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Aneurin Bevan  
University Health Board

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## Recruitment & Selection Registered Nurses



**An information booklet for  
candidates**

*Train. Work. Live*

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# Welcome from the Executive Director of Nursing

**Welcome to the Aneurin Bevan University Health Board.** I am delighted that you are considering working for us and I want to help make your decision a little easier.

Do you want to work in a flexible, caring and supportive environment?  
Do you want to work in an organisation known as an employer of choice for providing strong education and innovative development opportunities?  
If the answer is YES - then Aneurin Bevan University Health Board is definitely the right place for you. You will be welcomed to join our Nursing and Midwifery family, working alongside healthcare professionals from various backgrounds and professions, all focussed on making every contact count. Our nurses and midwives are committed to delivering a standard of safe and effective nursing care to patients, clients and their loved ones, recognised as being the best in its class in every care setting. Our Strategy for Nurses and midwives: Living the Code – Delivering the Care (2016-2020) sets the direction of nursing and midwifery practice by putting the Code at the heart of everything we do.

2019 is a very exciting time to join our organisation as we continue with the building of the most innovative new hospital for Wales this century. This Specialist Critical and Clinical Care Centre (SCCC) will be completed in the autumn of next year and will open its doors early in 2021. It is easily accessible due to its close proximity to the M4 corridor and boasting the most modern facilities and equipment, all supported by state of the art Information technology. As well as the SCCC, Aneurin Bevan continues to expand its existing as well as developing new elements of a strong community and primary care infrastructure, allowing patients to be managed either in their homes or in modern local community facilities.

The health board is committed to providing nurses and midwives with career pathways that support them to practice autonomously, within their levels of competence, whilst providing them with additional support when required. For all newly qualified staff we provide a newly updated preceptorship program. This leads directly into our innovative and hugely popular Journey of Excellence competency based support programme, incorporating opportunities for rotation within and between divisional specialist areas. The programme is intended to challenge the development of knowledge, clinical skills and self confidence in practice to build upon the core nursing values of caring, keeping patients safe, delivering dignified and individualised care, where and when they need it.

Aneurin Bevan is also an organisation that encourages staff to be flexible and take on roles which can be adapted to meet the changing needs of the local population. For two out of the last four years nurses in our organisation have been recognised as leaders in their field through the coveted award of RCN Nurse of the Year. Sian Thomas is one of the winners, she says:

‘I feel privileged to work as a Consultant Nurse at Aneurin Bevan University Health Board, where staff are valued and supported to make a difference to the lives of patients and their families. The Executive Team endorsed innovative pioneering multi-agency work, enabling a positive outcome for a child with complex needs’.

We have a coveted framework for the development and support of Clinical Nurse Specialists, Nurse Practitioners, Advanced Nurse Practitioners and Consultant Nurses, to provide nurse led services where appropriate, within their area of expertise and specialism. Aneurin Bevan also offers a number of academic and research career opportunities as well as supporting masters or doctorate programmes in partnership with our local University partners.

I am proud to be the Executive Director of Nursing for the ABUHB, an organisation with a reputation for looking after our staff, we recognise the need to care for staff to allow them to care for others. Aneurin Bevan offers an employee well-being service that is focussed on caring for staff and treating them with compassion, recognising the difficult circumstances they face in their everyday work, while at times juggling other life pressures.

I hope you find our recruitment events informative and helpful and I would like to wish you good luck with your application. I look forward to welcoming you to the Aneurin Bevan University Health Board nursing family and working with you in the future.

*Martine Price*

**Interim Executive Director of Nursing**



## Background Information

### The NHS in Wales

Wales is very proud that one of its sons, Aneurin Bevan, was the father of the NHS in the United Kingdom and of its creativity and ingenuity. Newport is equally as proud of one of its daughters, Annie Brewer who served as a nurse on the front line throughout World War One and was awarded several gallantry medals. In 2009, the NHS in Wales was reconfigured with the formation of seven Health Boards taking responsibility for the planning and delivery of all services in their areas – from primary to tertiary care. The reforms put in place are designed to guard Bevan's legacy of a health service which is free at the point of delivery on the basis of need but to do so recognising the huge pace of change in health care, the rapid changing nature and scale of demand, and the overriding desire to deliver citizen focused service.

