

The role of nurses, skills mapping and career development

Mandy Barker
Head of Nurse Staffing





Excellent care with compassion



Registered Nurse Career Structure (Acute Hospital)

- Band 5 – Staff Nurse (*Infermiera*)
- Band 6 – Sister/Charge Nurse
- Band 7 – Ward Manager (*Caposala*)
- Band 8a – Matron/ Head of Nursing/ Head of Safety and Quality etc.
- Management Band – Divisional Director of Nursing
- Associate Director of Nursing
- Director of Nursing

Pay Scales

	Net Tax			
	Annual			
	GBP			
Band 3	17,961			

Average annual pay RN Italy 17,100 – 34,451 Euros



Un-Registered Nursing careers in the UK

Unregistered Health Care Assistant

- Band 2 HCA - Our care support workers are responsible for supporting patients in their everyday tasks, personal hygiene, nutritional needs and maintaining ward environment
- Band 3 Senior HCA – are a vital part of the clinical workforce with additional responsibilities and duties, vital signs and simple dressings etc.
- Band 4 Assistant Practitioner – undertake additional training caring for a cohort of patients under the direct supervision of a registered nurse

Staff Nurse – Band 5

Assess, plan, deliver and evaluate patient care

Wide range of clinical skills including venepuncture, cannulation, risk assessments, administration of medicines, Intravenous fluids management, ECG, naso-gastric feeds, etc.

Supervise unregistered staff and students

Deliver high quality patient care with Care, Compassion, Courage, Communication, Commitment and Competence



Sister or Charge Nurse

Band 6

Management skills to include safe running of clinical area, senior clinical experience.

Supports the ward manager, the role of sister/ ward manager is focused on ensuring the highest standard of clinical care is provided on the ward. This role is an excellent opportunity to develop both clinical and managerial skills.

Arranges training, appraisals, under take audits etc.

Under takes all aspects of patient care

Ward Manager

Band 7

This is a key leadership position within the nursing team, with a focus on being a role model for compassion in care. This role is accountable for ensuring the highest standard of care is delivered. Ward managers and senior sisters will constantly promote patient safety, effective care and a positive patient experience at each stage of the patient's journey



Matron

Band 8a

The matron is a senior leader in the nursing team who is responsible for the clinical and managerial responsibility for a number of wards within a directorate or a specialist area of practice.

Understanding the local and national health agenda is paramount to this role to ensure services are developed and maintained to meet the changing demands of our patients

Example Matron for Medicine, Surgery, Safety and Quality



Registered Nurse – other roles



- **Clinical Nurse Specialist** - is proficient in diagnosing and treating illness within their realm of expertise
- **Nurse Practitioner**- work under the supervision of a physician. NPs can diagnose diseases, prescribe medications and initiate treatment plans.
- **Clinical Educator** – combine expertise and teaching practical clinical skills
- **Research Nurse** – undertake research and clinical trails
- **Discharge co-ordinator** – manages patients discharge
- **Case Manager** – manages complex cases
- **Head of Nursing, Nurse Consultants**
- And many more!!

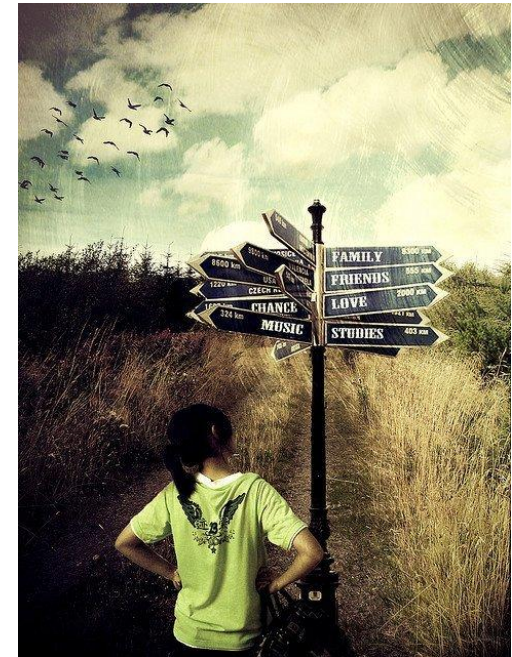
Nurse Practitioner & Non Medical Prescribing

- Non Medical Prescribing is the term used which enables some health care professionals in the UK to prescribe medicines in their specialist area of expertise.
- Includes - nurses, midwives, physiotherapists, radiographers, dieticians, pharmacists and podiatrists.
- Additional university course, minimum of three years in area of speciality,
- Registered as a prescriber with professional body.
- Can only prescribe for the speciality which they are competent.
- Management acute and chronic long term conditions.
- Example - Emergency Nurse Practitioners, Asthma nurse specialist, Diabetes nurse specialist etc., manage practitioner led clinics.



