



Royal Berkshire
NHS Foundation Trust

Royal Berkshire NHS Foundation Trust

Nursing and Midwifery Career Pathway.

Introduction

The Royal Berkshire NHS Foundation Trust's vision is **'Seamless delivery and excellence in patient care and health outcomes'**. We recognise the most powerful tool that an organisation has in achieving its vision, goals and objectives are its staff. Having a highly talented, educated and motivated workforce is fundamental to achieving our vision and essential for delivering quality improvement. One of the trust's strategic imperatives is to be a great place to work and work with. The Trust aims to offer challenging work opportunities that develop people's skills and enhance their employability.

We recognise that at some point you may need some support and direction to help you to develop and plan your career pathway. We want to support you to have that rewarding career here at the Royal Berkshire NHS Foundation Trust. The Career Pathway booklet has been designed as a reference guide where you'll find tools, tips and links to help you take the next step in your career development. This guide is aimed at the nursing and midwifery workforce in its broadest sense, whether you're a HCA aspiring to be a registered nurse, or a midwife aiming to be the next Director of Midwifery. To get the best from this guide it should be used in conjunction with your annual appraisal process, including your line manager in these discussions, so that they can help you to develop. In addition we now have a network of careers advisors who can help you navigate these pathways. They will support you in the process of career planning by articulating the different pathways and putting you in touch with nurses or midwives in the roles you aspire to.

Nursing & Midwifery Career Pathway



Nursing Career Pathway - Adult

Job role

- **Executive Director of Nursing**
- **Deputy Director of Nursing**
- **Care Group Director of Nursing**
- **Associate Director of Nursing**
- **Nurse Consultant**

- **Matron**
- **Advance Nurse Practitioner**
- **Lead Nurse**
- **Research Lead Nurse**
- **Senior Practice Development Nurse**

- **Ward Sister/ Charge Nurse**
- **Practice Educator**
- **Practice Development Nurse**
- **Research Sister / Charge Nurse**
- **Clinical Nurse Specialist**

- **Junior Sister/ Junior Charge Nurse**
- **Senior Staff Nurse**
- **Research Nurse**

- **Staff Nurse**
- **Research Nurse**

Supporting Education

- **MSc, PhD**
- **Leadership Programme, either national or regional**

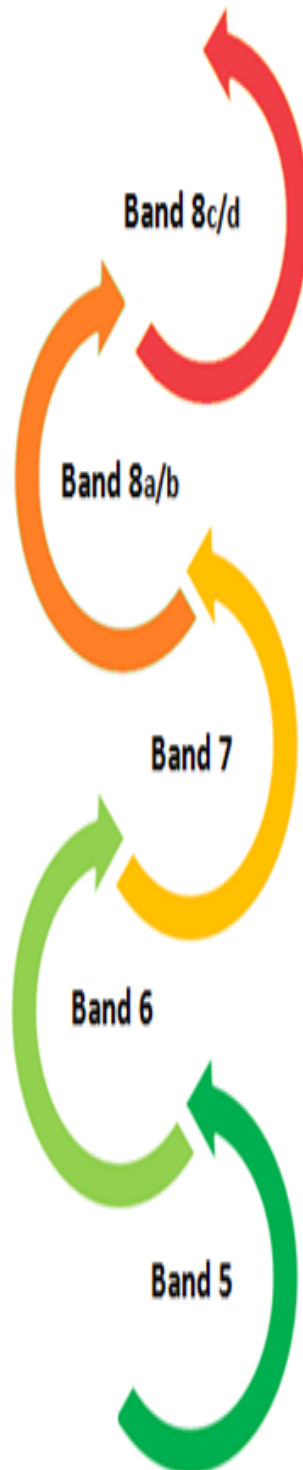
- **Post Graduate / MSc**
- **Clinical Fellowship**
- **Leadership Programme**

- **Leadership Programme**
- **Post Graduate education relevant to role**

- **Leadership Programme**
- **Band 6 Development Programme**
- **Post Graduate education relevant to role**

Year 1

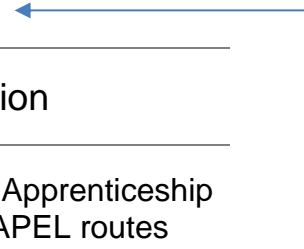
- **Induction**
 - **Preceptorship Programme**
 - **Clinical skills**
 - **Core competencies**
- Year 2-3
- **Senior Band 5 Development Programme**
 - **Specialist competencies**
 - **Clinical modules appropriate to speciality**
 - **Mentorship Programme**



If you would like to find out more information on one of the programmes outlined click on the hyperlink (underlined).

