



**A great place
to be a nurse**

**WE ARE
BRADFORD**

A large photograph showing three nurses walking towards the camera in a modern hospital corridor. The nurse on the left is a young woman with brown hair in a bun, wearing blue scrubs. The nurse in the middle is a Black woman with short dark hair, wearing a white short-sleeved button-down shirt and dark blue trousers. The nurse on the right is a woman with brown hair in a bun, wearing blue scrubs. They are all looking forward. The corridor has light-colored walls, a grey floor, and an exit sign in the background.

**We have great
employment
opportunities for all
types of nurse.**

Bradford nurses are part of a strong team who care, support each other and take pride in caring for our community.

Our Trust has many opportunities in nursing, offers structured education and support, can offer flexible working and the chance for ambitious people to shine. As an integrated care organisation we have great employment opportunities for all types of nurse, whether you are newly qualified, looking for a change of direction, relocating within the UK, looking for promotion or seeking to return to nursing.

A white handwritten signature on a pink background.

Karen Dawber, Chief Nurse

**Have a great nursing
career with us!**



Newly qualified and staff nurses (Band 5)

Newly qualified nurses can get their career off to a flying-start. As a major teaching hospital, we offer the opportunity to get solid experience in an environment that supports your development as a nurse, with a wide range of clinical areas to gain experience in.

Experienced band five nurses will enjoy the challenge of working in Bradford and the team atmosphere that the Trust has. Bradford has a young, diverse population which brings a unique richness to your work. This makes for a great nursing experience.

Our nurses are as diverse as the people they look after and our nursing family includes people from all over the world.

We know that the first steps in a nursing career can be the most challenging and believe it's important to support nurses so that they can learn and grow. Our dedicated team of Practice Education Nurses are on-hand to ensure that you never feel alone.

All newly qualified nurses who join the Trust are enrolled in our preceptorship scheme which offers a carefully planned way to develop clinical skills with the guidance and support of experienced clinicians. The scheme includes one-to-one mentoring and further career advice is also available to help you plan for the future. When you start with us as a newly qualified nurse you will receive band 4 pay until you receive your Nursing & Midwifery Council (NMC) PIN number and you will be able to claim back your first year NMC fees.

Naomi Lees

A&E
Staff Nurse



Naomi returned home to Bradford to launch her career in nursing, and found a new family in our A&E department.

"When I was younger, like many little girls, I wanted to be a ballerina, but thought that nursing was probably a more secure career," says Naomi. "I trained in Manchester, but returned to my family home in Bradford for my first job as a qualified nurse,"

Her career got off to a flying start in the Trust's A&E department, where she has embraced the steep learning curve that comes with the diverse range of patients that the department sees every day.

"A&E in Bradford is a fantastic place for a new nurse. It's busy, we see a lot of different people with all kinds of conditions and you learn a lot quickly,"

"I've been given so much support including lots of training and experience in different areas of practice, including mental health, paediatrics and phlebotomy. It can be daunting when you start out, but the team are friendly, supportive and happy to help – so I never feel alone."

Naomi says she would recommend Bradford Teaching Hospitals to anyone, "we're like one big family here – we work together and even socialise together. We're a close supportive team and I wouldn't have wanted to start out anywhere else."

Bradford Teaching Hospitals is the perfect place to embark on your nursing career. We offer a challenging and supportive environment to gain experience and decide which direction you'd like to take your professional life. The family atmosphere makes it a great place to work, with colleagues who really care about you and your growth.

Experienced nurses and midwives

There are lots of opportunities for experienced nurses at the Trust, whether this is in our hospitals or in our community services.

We are always looking for our next generation of nurse leaders and often have great opportunities for band five and six charge nurses and sisters. If you are an experienced nurse or have specialist nursing skills but can't see the job for you on our website then get in touch. We value experience!

The Trust has nearly 300 specialist nurses and midwives who work closely with medical teams but have the high degree of autonomy that goes with their experience.

Band 6 and band 7 nurses are the leaders of the future and Bradford offers excellent opportunities to develop some essential skills, both clinically and as a manager. If you're a nurse looking to make your next move, then we'd love you to join us.

Advanced clinical practitioners (ACPs)

Advanced clinical practitioners have a key role in senior nursing leadership and enhanced clinical skills, making them crucial members of our care team. The Trust supports a number of experienced practitioners in medicine and surgery to progress into this role each year, moving from a band 6 position to a band 8a qualified practitioner with a two year programme with the local university. Trainee ACPs benefit from an educational supervisor, normally a consultant for the duration of the course and an existing ACP as a mentor to support you to achieve the academic and clinical aspects of the course.

Once qualified, ACPs have additional responsibilities, get involved in ward audits, improvements, teaching, and support more junior colleagues.

