

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.

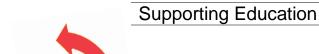
We recognise that at some point you may need some support and direction to help you to develop and plan your career pathway. We want to support you to have that rewarding career here at the Royal Berkshire NHS Foundation Trust. The Career Pathway booklet has been designed as a reference guide where you'll 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



Job role

- Executive Director of Nursing
- Deputy Director of Nursing
- Care Group Director of Nursing / Director of Midwifery
- Associate Director of Nursing
- Nurse/ Midwifery Consultant
- Matron
- Advance Nurse Practitioner
- Lead Nurse
- Research Lead Nurse
- Senior Practice Development Nurse
- Ward Sister/ Charge Nurse
- Practice Educator
- Practice Development Nurse
- Clinical Nurse Specialist
- Research Sister/ Charge Nurse
- Senior Midwife
- Junior Sister/ Junior Charge Nurse
- Senior Staff Nurse
- Midwife
- Research Nurse
- Staff Nurse
- Research Nurse
- Midwife (Preceptorship)
- Assistant Practitioner
- Nursing Associate
- Research Coordinator
- Hospital Play Specialist
- Senior Health Care Assistant
- Trainee Assistant Practitioner
- Nursing Associate Trainee
- Research Assistant
- Maternity Support Worker
- Play Leader
- Health Care Assistant
- Maternity Care Assistant
- Paediatric Support Worker



• MSc, PhD

Band 8a/b

Band 8c/d

• MSc



• Leadership Development







to role





BSc in Nursing/ Midwifery

• Preceptorship Programme

Post Graduate education relevant to role

Band 4



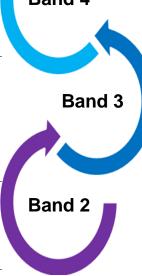
• Level 3 Clinical Apprenticeship /

Childcare qualification



• Relevant in-house study days

- <u>Care Certificate</u> + Trust Competencies
- <u>Level 2 + 3 Clinical</u>
 Apprenticeship
- Relevant in-house study days

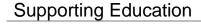


Our Trust Values: Compassionate • Aspirational • Resourceful • Excellent: CARE

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





Band 8c/d

Band 7

Band 5

Band 8a/b

Band 6

 Leadership Programme, either national or regional



- Clinical Fellowship
- Leadership Programme



 Post Graduate education relevant to role



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

Year 1

- Induction
- Preceptorship Programme
- Clinical skills
- Core competencies Year 2-3
- <u>Senior Band 5 Development</u> 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 • Level 5 Apprenticeship Assistant Practitioner **Assistant Practitioner/ Nursing** Nursing Associate Associate + Trust **Research Coordinator Competencies** Band 4 Senior Health Care **Assistant Level 3 Clinical Apprenticeship** Trainee Assistant **Trust Competencies Practitioner** Relevant in-house study days Nursing Associate Trainee Level 2 Maths & English Research Assistant Band 3 • Care Certificate+ Trust **Competencies** • Level 2 + 3 Clinical **Apprenticeship** Health Care Assistant Relevant in-house study days Band 2 e.g. ECG, Documentation, Venepuncture, Theatre Escort, 1:1 Care

Nursing Career Pathway - Paediatrics

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
- Ward Sister/ Charge Nurse
- Practice Educator
- Practice Development Nurse
- Clinical Nurse Specialist
- Research Sister / Charge Nurse
- Junior Sister/ Junior Charge Nurse
- Senior Staff Nurse
- Research Nurse
 - Staff Nurse
 - Research Nurse

Supporting Education



Band 8c/d

Band 7

Band 5

Band 8a/b

Band 6

- Leadership Programme, either national or regional
- Post Graduate / MSc
- Clinical Fellowship
- Leadership Programme



 Post Graduate education relevant to role



- 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 - Paediatrics

3-year BSc Pre-Registration Nursing Programme Job role Supporting Education Direct entry / Nursing Apprenticeship / Access to nursing / APEL routes • Level 5 Apprenticeship Assistant Practitioner **Assistant Practitioner/ Nursing** Nursing Associate **Associate/ Hospital Play Specialist programme + Trust** Hospital Play Specialist Band 4 **Competencies Level 3 Clinical Apprenticeship** / Childcare qualification • Trainee Assistant **Practitioner** • Trust Competencies Nursing Associate Trainee Relevant in-house study days Band 3 Play Leader • Level 2 Maths & English **Trust Competencies Support Worker** Band 2

Midwifery Career Pathway

Supporting Education Job role Director of Midwifery MSc, PhD Care Group Director of **Midwifery** Leadership Programme, either national or regional Associate/Deputy Director Band 8c/d of Midwifery Midwifery Consultant Post Graduate / MSc Matron Lead Community Midwife **Clinical Fellowship** Band 8a/b Leadership programme Senior Midwife Leadership Programme Ward Manager **Post Graduate education** Team Lead relevant to role Band 7 • Practice Educator Midwife Leadership Programme Rotational Midwife **Band 6 Development Programme** Band 6 Specialist Midwife Post Graduate education (Bereavement, Diabetes, relevant to role Research, VBAC, Infant Feeding etc) Induction **Preceptorship Programme** Band 5 including quality improvement • Midwife (Preceptorship) project. Interview for Band 6 with **Matron**

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 **Level 3 Clinical Apprenticeship** • Senior Maternity Support **Trust Competencies** Worker Relevant in-house study days Band 3 Level 2 Maths & English • Care Certificate+ Trust **Competencies** • Level 2 + 3 Clinical **Apprenticeship** Relevant in-house study days **Maternity Support Worker** eg Manual Handling, EPR and Conflict Resolution. Band 2 • Community MSW to complete Lone Working in Community, **Phone 999 and PROMPT**