Clinical Support Career Pathway - Adult areas

3-year BSc Pre-Registration Nursing Programme



Job role

Supporting Education

Direct entry / Nursing Apprenticeship / Access to nursing / APEL routes

- Assistant Practitioner
- Nursing Associate
- Research Coordinator

- **Level 5 Apprenticeship Assistant Practitioner/ Nursing Associate + Trust Competencies**

Band 4

- Senior Health Care Assistant
- Trainee Assistant Practitioner
- Nursing Associate Trainee
- Research Assistant

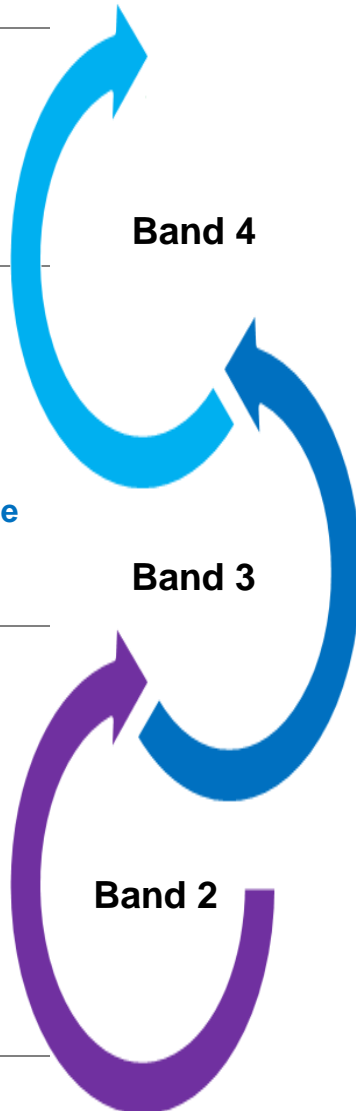
- Level 3 Clinical Apprenticeship
- Trust Competencies
- Relevant in-house study days
- Level 2 Maths & English

Band 3

- Health Care Assistant

- Care Certificate+ Trust Competencies
- Level 2 + 3 Clinical Apprenticeship
- Relevant in-house study days e.g. ECG, Documentation, Venepuncture, Theatre Escort, 1:1 Care