Phil Crossley

Advanced Clinical
Practitioner



From fixing cars to fixing people, Phil's career has shifted up a gear since joining the nursing team in Bradford

Phil started his working life as a mechanic, but when he decided to look for a new challenge he turned to Bradford Teaching Hospitals for his first steps,

"I went to night school to train to be a nurse, whilst still working, and did my placements in Bradford. From that moment, I knew I wanted to work at the Trust."

Phil started out as a general nurse and progressed to charge nurse, working in lots of different departments in the surgical division, building his skills and gaining broad experience. He's now an Advanced Clinical Practitioner, providing a crucial link between medical and nursing colleagues as well as providing hands-on nursing care for patients.

"The Trust supported me to do a three-year masters course, including time out for study and financial support. It was a great opportunity to advance my skills and play a bigger role in patient care,"

"Bradford Royal Infirmary is a special place, and I'm proud to work here," says Phil. "I never believed I'd go from fixing cars to fixing people, but I've been supported all the way,"

Ambitious nurses can progress at Bradford Teaching Hospitals, and the Trust actively supports nursing career development, providing the support, training and opportunities to specialise and advance. Whatever your aspirations as a nurse, the Trust is a great place to make your next move.

Midwifery

Our maternity unit is known for the caring approach of our midwives and its innovative approach. You'll be joining a motivated team who will give you all of the support you need to develop your career, however long you've been practicing.

Bradford's diverse and vibrant community gives ambitious midwives the opportunity to test their skills and gain experience in a busy, urban setting.

The midwife-led birth centre provides a modern, welcoming environment for new parents as well as a great place to work.

Nurse development programme

Following completion of the preceptorship period we offer a development programme from band 5 nurse in charge through to band 6 and band 7 leadership. This is a great way of developing those skills in a supportive organisation that cares for the development and growth of its staff.

Rukeya Miah

Matron



With almost 25 years of experience and learning, Rukeya's lifelong passion for nursing has seen a varied career – and she's determined to learn even more.

Rukeya qualified as a nurse in 1994 and joined the Trust shortly afterwards, working in surgery and the Intensive Care Unit (ICU). She's an enthusiastic advocate for the profession.

"I love nursing. There's always something new to learn; keeping up-to-date and teaching others is something I'm passionate about," she says.

In 2000, Rukeya decided to enhance her skills further and embarked on an 18 month BSc to achieve dual-registration as both a nurse and midwife.

"Bradford is a fantastic place to find your own journey in nursing," she says. "It's a large trust with many different clinical disciplines – that's why I've been here for over 20 years. Learning starts with you as an individual and the desire to learn more and progress, but if you have that passion then the Trust is a great partner and provides an environment where you can thrive."

Rukeya is now a supervisor of midwives, a practice educator and a nursing leader at the Trust, advocating for the important role of both nurses and midwives.

"There are so many opportunities to develop. We have a diverse community which exposes you to the widest range of people and clinical conditions; this alone provides a fantastic foundation for learning. There's never a dull moment, and the team's commitment to high-quality clinical care is what keeps me here."

Experienced nurses will find Bradford Teaching Hospitals a welcoming host for their further development. A leading educator, and forward-thinking employer at the heart of its community, the only limitation is your ambition.

Overseas nurses

We have an excellent history of work undertaken in supporting our overseas nurses through their OSCE examination process to gain UK registration with the NMC. Our practice educators have devised and delivered resources, training, provided support and guidance to all overseas nurses arriving in the Trust. The materials produced are of a very high standard and following success of the programme nurses have successfully transitioned into working in the Trust and delivering high quality care. The pride in supporting our overseas nurses demonstrate Bradford's values to our new starters and help them get off to the best start in the Trust.



Jade Orero

Staff Nurse



Jade had ambitions to travel and a passion to care. In Bradford, he's fulfilling both of these.

"One of the things I love most about working in Bradford is the surroundings," says Jade. "I've been to the beautiful green countryside, to some historic cities and also to visit friends in London. It's a wonderful place to live, and the work-life balance I get from working at the hospital gives me the opportunity to develop my career as well as the time to explore."

Jade qualified as a nurse in the Philippines, and leapt at the chance to come to England to progress his career.

"I have friends who work in hospitals in other parts of the country, but when I speak to them I know I made the right choice to come to Bradford. It's so friendly in the hospital and the environment is calm and supportive. It's a good place to work and develop new skills."

Jade chose Bradford Teaching Hospitals because of the wide range of clinical disciplines it covers and the chance to specialise if he chose to do so.

"I'm currently working in the coronary care unit, which is teaching me so much about how to care for people with heart conditions. These are specialist skills I can use in the future. I'd like to be a ward manager and I'm currently gaining the knowledge I need to help with this. It's a great team to work with and we look after each other as well as our patients."

