



UK National Health Service (NHS) URGENTLY requires:

300 registered Nurses

Join the NHS directly- not through an agency

NHS event: Madrid, 10th December 2014

Are you a **Registered Nurse** with **fluent English** looking for an opportunity to develop your skills and knowledge? If so, Health Education West Midlands are looking for **Registered Nurses** to work in a variety of clinical settings in our Acute and Community Hospitals in the West Midlands area of England, UK.

Health Education West Midlands oversee and provide resources and support for education and workforce planning for all of the hospitals in the West Midlands. They are supporting a collaborative approach to International recruitment on behalf of all the hospitals within its area.

Due to the nursing shortage in the UK, there are a number of Acute Trusts hoping to recruit from abroad to the West Midlands. These Trusts vary in size and capacity and offer a diverse experience for anyone wishing to join their dynamic nursing teams.

We also offer you:

- A salary between £21,478 and £27, 901 (pro rata)
- Accommodation paid for one month on arrival in the UK
- A six week Orientation and Induction programme in every Hospital

The roles on offer include	
Acute Medicine	Trauma and Orthopaedics
General Surgery	Renal Services (including acute dialysis)
Theatres (Adult and Paediatric)	Paediatric Oncology and Haematology
Neonatal	Accident and Emergency
Intensive Critical Care (Adult and Paediatrics)	

If you are interested, please, send your CV in English to:

eures.grupomixto@sepe.es

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JOB DESCRIPTION

STAFF NURSE **MAIN RESPONSIBILITIES**

1. To be fully aware of local policies and procedures and those for the Trust.
2. To be aware of own training needs and developmental needs within the clinical environment.
3. To deliver patient care using the philosophy of individualised patient care.
4. To participate in health education.
5. To report on care given, to other members of staff, communicating changes as they occur.
6. To liaise with other health care professionals.
7. To be aware of and respect the patients rights for confidentiality.
8. To be conversant with the 'Code of Professional Conduct' in duties.
9. To be professionally accountable for all actions during working shift.
10. To supervise student/learner nurses and unqualified nurses in the giving of patient care.

Statutory Duties Infection control

Staff will work to minimise any risk to clients, the public and other staff from Healthcare Associated Infection including MRSA and *C difficile* by ensuring they are compliant with the Health Act 2006 – Code of Practice For The Prevention and Control of Healthcare Associated Infections (They Hygiene Code); and by ensuring they are familiar with the Trust's Infection Control Polices, located on the Intranet.

All employees must comply with the Trust Infection Control Policy. All employees must attend infection control training as required within their department or as directed by their line manager.

JOB DESCRIPTION

Paediatric Staff Nurse

Main Duties to include

Participate in the delivery of safe care as a skilled practitioner

Participate in delivering care in partnership with children, young people, families and other health care professionals

To support the team in achieving the objectives of the department

Co-ordinate the child's, young person's and family's care from admission to discharge, in line with the Nursing Philosophy

Assess, plan, implement and evaluate continuing care in relation to the child, young person and family's needs and experiences, including delivery of health promotion

Take on the role of the named nurse through patient/family allocation

Have a knowledge, and understanding of the Trust protocols and procedures, and ensure they are followed at all times and corrective action is taken when necessary, being clear about reporting mechanisms.

Assess and prioritise patient care requirements effectively, delegating as appropriate.

Communicate effectively both verbally and via formal documentation with all members of the nursing and multidisciplinary team, patients and parents/families.

In the event of a Major Incident make all reasonable efforts to attend.

Manage a caseload of clients ensuring that all standards are met.

Work within the trust mission and vision showing commitment, trust, compassion, respect and courage.

JOB DESCRIPTION

Paediatric Staff Nurse

Department: Paediatric Haematology/Oncology

Location: Birmingham Children's Hospital

Duties:

- To take responsibility for and manage the care of children and young people requiring care and treatment for Haematology or Oncology conditions within a span of duty. This will include using a full set of nursing skills for any child admitted to the ward including, care of child requiring (minimum):
 - Admission process of newly diagnosed patient
 - Administration of drugs via a central line and provision of on-going intravenous care which includes:
 - Taking of blood via invasive lines
 - Blood transfusion
 - Blood Glucose monitoring
 - Administration of chemotherapy
 - Provision of supportive care for children following administration of chemotherapy which includes :
 - Neutropenia
 - Febrile neutropenia
 - Oncological emergencies
 - Psychological support for patient and family including provision information on care and treatment
 - Care on and after discharge
 - Bone marrow transplantation and stem cell harvesting includes isolation procedures
 - Research protocols
 - Adolescent care
 - Care of the dying child and their family

This list if not exhaustive but is the minimum level expected in the first 6 months of appointment.

