

HSC Collaborative Recruitment Presentation

QUB August 2021

HSC Trust Areas

-  Belfast
-  Northern
-  South Eastern
-  Southern
-  Western



Introductions



We have posts!



Nursing Overview NI

- 20,000 (wte) approximately HSC Nursing & Midwifery workforce includes support staff
- 5 HSCT within Northern Ireland
- 3,500 approx. registrants Independent sector
- 3 local AEI's provide NMC approved pre-registration nursing and midwifery programmes
- The DHSPPSNI has increased the number of students commissioned by 300 per year up to 1300



Supply v Demand Nurses

- Decrease in commissioned pre-registration places 2010-15
- Demographic changes – NI growing & ageing population
- Changing service requirements
- New service developments
- Global shortage of nurses
- Demand outweighs supply
- International Recruitment

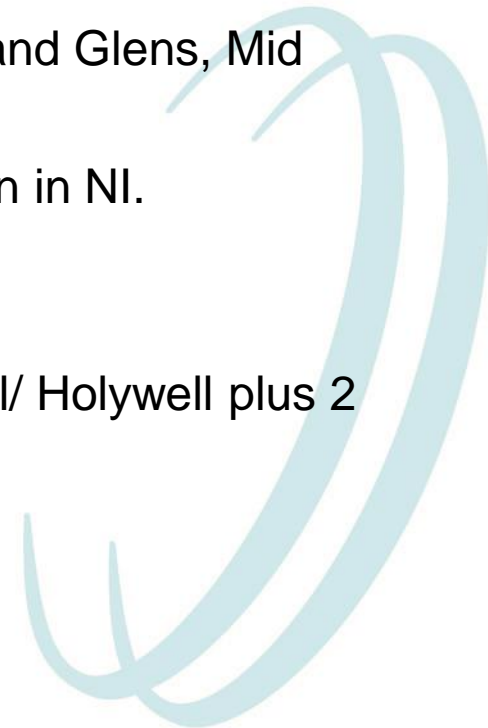
Overview of 5 Trusts

Belfast Trust – Borough of Castlereagh and Belfast

- Population of 340,000 people
- Employs 20,000 staff, and is one of the largest Trusts in the UK.
- Budget of approximately £1bn (spending about £3m each day)
- Hospitals: RVH, City Hospital, Mater, Musgrave, Muckamore Knockbracken + community nursing.

Northern Trust – covers Newtownabbey, Causeway Coast and Glens, Mid and East Antrim, Mid Ulster Area.

- Population of over 440,000 Population largest population in NI.
- Employs Staff of 12,000 staff
- Budget of £650 million
- Main Hospitals: Antrim Area Hospital/ Causeway Hospital/ Holywell plus 2 community hospitals and community nursing.



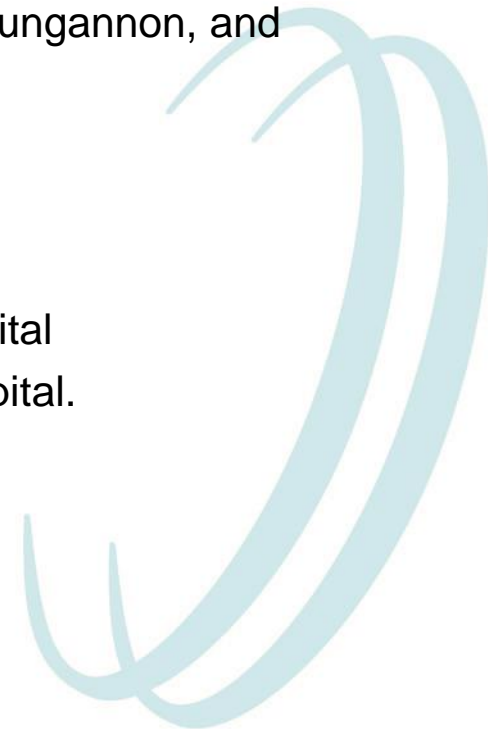
Overview of 5 Trusts

South Eastern Trust –Districts of Ards, North Down, Down and Lisburn.

- Population of 345,651 people - 19% of NI population
- Employs 10,000 staff
- Budget of £511 million.
- Hospitals are: Ulster Hospital, Lagan valley Hospital, Down Hospital, + 2 community hospitals and community nursing

Southern Trust : District areas of Armagh, Banbridge, Craigavon, Dungannon, and Newry and Mourne.

- Population of 366,000 people
- Employs 13,000 staff
- Budget of £532 million annually
- Acute hospitals are Craigavon Area Hospital and Daisy Hill Hospital
- Sub-Acute Hospitals are Lurgan Hospital and South Tyrone Hospital.



Overview of the 5 Trust

Western Trust - covers Limavady, L'Derry, Strabane, Omagh & Fermanagh

- Population of 300,000 people
- Employs 12,000 staff
- Budget of £588 million annually
- Main hospital are Altnagelvin, South West Acute Hospital and the New Omagh Hospital and Primary Care Complex.



