ask the interviewer about the role – and making a note of these – as this demonstrates you are organised, engaged and have done your background research," says Ms Pardoe.

Ms Ticquet agrees: "The best tactic is to prepare yourself thoroughly and have a run through of your CV. Prepare any potential questions that you think might crop up in the interview or that you could ask the interviewer."

It is important as well to remain interested and engaged during the interview. Once you ask a question,

be prepared to remain attentive and take notes throughout the response you receive.

5. Get a good night's sleep

Although some people claim to feel rested on just a few hours of sleep a night, research shows that people who get little sleep over many nights don't perform as well on complex mental tasks as people do who get closer to eight hours of sleep a night. Before you go to bed, you could have a herbal tea, look over notes, watch a television programme, or chat with a friend.

"Once you feel you're fully prepared I'd recommend simply switching off for the night. A personal preference of mine is watching my favourite film or reading a good book as this allows you to fully disconnect from the situation and rest your mind," says Ms Ticquet.

But don't try to relax with an alcoholic drink. "Avoid alcohol on the evening before, take lots of fluids, and get plenty on rest. Stay calm, be confident in your abilities, and relax," says Ms Pardoe.

It is important to take time to reflect on why you want the position and how it will help you to achieve your career goals. Give yourself a pep talk and, most importantly, remain confident in your abilities as a professional.



For more information see:

www.nursingtimes.net/career

If you want to spend time getting to know patients and personalising their care to their needs, as well as great career development, a job at Barchester care homes could be ideal for you

Space and time to care



Nursing is often said to be about changing lives, and at Barchester there is certainly enough evidence that it does. “An elegant, refined French lady came into our care and was completely withdrawn,” says Shaaron Caratella, general manager at Queen’s Court care home in Wimbledon. “She stayed in bed and resisted all attempts to get her to join in with activities or at mealtimes.”

Ms Caratella says it was the skills of one of her nurses who transformed the situation and “brought her back to life”. She explained that charge nurse, Fernando Castillo, just knew what to do: “He tuned her radio to a French music station and spent time with her searching for pictures of Paris on his iPad, and asking her about her life in France. She’d been in England for many years, having been a telephonist during World War II, and had also worked at Harrods. She responded to him like nobody else and he got her up and about and joining in.”

Fernando says he was always wanted to work where he could take a holistic approach to nursing: “I know my resi-

dents like the back of my hand. I know which residents would like a particular type of music or which game they would like to play. And the use of technology is vital as it helps me access information such as videos or stories from the past which the residents usually enjoy – VE day, the swinging ‘60s, the music of Vera Lynn and TV programmes during their times that bring back memories for them. Once the residents see or hear them, their stories, like a dam, burst open.”

Fernando joined the Queen’s Court team four years ago, and says the care he provides is both physical and emotional. “We emphasise social care so lots of activities are provided for residents,” he says. “Although it is a business, Barchester doesn’t lose track of the fact it is the health and wellbeing of the people in our care that is the major priority.”

He says it’s vital that he and other nurses take time to find out what residents like doing – and often he will play a game of Scrabble or Dominoes, and that he, says, is just as important as delivering clinical care.

“Most of what I know in nursing, I learned outside the classroom,” he says. “That’s what is special in the profession. It’s the experience of being exposed to different medical conditions, seeing them up close. Interactions with patients and families, and understanding what they’re going through, gave me more knowledge and sharpened my nursing skills more than anything. It’s the lived experience where I learned most of the things that I do now in my work, and those are what shaped me to be the nurse I am.”

Although Barchester has grown into a large organisation over the past 20+ years, it has retained the flexibility and responsiveness of a small company, ensuring its mission – to provide expert care in a homely, nurturing environment – is never bogged down in red tape or hierarchy.

Barchester knows that a happy, motivated and well-trained team is the secret behind contented, healthy residents.

“Being a big company and having a clear vision, Barchester has a lot of advantages when it comes to developing its employees’ potential,” Fernando says.

The company has a pioneering Clinical Learning and Development department, which is unique in developing a bespoke, accredited BSc in Care of the Older Person, providing nurses with specialist skills in gerontology. It also has an advanced Care Practitioner programme aimed at upskilling care assistants to the NHS equivalent of Associate Practitioners. This supports nurses in their role and ensures that they are leading an expert care team. In particular, Fernando’s leadership skills have been developed. “The company provides a pathway of programmes to develop the staff’s leadership and management skills by offering training and workshops all the time. Links with universities provide courses relevant to employees’ career progression,” he says.

“Fernando demonstrated his leadership skills from his first day here as a staff nurse,” says Ms Caratella. “He has an interest in everything and that interest has stood him in good stead because he accepts every opportunity to develop himself. More recently he completed a Leadership programme with City University. It has been my pleasure to see him grow.”

To look for nursing opportunities with Barchester see www.barchesterjobs.com



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