### Working Differently, Working Together

This framework was developed to support the delivery of the Welsh Government's 5 year vision for the NHS in Wales 'Together for Health'. It focuses on the vital role that all staff play in delivering safe and effective care for the people of Wales. It recognises that the NHS in Wales is working within a changing environment in challenging times. It is all the more important that staff are supported by the best in employment practices. This framework will support the development of the right staffing model in order to continue to transform the way we deliver healthcare for the benefit of patients and their families.

The full document can be found on the Welsh Government website.

## Aneurin Bevan University Health Board

Aneurin Bevan University Health Board is one of the largest and busiest health providers in the UK, advancing clinical excellence and driving forward clinical research.

The Health Board has its headquarters in Caerleon, Newport. It is directed by the Board, which meets on a bi-monthly basis. The Board is led by David Jenkins, Chair, (appointed by the Welsh Government) with a team of Executives and Non-Executives. The Executive Directors are led by Judith Paget, Interim Chief Executive.

The Health Board is responsible for the healthcare of more than 600,000 people living in south east Wales, providing primary and acute services, plus a wide range of community and mental health care, with acute hospitals at Newport, Abergavenny and Caerphilly supported by community hospitals and extensive community, general practice, mental health and learning disability services.

The Board has three acute hospitals and twelve other hospitals and opened two new local general hospitals in 2010 and 2011, both of which are 100% single room environments. A state of the art Specialist and Critical Care Centre is planned for opening in 2021. This will set a new strategic direction for the development of clinical services across south east Wales, providing a new model of care to re-balance care between primary, community, secondary and tertiary services enabling high quality access to specialist and major emergency care.

The University Health Board has over 13,000 staff, including over 1,000 doctors and general practitioners, 250 consultants and a nursing staff of more than 5,000. Its Clinical School has 950 medical students and 350 post-graduate junior doctor replacements each year.

The Board covers a key geographical area on the picturesque Welsh border, with Cardiff and Bristol within easy commuting distance and direct links by road and rail to major UK centres such as London, Birmingham and Manchester.

# Nursing and Midwifery Strategy Executive Summary

Aneurin Bevan University Health Board (ABUHB) is responsible for the delivery of health and well-being services for people who live in, work in, or visit the Gwent area. Working with partners across the health and social care community, the Health Board seeks to protect and improve health and well-being by reducing inequalities and ensuring that everyone has equal access to high quality services.

In order to achieve this, the strategy for nursing and midwifery practice needs to be cognizant of the national and local health care context as well as the key political and economic drivers for change.

The aim of the ABUHB Nursing & Midwifery Strategy 'Vision and Voice – Making the Shift' 2012 -2016 was to maximize the contribution of the nursing family, to the achievement of the Aneurin Bevan University Health Board's vision and objectives by providing a clear focus to guide the delivery of patient-centered care focusing on safety, quality and excellence, underpinned by evidence and delivered by empowered staff. This present strategy and its achievements have been reviewed and considered in the development of the new strategy.

The Nursing Family are now proud to launch 'Living the Code – Delivering the Care', a strategy that reflects national and local imperatives and new legislative changes introduced by the Welsh Government to positively affect the care given to patients. These include: -

- Social Services and Wellbeing (Wales) Act 2014
- The Well-being of Future Generations (Wales) Act (2015)
- The Nurse Staffing Wales Act (2016)
- The Bevan Commission Simply Prudent Healthcare 2013
- The Strategic Vision for Maternity Services in Wales (2011)

The strategy is also informed by the voice and leadership of nursing and midwifery practice and professionalism including the priorities of the Chief Nursing Officer for Wales.

Local strategies include: -

- ABUHB Integrated Medium Term Plan
- ABUHB Clinical Futures Strategy

The Aneurin Bevan University Health Board strategy embraces the concept of integrated health and social care and working in new ways with statutory, voluntary and independent agencies to positively affect patient and service user experiences and outcomes. Much has been achieved in modernizing and developing the workforce recognising that the nursing family is pivotal in meeting forthcoming challenges and changing needs. Building upon the nursing achievements of the past four years, 'Living the Code – Delivering the Care' is framed by the Nursing and Midwifery Council Code: Professional standards of practice and behaviour for nurses and midwives (2015). The Code's four core principles, prioritise people, practise effectively, preserve safety, prioritise professionalism and trust are recognised as foundation stones on which skilled practitioners build safe and effective care whilst utilising safeguarding and public health well-being tools. These four key principles of nursing and midwifery practice will be at the heart of four strategic aims.