JOB DESCRIPTION

Staff Nurse

Department: Paediatric Intensive Care Unit:

Duties:

- To take responsibility for and manage the care of a critically ill/injured infant/child/children within a span of duty. This will include using a full set of critical care skills for any child admitted to intensive care from any specialty with any condition including, care of child with (minimum):
 - intubated/tracheostomy
 - High flow oxygen therapy
 - CPAP
 - Mechanical Ventilation
 - Central and peripheral intravenous lines care of and giving of drugs
 - Inotropes
 - Post cardiac surgery
 - LA line
 - Arterial line
 - Non-invasive monitoring
 - Renal monitoring
 - Taking of bloods via invasive lines
 - Blood transfusion
 - Blood Glucose monitoring
 - Blood gas monitoring

This list is not exhaustive but is the minimum level expected in the first 6 months of appointment.

JOB DESCRIPTION

Staff Nurse

Specialty: Neonatal Unit

Main duties include:

Undertake the assessment of care needs, the development, implementation and evaluation of a programme of care taking into account holistic family centred care.

To ensure the safety of patients reporting any untoward occurrences to a senior nurse.

To ensure that nursing procedures are implemented and maintained in accordance with the policies and procedures of the Trust.

Promote an environment that actively encourages open communication in a timely and professional manner, but ensuring client confidentiality is maintained at all times.

Ensure all documentation is clear unambiguous and completed in line with Child Health Guidance and Data Protection Policy.

Demonstrate effective clinical practice with a sound knowledge base incorporating research where appropriate.

To be realistic in recognising personal development and limitations seeking advice and support when necessary.

To ensure Safeguarding Trust Policies and Procedures are followed at all times.

Maintain computer clinical updates on a daily basis.

JOB DESCRIPTION

Paediatric Theatre Practitioner

Main Duties to include:

The following clinical activities are generic for all band 5 theatre practitioners.

- To assess, plan and implement and evaluate individualised patient care.
- To be aware of the requirements of the paediatric patient, with regard to equipment, special and psychological needs of both child and their family/carers.
- Prepare the theatre environment and check equipment needed throughout the day, including emergency equipment as outlined by theatre guidelines.
- Report faulty equipment to the relevant departments.
- Maintain stock levels within a defined clinical area and rotate stock as required.
- Accurately complete documentation related to patient care.
- Provide safe efficient and effective care as outlined by departmental standards, and as service demands.
- Carry out circulating duties in a defined area.
- Demonstrate developing knowledge of surgical procedures and develop skills to adapt to specific care requirements
- Assist with the positioning and preparation of the patient within the theatre environment.
- Provide efficient and effective assistance to teams in outlying areas (e.g. MRI, CT, Dental Hospital, PICU, QEH, Oncology).
- To participate as a circulating member of staff in surgical procedures carrying out safety checks with regard to swab, instruments and needles in conjunction with the scrubbed practitioner.
- To perform checks on blood products and be aware of any relevant trust/department policies.
- To undertake cover calls, standby's, Long days and weekend shifts as required, as determined by clinical co-ordinator and service demands.
- To ensure that specimens are labelled and dispatched safely in accordance with Trust Policy.
- Demonstrate developing skills within clinical emergency situations (e.g. cardiac arrest, airway obstruction, equipment failure and seek appropriate assistance as required).

Clinical activities to specific roles are listed below:

Anaesthetics

- Prepare the theatre environment and check anaesthetic equipment as outlined by trust policies and procedures.
- Provide effective, efficient support and assistance to the anaesthetist throughout the induction and maintenance of anaesthesia.
- Following completion of PLS/ EPLS/ APLS, provide specialised assistance to the medical team and act as a member of the resuscitation team throughout the hospital as service demands.

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Scrub

- To participate as a scrubbed member of the theatre team in surgical procedures and carrying out safety checks with regards to swabs, instruments and needles in conjunction with the second checker.
- To prepare, check and make ready for use all instruments required for surgical procedures, including cleaning and sterilising where necessary.
- Demonstrate the ability to provide appropriate surgical scrub care, anticipating the surgical needs, taking into account the surgical preferences.

Post-Anaesthetics (Recovery)

- Assess each child on an individual basis and adapt post anaesthetic care to their specific needs.
- Following completion of PLS/ EPLS/ APLS, provide specialised assistance to the medical team and act as a member of the resuscitation team throughout the hospital as service demands.
- Demonstrate safe practice when managing disorientated patients and identify appropriate training requirements.

