



**Barking, Havering and  
Redbridge University Hospitals**

NHS Trust



## **BHRUT CareerMap Vibes<sup>©</sup>**

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Dear colleague,

Welcome to the first edition of BHRUT CareerMapVibes, a new regular bulletin that we've created to help you enhance your career at BHRUT.

Whether you're a nursing associate, nurse, midwife or allied health professional, or aspiring to be one, the contents of this edition have been written with you in mind.

#### **In this bulletin you can:**

- Read the reasons we created BHRUT CareerMapVibes
- Review all of our one-page career maps
- Read about the transition from nursing associate to registered nurse

I hope you can find a few minutes to look at the elements that interest you. Please also let me know what you'd like to hear about in future editions.

Best wishes,  
Kenye Karemo

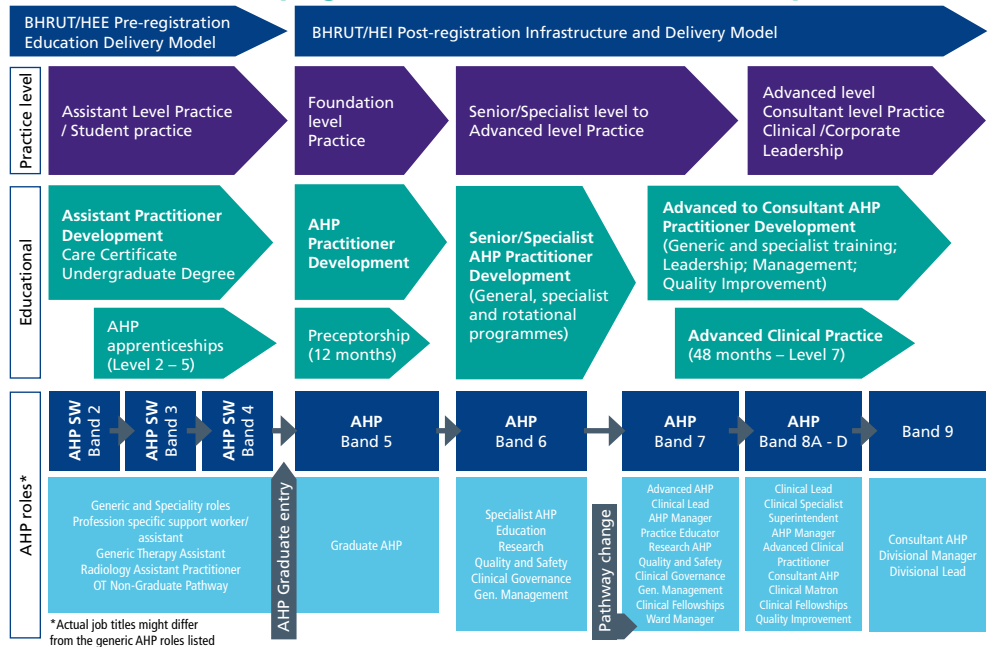
# Our NEW one page career maps

Over the past few months we've been working with lots of you to develop our one-page career maps.

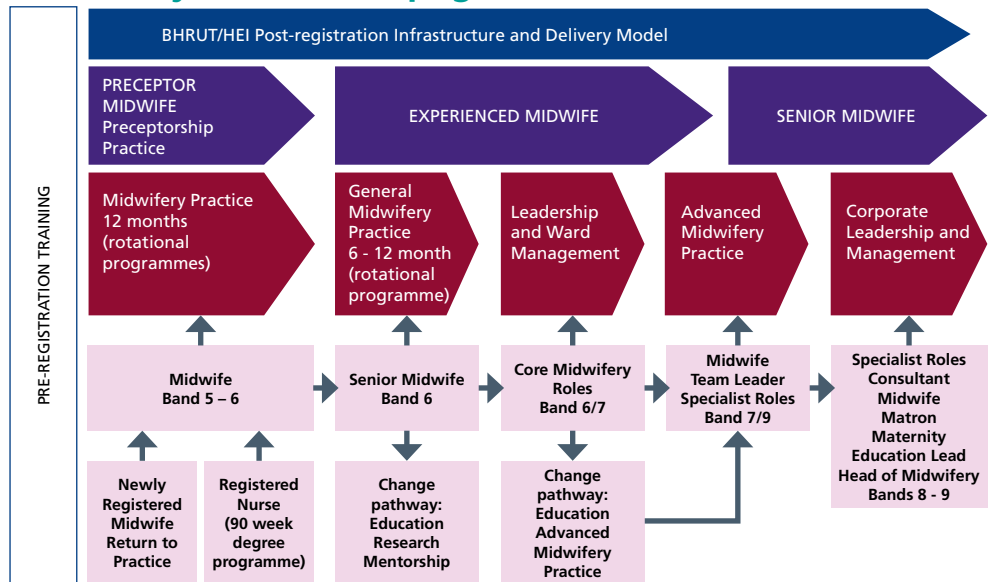
These have been designed to make it quick and easy for you to see the potential steps in your career, as well as the things you might need to do to progress. Whether you are a student nurse, a band 5 physiotherapist or a midwife in a leadership position, these career maps are intended for everyone.