## Living the Code – Delivering the Care 2016 -2020



The Nursing Strategy sets out a number of important actions that will need to be achieved in order to meet the aims. A steering group will be established and led by the Executive Director of Nursing as the professional lead for the Aneurin Bevan University Health Board Strategy. Divisional Nurses will take full ownership, act as Implementation Leads and will be required to develop Division specific implementation plans. Progress will be monitored via the ABUHB Assurance Framework, through the Quality and Patient Safety Committee and onwards to the Board.

## Core Values

Aneurin Bevan University Health Board is committed to achieving the highest standards of healthcare services and to provide a safe, healthy, and fair working environment, where all staff are treated with dignity and respect.

Feeling valued at work has a positive impact on both staff and patients. The Health Board expects a high standard of behaviour treating patients, their families, the public and colleagues with dignity and respect at all times. All staff are expected to carry out their roles with dedication and a commitment to the NHS and its core values.

We know we can only provide the best services by employing the highest calibre of dedicated staff.

By working together, we will ensure we engage, support, motivate and develop each member of staff, providing a healthy and vibrant environment in which everyone can work.

It is the responsibility of **all of us** to ensure this is the case. There are four core values with associated behaviours for every member of staff, regardless of their role in the Health Board:

People First

Personal  
Responsibility

Passion for  
Improvement

Pride in What  
We Do

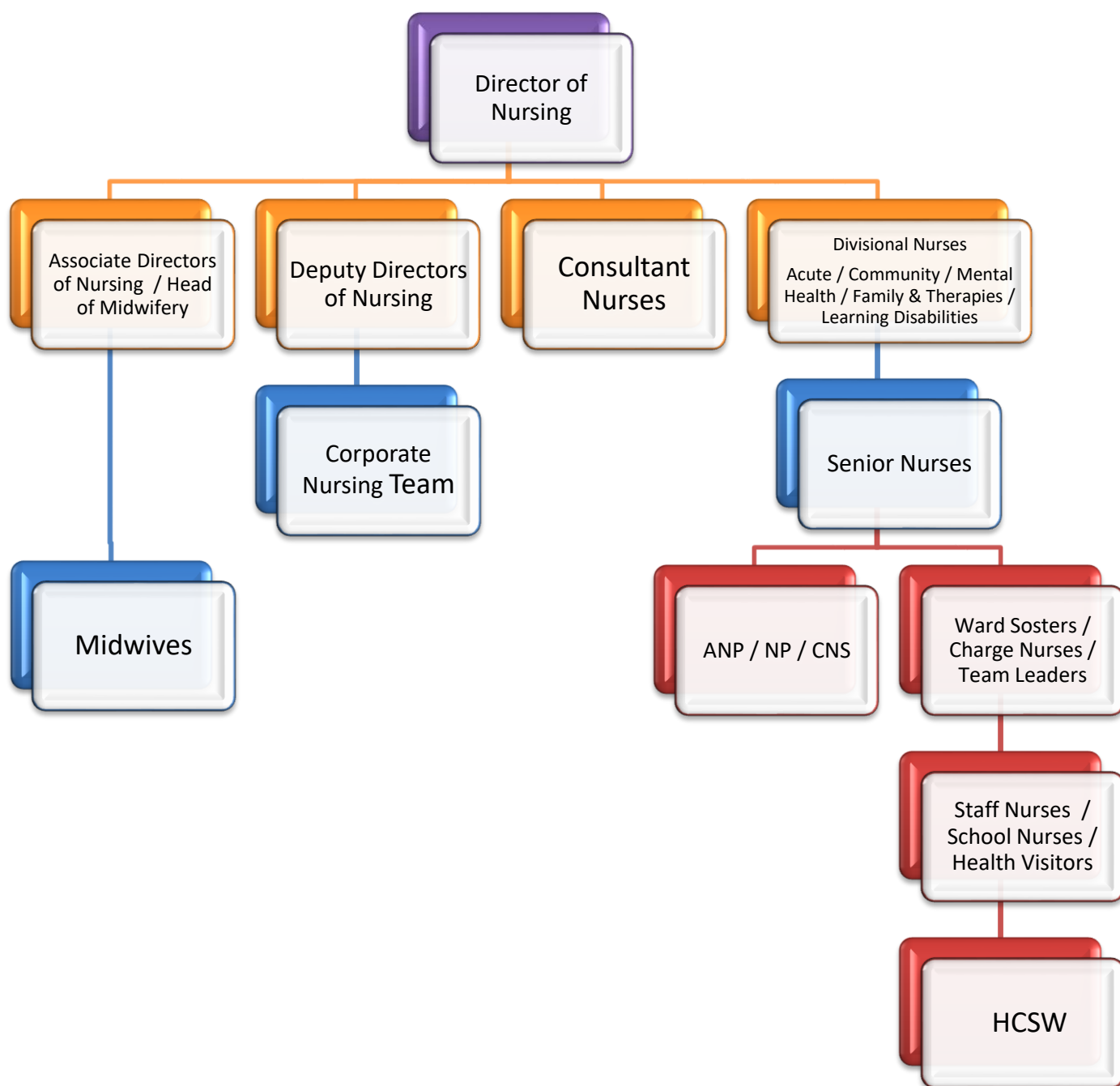


Core Value	What we are expected to do
People First	Treat everybody with dignity and respect
	Listen to patients, colleagues and visitors concerns and take action
	Give priority to actions that will improve the service and promote patient safety.
	Always report incidents or near misses that could cause harm to patients and clients.
Personal Responsibility	Use initiative to solve problems and inform others when aware of potential issues.
	Appropriately challenge unhelpful behaviour.
	Be willing to go the extra mile for patients and clients and act on their feedback.
	Lead by example; influencing and inspiring confidence in others.
Passion for Improvement	Look at my working environment and actively look for ways of improving the patient and client experience.