Career Progression

- Every nurse will have a different career story – no two are alike
- Planned and not planned
- Education
- Personal circumstances





Excellent care with compassion



Excellent care with compassion



What can an employer can offer you?

- Career progression
- Education and development – preceptorship/ training
- Organisation reputation – foundation trust status
- Staff benefits – discount schemes, relocation package, support
- Salary – NHS rates
- Location

Newly Qualified Nurse Educational Pathway

- **Preceptorship** programme – 9 month programme builds on existing clinical skills, includes mentorship, NMC requirements, medication management
- **Acute illness Management** course
- **Mentorship** (NMC approved)
- **Leadership** programme – preparation for Band 6 role

Contact details

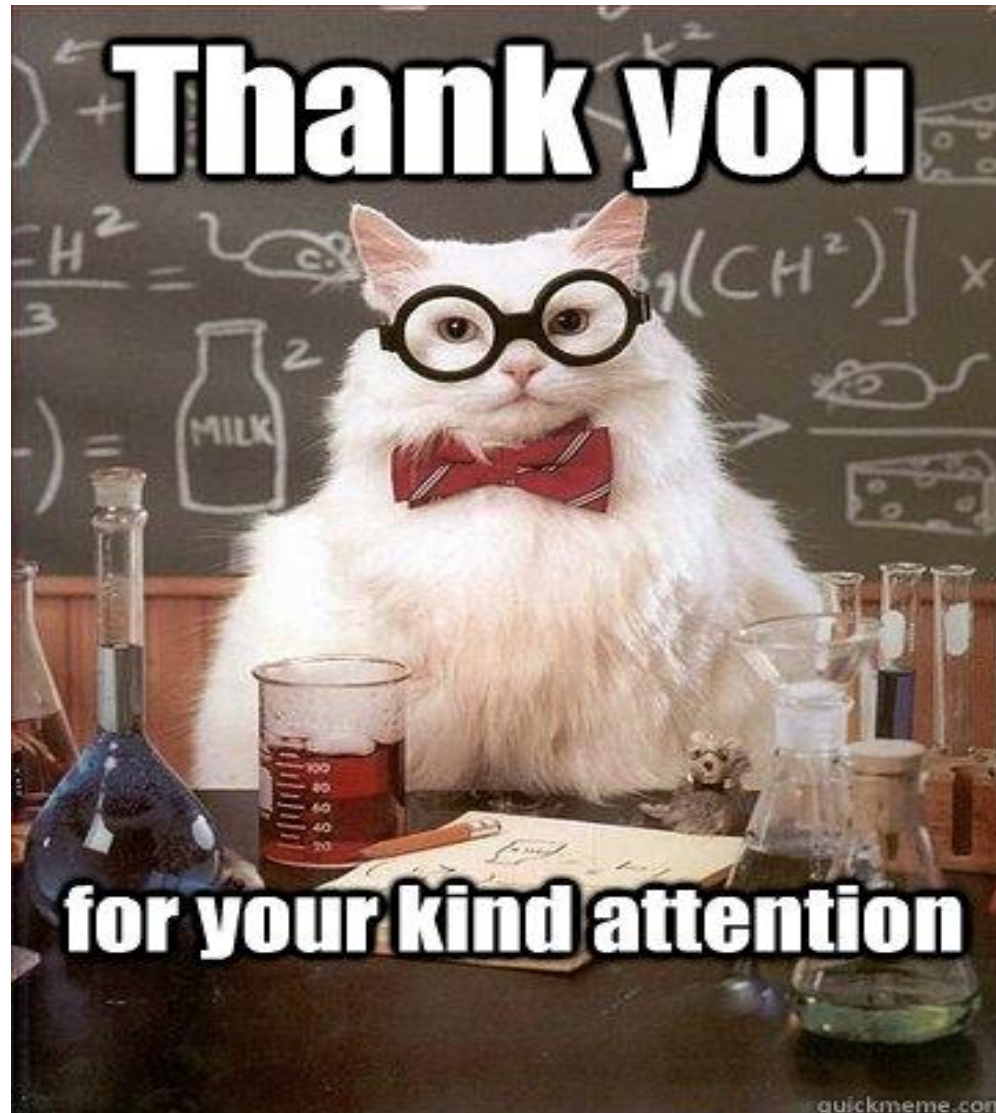
- For further information regarding employment in the UK
- <https://www.lancsteachinghospitals.nhs.uk>
- Email internationalrecruitment@lthtr.nhs.uk

IPASVI VENEZIA



Excellent care with compassion





Excellent care with compassion