Benefits of staying in NI

- Consolidating your training at home
- Robust Preceptorship models in all Trusts
- Induction
- Normative staffing implementation regionally
- Staff development – NIPEC Career Framework
- Stable workforce – supported learning/critical friend
- Quality of care and training
- Social contribution to your community
- Opportunity to flourish grow as a person
- N. I takes real pride in Nursing
- You are the future *nurse leaders*



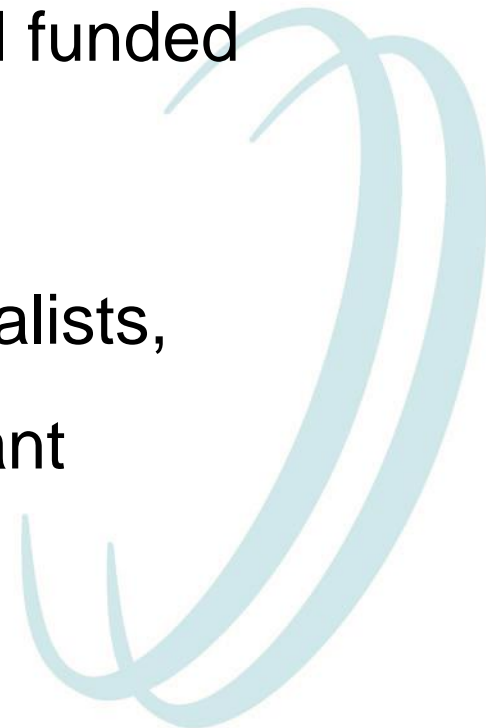
Career Pathways in HSC NI

- Preceptorship
- Induction
- Mandatory Training
- Post registration nurse education – DoH funded
- Support with Revalidation
- Career Pathways - Clinical Nurse Specialists, Advanced Nurse Practitioners, Consultant

Nurses/midwives



Health and
Social Care





Ward Sister / Charge Nurse

Find Out More



Team Leader

Find Out More



Emergency Care Nursing

Under Construction



Older People Nursing

Under Construction




Midwifery

Under Construction



Senior Nurse Lead (Hospital at Night & Weekends)

Under Construction



Northern Ireland Practice and Education Council for Nursing and Midwifery

Leading Care
Supporting Ward Sisters/
Charge Nurses

- Home
- Ward Sister/Charge Nurse Role
- Learning and Development
- Career Pathway
- Competence Assessment

Welcome to the NIPEC *Leading Care* website.

This website has four main sections with information and resources for:

- Newly appointed Ward Sisters/Charge Nurses and
- Experienced Ward Sisters/Charge Nurses
- Staff nurses and midwives who want to become a Ward Sister/Charge Nurse

The information and resources are designed to help you :

- Understand your [Role and Responsibilities](#) as a Ward Sister/Charge Nurse.
- Plan and action your [Learning and Development](#).
- Develop in your [Career Pathway](#).
- Assess your competence using the Ward Sister/Charge Nurse [Competence Assessment Tool](#) to help you identify your learning and development needs.



To find out how to use this site, click the help button

Download Guidance to Support the Commissioning, Design, Delivery and Application of Learning and Development Activities for Ward Sister/Charge Nurse and Community Team Leader roles, by clicking [here](#)

NIPEC
Centre House
79 Chichester Street
Belfast
BT1 4JE

Tel:
028 9023 8152

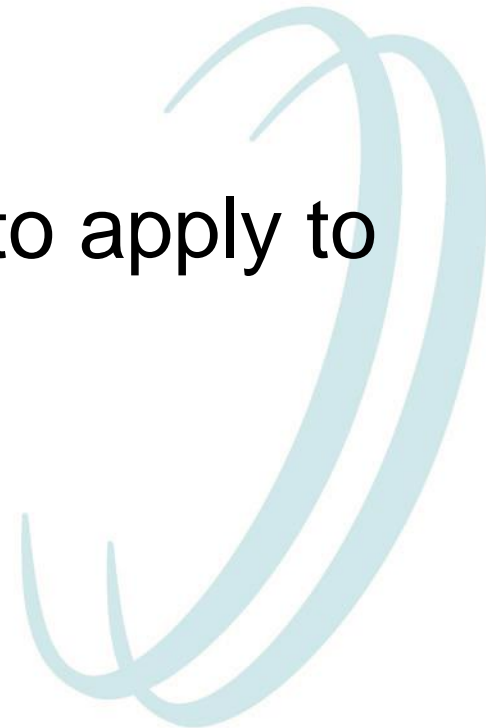
Fax:
028 9033 3298

Recruitment Process

- **Jobs.hscni.net**

The official website for Health & Social Care Jobs in N Ireland

- Click on Nursing and Midwifery
- Click on the Trust that you wish to apply to
(All Trusts have rolling Adverts)
- Click on Search