JOB DESCRIPTION

Theatre Practitioner

Main duties

To carry out theatre procedures and treatments and supervise others doing the same - scrub, recovery, and anaesthetic assistance within own competence

Provide skills in the checking, setting up and first line maintenance of peri-operative equipment within own competence.

Enhance patient care by ensuring effective communication with the care team within and outside Theatres

To ensure that the theatre area is a safe working environment and that the practices followed in these locations have due regard to the health and safety of all present.

Provide accurate and timely collection and submission of patient, nursing and manpower information by using the appropriate manual and computerised systems.

Take reasonable steps to ensure that the service is being provided to the quality standards set within the trust Policies and Procedures.

To ensure that the service is maintained to the best possible standard it may be necessary from time to time for the post holder to be moved to alternative duties within his/her competence

To be aware of and practice the careful use of resources in relation to equipment and disposable items

Adhere to the systems and processes in place for infection control management and participate in relevant audits within their clinical area

The holder of this post will work shifts and will participate in on call duties as required to maintain the service

To take charge of the theatre department out of hours in the absence of the Team Leaders.

Organise the workload of the theatre, allocating tasks as necessary

Deploy staff to make the most effective use of resources

Assume responsibility for the health, safety, welfare and discipline of all staff within own control

To ensure that all policies and procedures of the Trust and the requirements of the Health and Safety at Work Act are adhered to.

To liaise with support services to ensure satisfactory levels of service and where deficiencies occur, to bring them to the attention of the Line Manager

Recognise the value of good communication within the team and contribute to the enhancement of the process

To prepare accurate statements concerning accidents, mishaps and complaints following agreed policies and procedures

The Job Description is subject to change and may be reviewed by the manager in conjunction with the post holder.

JOB DESCRIPTION

Staff Nurse

Critical Care Units

Main Responsibilities

To be responsible for complete physical and psychological care of patients on the critical care unit whatever their conscious level

Due to the potentially dynamic nature of the patient's condition use a variety of computer software to monitor, assess, plan, implement and evaluate patient care as a continuous process throughout the shift on a daily basis

Following appropriate training using dexterity, co-ordination and sensory skills carry out expanded clinical practices within critical care, complying with the NMC, Scope of Professional Practice and agreed local and Trust policies

You will be expected to undertake and record observations of a) equipment, to include safety checks, calibration and status of respiratory support equipment, infusion pumps, pressure relieving equipment and renal support. b) Haemodynamic observations of blood pressure, pulse, temperature, Central venous pressure, respirations, oxygen saturations, Glasgow coma scale, pain and sedation, blood sugar, fluid balance, bowel habit, Nutritional charts, weight, urinalysis and any other observations/equipment depending on the speciality of the unit and the needs of the patient

Constantly keep accurate and contemporaneous records (both paper and electronic) and report on the condition of patients to members of the multi-disciplinary team via your identified shift coordinator, including active participation in the ward round for your own patient

Ensure accurate, essential and appropriate written and verbal handover, relating to all aspects of holistic care for their patient is relayed to multidisciplinary team, the following shift or ward staff providing a detailed summary of patient's history highlighting relevant issues and the current plan of care, within the guidelines of Caldicott.

Being mindful of the dynamic nature of critical care, the post holder is prepared to work within flexible working ratios e.g. 1:1, 1:2 (one nurse : 2 patients), 1:3, and as service needs dictate move to another unit to ensure optimum service delivery within critical care

Being mindful of the process of organ donation ensuring policies and procedures are adhered to and the family are kept informed and supported through this difficult time

Working in a constantly changing environment encourage multidisciplinary team working by supporting current and future initiatives and developments that enhance the delivery of care.

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Working with senior staff actively participate in developing, implementing and evaluating professional policies, guidelines and practices that affect your area of practice by participating in clinical trials, away days and research

As part of the clinical team occasionally contribute to the evaluation and feedback of equipment and consumables trialled within the unit

Work with colleagues in critical care areas within the trust, being prepared to embrace differences whilst recognising sound theoretical foundation for practice; but by sharing common goals and objectives with the aim of reaching consensus across the critical care units

Depending on the speciality of the unit and needs of the patient on a daily basis be able to carry out and assist with the following clinical preparations/procedures

Be mindful of the risks involved when caring for critical care patients requiring invasive techniques, having open wound, multiple lines and uncertain virology and adhere to the occupational health inoculation and contamination policy.