If you do not feel like you are represented here, or would like to find out more, please do let us know by emailing [k.karemo@nhs.net](mailto:k.karemo@nhs.net).

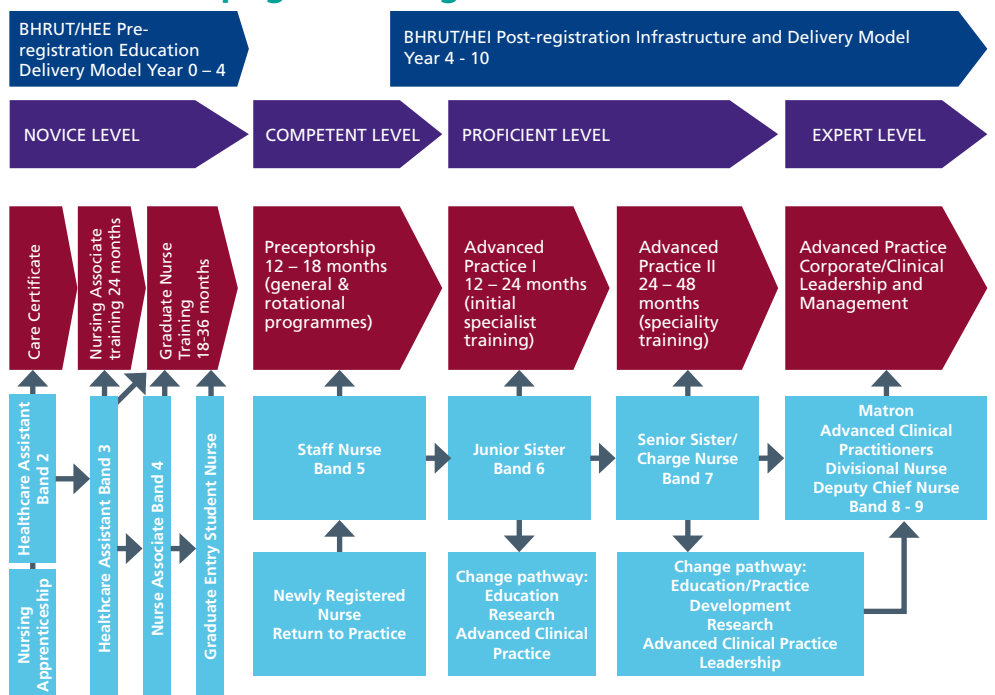
## AHP career on a page: a vision for career development



## Midwifery career on a page



## Career on a page: nursing





## Why did we create BHRUT CareerMapVibes?

We want you to enjoy a rewarding career with us and believe it's really important that you know how to progress here at BHRUT if you would like.

With more than 3,500 registered nurses, midwives and allied health professionals (AHPs) across the Trust, the need for clear career pathways is more important than ever.

We have been working hard over the past few months to make our career pathways as straightforward and easy to navigate as possible (see the article below). But we also want to empower and inspire you to make the right decisions for your career by showing you what is possible, highlighting success stories and real insight from your colleagues.

CareerMapVibes gives us the opportunity to recognise and celebrate the talents and achievements of our registered nurses, midwives and AHPs, students, clinical support workers, mentors and supervisors. It also enables us to express gratitude to colleagues who provide invaluable support.

We would welcome your thoughts on this first edition.

# BHRUT sets nurses of the future on the pathway to success

## The first healthcare assistants to qualify as nursing associates at Barking, Havering and Redbridge University Hospitals NHS Trust are already taking their next career steps.