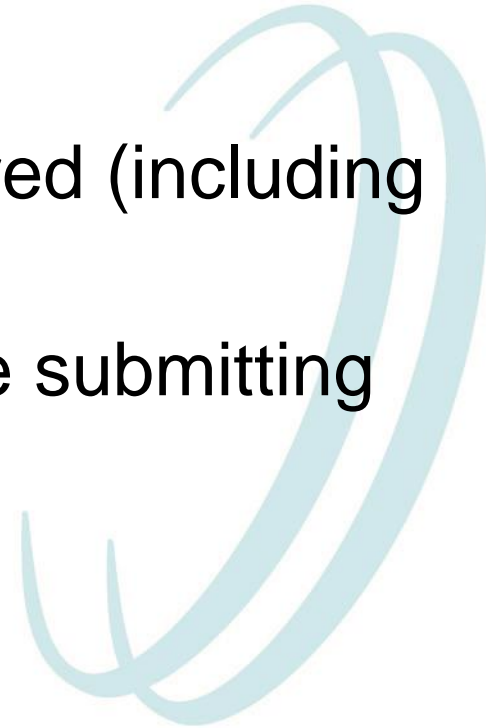
Recruitment Process

- View Details
- Job Details and Apply
- Job Description (Outlines the duties of the post)
- Job Specification (identifies the essential criteria for the post)
- Preference Form
- Guidance on completing the application form (Read)



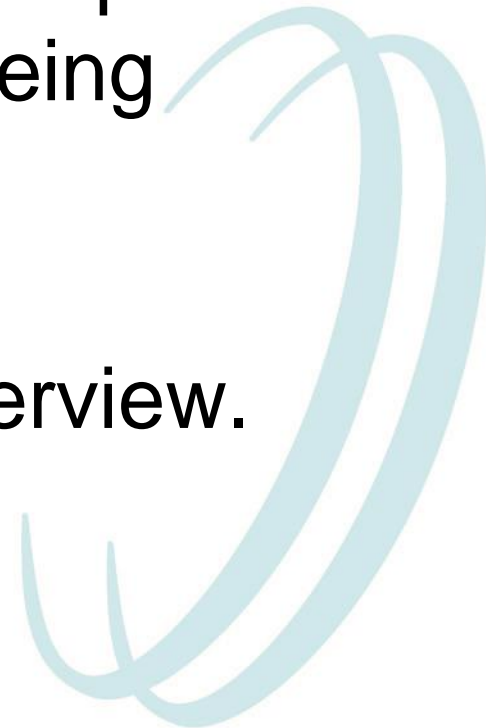
Recruitment Process

- Ensure all sections of the application is completed
- Ensure your email address is correct
- Ensure employment history including gaps are accurate (Placements are not employment)
- References –University and Trust
- Ensure all criminal convictions declared (including motoring offences)
- SAVE throughout and CHECK before submitting



Student Streamlining Pilot

- THE HSCT have completed a pilot to recruit undergraduate adult nurses for students completing their programmes in Summer 2021. This process negated the requirement for interviews. An evaluation is being completed.
- Students recruited through the [Jobs.hscni.net](https://jobs.hscni.net) will require an interview.



Recruitment Process – Interviews

- Be Prepared

If you fail to prepare you prepare to fail

- Be on time

Better three hours too soon, than one minute too late.

- Be well presented

Dress for success - You only get one chance to make a good first impression



Recruitment Process – Interviews

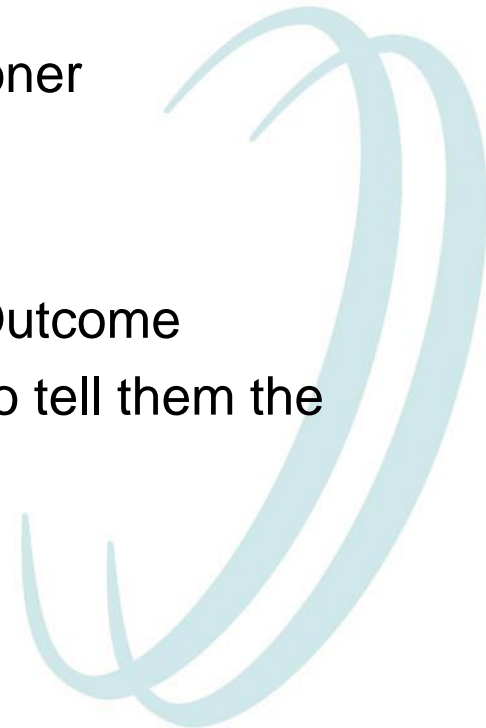
Interviews can be daunting – remember the panel want you to do well. Here are a few tips:

Preparation

- Consider your skills and experience
- Be prepared to answer clinical scenarios
- The panel want to know you will be a safe practitioner

Communication

- Listen to the question
- Clear specific responses – Situation; Behaviour; Outcome
- Remember the panel can make no assumptions so tell them the obvious.
- Body language



Recruitment Process – Interview

Questions – All based on Job Description & Personnel Specification:

- People skills
- Clinical knowledge and Skills
- Situational Judgement Questions



Job Offers

- Most Trusts make at Divisional Level – we expect staff to be flexible
- Conditional Offers based on standard pre-employment checks;
 - ID verification
 - Qualification verification
 - NMC registration check
 - References
 - Sickness / Attendance Records
 - Occupational Health
 - Access NI



Thank you for Listening

Q&A