Contribute to the development and promotion of the Unit Philosophy, ensuring clinical practice is reflective of this ideology

On a daily basis act in a safe, appropriate and timely manner collecting and sending specimens, ensuring that the appropriate documentation accompanies these specimens and laboratory staff are communicated with appropriately

In collaboration with senior nursing staff, ensure clinical practice is patient-centred and research-based, in accordance with NMC Scope for Professional Practice, guidelines and national and local benchmarks.

With supervision, frequently, carry out basic physiotherapy techniques, recognising the need for suctioning, sputum mobilization and body positioning

Ensure on arrival to the unit, patients, relatives and all other visitors are received in a professional manner and act in a courteous and polite manner at all times, thereby participating in good public relations between patients, public and staff

Ensure dignity, privacy, culture and religious beliefs are maintained at all times, including chaperoning of patients during examination, treatment/consultation by multidisciplinary team members

To ensure that the procedure for the administration, recording and storage of drugs is complied with, and that all stock levels are maintained within your sphere of influence (Core3 & 5).

Using professional judgement is prepared to intercede, where appropriate, to clarify prescribed plans of care

Frequently care for patients who are unpredictable, agitated and may be under the influence of intoxicating/ mind altering drugs, protecting patient, you and endeavouring to maintain a safe environment for others

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There is a daily requirement for moderate physical effort for several short periods throughout the shift, moving patients and equipment, utilising moving and handling equipment as appropriate

On a daily basis be in direct contact with uncontained and potentially infectious highly unpleasant working conditions, including bodily fluids, blood spillage, hazardous substances, foul linen and on occasion's fleas, lice, maggots, leeches, noxious fumes and hazardous substances

There is a frequent requirement for intense concentration where the work pattern is unpredictable when providing patient care

On a daily basis and as part of the clinical team, carry out cleaning of all clinical areas to include equipment, bed spaces, general tidying, damp dusting and rationalisation of equipment in bed spaces / clinical areas

Regularly carry out last offices maintaining respect, privacy and dignity. Utilise policies as appropriate and be aware of potential coroners cases / investigations into suspicious circumstances

In collaboration with the shift supervisor as a nurse responsible for patient care, where appropriate you will be asked to accompany less dependent patients to imaging, cross-site and other Trusts

Be aware of Risk Assessment documentation and perform risk assessments on the unit as appropriate, reporting to the shift co-ordinator

Ensure all complaints are dealt with promptly and courteously in accordance with Trust policy, and as appropriate, participate in investigations as directed by the unit manager

Regularly handle and secure patients property and valuables in accordance with Trust policy.

EU International Nurses Orientation/Induction programme – to be agreed

6 week programme

	Location	Who	Content	
Meet nurses at the Airport and deliver them to their accommodation		Appointed representative for the Trust		
Day One	Trust	HR/Nurse co-ordinator	Commencement forms/Payroll Arrange bank accounts Register with GP's Assist with applying for National Insurance numbers Introduce them to their mentors Introduce them to their workbook (Hereford template tbc)	
Week One	Classroom based	Education department/Senior Nurses/ Practitioners/Mentors/ Preceptorship	How the UK Healthcare system works What does a Patient Journey look like Role of the nurse in the UK 6C's Customer Service	
Week Two	Classroom based		Conflict resolution Dealing with Relatives/carers English Language tuition Discharge Planning Learning Disability awareness Tissue Viability	
Week Three	Clinical areas	Mentors/Registered nurses.	Arrange an orientation programme for EU nurses to observe and see how clinical areas operate across the Trusts. Senior nursing teams to work with recruiting areas to agree a suitable and relevant programme of visits.	No 'hands on' nursing
Week Four	Clinical areas		2 nd week of orientation	As above

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Week Five	Ward /Clinical area where post is held	Mentors/ Registered nurses on Ward/ Clinical area where EU Nurse will work	Supervised practice in their clinical areas where their post is. Mandatory to work with a registered nurse on every shift.	
Week Six		Mentor	End of week six – discussion with Nurse on how they have settled in. Do they need further supervision on a daily basis or can they work autonomously. Must continue to have their mentors support for first six months.	
Following 6 week programme		Clinical Education team supported by Mentors	Commence them on the Preceptorship/Band 5 development programme	
3 months		Mentor/Senior nurse	Personal Development Review	

Si reúnes los requisitos y te interesa alguna de las vacantes, envía tu CV en inglés (https://www.sepe.es/contenidos/personas/encontrar_empleo/encontrar_empleo_europa/paises/reino_unido/pdf_reino_unido/empleo_reino_unido.pdf)

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