Ten newly-qualified nursing associates have begun their registered nursing training as nursing degree apprentices, and a further group will follow suit in September.

Chief Nurse, Kathryn Halford, says the Trust hopes that up to 70 per cent of Band 4 nursing associates will go on to train as Band 5 registered nurses.

She says: "I am very keen indeed on growing our own workforce of registered nurses.

"We have taken people who have in some cases been healthcare assistants here for ten or 15 years with very little professional development, through our nursing associate programme.

"Some of them have already begun their training to become registered nurses and others are committed to following the

same pathway in due course, and I think that is wonderful.

"By taking this route, they are getting lots of really good experience in the clinical environment. Our nursing degree apprentices already know what the job entails. They are well-motivated, keen to progress and know that nursing is for them."

Kathryn says the nursing associate programme is proving a springboard into nursing for people who may not have the academic qualifications on paper to apply to university but who nevertheless have great potential.

**"I am very keen indeed on growing our own workforce of registered nurses."**

They include 27-year-old Larissa Hynes, who left school with few qualifications and found herself stuck in a job in a betting shop she didn't enjoy.

Larissa, who lives in Barking, says: "The nursing associate programme is the best thing that has ever happened to me.

"Right from the beginning when I joined BHRUT, people had said they thought I would make a good nurse. But because of my background and lack of formal qualifications, I never thought it would be possible.

"Added to which, I could never have afforded to give up my job to go and study somewhere for three years."

Larissa is currently working on an acute stroke ward as a newly-qualified nursing associate and has already begun her two-year registered nurse training.

She says: "At the moment, I am focussing on my nurse training but I really like the idea of being able to look analytically at

the way things are done, to see if they could be done better, and I would like to think that one day I might work in a Quality Improvement role.

"BHRUT has brought me to a place I never thought I would be. I am doing a job I love and I have career prospects for the future I never thought I would have."

Twenty-nine-year-old, Claire Kimber, from Basildon, agrees.

The former barmaid was inspired to join the dementia team as a healthcare assistant at Queen's Hospital after watching a documentary about standards of elderly care in nursing homes.

She says: "Right from the start, I had a dream that I might become a nurse one day but I had no idea that might even be possible.

"When the nursing associate programme came up, I jumped on it straight away. I was very nervous about the starting the programme as it seemed like a massive commitment, but everyone was incredibly supportive and I knew it was an opportunity to progress, I couldn't afford to miss."

Claire says today her confidence is growing all the time as a qualified nursing associate on a care of the elderly ward.

She says: "Initially, I wasn't going to start my registered nurse training immediately but my colleagues really encouraged me.

"I feel absolutely passionate about dementia care and to be able to care for people with dementia as a registered nurse would be absolutely amazing.

"I get so much job satisfaction from coming to work these days that I am 100 per cent certain I have made that right choice and that nursing is the right career for me."

Larissa and Claire were among the very first cohort of trainee nursing associates to join the national pilot programme at

BHRUT in 2017. Since then more than 50 nursing associates have qualified at BHRUT and a 30 are currently in training.

By the end of this year, it is expected that 50% of them will have begun their registered nurse training.

***"I get so much job satisfaction from coming to work these days that I am 100 per cent certain I have made that right choice and that nursing is the right career for me."***

Their pathway has been mapped out in the Trust's Nursing Strategy, which shows healthcare assistants and nursing apprentices how they can progress through the nursing associate programme to train as registered nurses and

beyond, becoming advanced and expert level practitioners, such as specialist nurses, advanced nurse practitioners, senior sisters, charge nurses and matrons, in no more than ten years.



## Career Maps reach final of Nursing Times Awards



Our Career Map Programme was shortlisted as a finalist at the 2019 Nursing Times Awards. We were shortlisted for the Best Workplace for Learning and Development – Up to 1,500 Nursing Staff category.

It took place on 25th September 2019, and although we didn't win, it was a real honour to take part and to celebrate the good work we have started doing at BHRUT and be recognised nationally for it.

The programme had been shortlisted because we were able to show that

we truly value our staff and care about people's aspirations and career goals. We also demonstrated our innovative training routes for staff to start their nursing training without having to give up working.

More importantly, we were able to highlight the impact of our career maps on both staff recruitment and our retention, which have improved significantly. Many staff have also said how the career maps have inspired them to reach for their dreams!