	Drive continuous improvement by asking ‘how could we do this better?’
	Review what the ‘Best in Class’ would be for our area of responsibility and seek to achieve this.
Pride in What We Do	Take pride in our own work and that of your team.
	Celebrate success and share good practice.
	Be a positive role model that looks smart and professional.
	<ul style="list-style-type: none"> <li>• Lead by example</li> <li>• Promote confidence in colleagues, teams and the organisation</li> <li>• Recognise and rewarding achievement</li> <li>• Value our workplace</li> <li>• Celebrate success</li> <li>• Learn from experience</li> </ul>

The core values support good governance to help ensure the achievement of our vision for Aneurin Bevan University Health Board:

- **Working with you for a healthier community**
- **Caring for you when you need us**
- **Aiming for excellence in all we do**

# The Professional Nursing Structure



## The Support Infrastructure for Newly Registered Nurses

Within ABUHB you will be supported in your new role by a system of experienced mentorship called preceptorship, whereby new Registered Nurses receive structured support from a named experienced nurse for up to a year following qualification. Research on preceptorship shows it can be of tremendous benefit in helping newly Registered Nurses feel more prepared for their role. We have developed a structured, competency-based resource pack to guide Newly Registered Nurses through transition called the Journey of Excellence (JoE) and this is complimented by an extensive Induction programme upon appointment.

You will be supported and encouraged to grow via one-to-one coaching, group supervision, action learning, preceptorship for the first six months and mentorship thereafter and continuous professional development utilising the 'Aligning Nursing Skills' portfolio to facilitate compliance with NMC re-validation.

A Clinical Skills development package is provided in year 1, to include:

- ***IV Therapy***
- ***Venepuncture / Cannulation***
- ***Immediate Life Support***
- ***Alert Course***

Opportunities will be available to develop further by undertaking our 'Monitor' clinical skills programme and there are formal opportunities for management and leadership development, with our accredited leadership skills programmes.



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Further information: [www.wales.nhs.uk/sitesplus/866/home](http://www.wales.nhs.uk/sitesplus/866/home)

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