Band 2



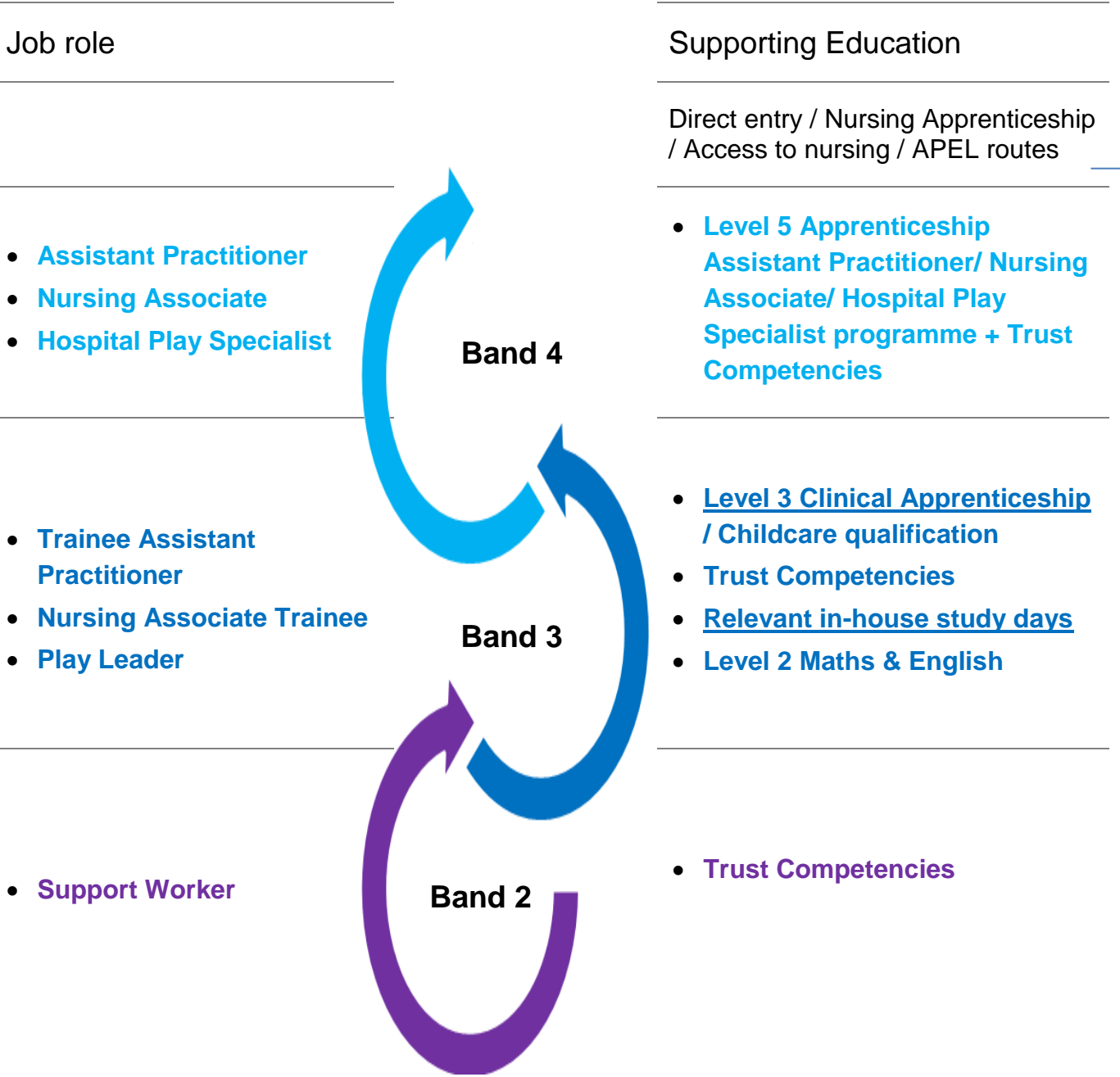
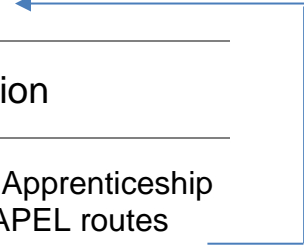
Nursing Career Pathway - Paediatrics



If you would like to find out more information on one of the programmes outlined click on the hyperlink (underlined).

Clinical Support Career Pathway - Paediatrics

3-year BSc Pre-Registration Nursing Programme



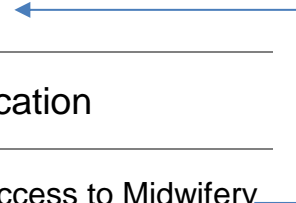
Midwifery Career Pathway



If you would like to find out more information on one of the programmes outlined click on the hyperlink (underlined).

Maternity Support Worker Career Pathway

BSc Pre-Registration Midwifery Programme



Job role

Supporting Education

Direct entry / Access to Midwifery Programme

- **Senior Maternity Support Worker**

Band 3

- [Level 3 Clinical Apprenticeship](#)
- [Trust Competencies](#)
- [Relevant in-house study days](#)
- [Level 2 Maths & English](#)

- **Maternity Support Worker**

Band 2

- [Care Certificate+ Trust Competencies](#)
- [Level 2 + 3 Clinical Apprenticeship](#)
- [Relevant in-house study days eg Manual Handling, EPR and Conflict Resolution.](#)
- [Community MSW to complete Lone Working in Community, Phone 999 and PROMPT](#)