Bradford Teaching Hospitals actively invites applications from overseas nurses, and provides a supportive environment for those working in the UK for the first time. This includes paid employment as a HCA whilst NMC registration is achieved, help with accommodation and a welcoming workplace to grow as a professional.

Refocus your nursing career

As a Trust which runs both hospital and community services, we have opportunities for experienced nurses, looking to make a career change and will support education and development in high-demand areas.

If you're looking to make a change or would like to explore another nursing profession, we can support your transition. For example, you may wish to try moving from hospital to community nursing. Bradford Teaching Hospitals provides services in hospitals and in the community. This makes moving between the two easier than in many other Trusts.



Return to nursing

Bradford Teaching Hospitals is a great place to return to nursing.

The experience gained from years of nursing cannot be replaced and we are keen to welcome nurses who have taken a break and feel it's time to come back.

Returning nurses have the opportunity to work full or part-time and also the chance to retrain. For those who've taken an extended break and need some retraining, the 'Return to Nursing' programme offers support and financial incentives.

The Trust runs hospital and community health services and anyone wanting to make the change will find lots of opportunities. If you want to return to nursing, we can offer you a placement and our close links with local colleges and universities ensure that your journey back to nursing is a smooth one.

Opportunities to return to nursing are advertised throughout the year in preparation for twice-yearly university intakes. You will be supported to complete your training in our learning environment whilst completing the university course. This will usually take between three and six months to complete.

We are also keen to hear from nurses who have recently taken a career break or have retired and do not need the additional support offered by formal 'return to nursing' courses. Our flexible approach means that your valuable skills can still contribute to patient care on a part-time basis or as a member of our flexible workforce (see page 20).

Other caring roles

At Bradford Teaching Hospitals we recognise the importance of the whole caring workforce.

We have a range of supporting roles which offer a rewarding career in their own right, as well as being an opportunity to progress into a career as a registered nurse. We have ward sisters working now who started their careers as a healthcare assistant (HCA).

The Trust supports development from band 1 to band 4 with our educational links to local colleges and universities helps our HCAs to grow into a range of unregistered roles.

Nursing associates

If you have significant experience of working within healthcare and are compassionate, motivated and enthusiastic then the role of nursing associate may be just what you're looking for. The nursing associate role has been developed to sit alongside existing nursing care support workers and fully-qualified registered nurses, in both health and social care.

It's an exciting opportunity to be part of a two year work-based learning programme, delivered in conjunction with a local university. As well as on-the-job training, associates achieve a foundation degree and become a qualified nursing associate.

Mohammed Aqeel

Trainee Nurse
Associate



Aqeel is on the stepping stones to nursing – and making leaps and bounds.

Mohammed Aqeel joined the Trust in 2015 and in just 18 months he is already realising his career goals, with the support of his colleagues and manager.

"I'd always wanted to work in the NHS," says Aqeel, "and when an opportunity to become a healthcare assistant came up, I went for it. I know I've made the right move; I love my job."

In 2016 the pilot scheme for nursing associates was launched and Aqeel's manager saw his potential and encouraged him to apply.

"I'm the only man in my year on the two year course, which can be a blessing and a curse. It's tough juggling a family with study, but it's worth it. I never thought I'd have the opportunity to do this, but the encouragement I've received has been great. I enjoy the responsibility that is given to us as trainees. There's a lot to learn but I'm determined to succeed."

Aqeel now has an eye on the future, whilst keeping his feet firmly on the ground. "I'm taking things one step at a time. I want to be a good band 4 nurse first, and take it from there, but who knows what the future holds."

Bradford Teaching Hospitals has been part of the first wave pilot of this important new role, and has offered places on the nursing associate training course each year. Places are open to external applicants, but Trust staff with experience as a healthcare assistant have been encouraged to apply. This new route into a caring career provides a great stepping stone for those with ambition and experience.

Healthcare assistants (HCAs)

Our range of roles for healthcare assistants is varied, with roles in our inpatient wards areas as well as working alongside therapists, radiologists and other professionals working in outpatient departments and theatres. All our healthcare assistants are supported to complete the care certificate within their first 12 weeks in the Trust and many HCAs go on to develop in more enhanced roles.



Sidra Hussain

Healthcare
Assistant



Sidra loves the fast-pace and variety of the ward – but it's the interesting characters that keep her smiling every day

"I knew I wanted to work in a caring profession when I left school and my apprenticeship in a nursing home gave me my first taste," explains Sidra. Keen to progress, she's now a member of the ward 9 team; the Trust's short stay-ward; where she's rewarded every day by some of the characters who pass through the doors.

"I love seeing people improve. They arrive in the ward very unwell, and during their stay with us I see them improve until they are well enough to go home. It's very rewarding," says Sidra. "There's some real characters here – both our patients and my colleagues – and I love coming to work every day,"

Sidra chose Bradford Teaching Hospitals because of the opportunities it gave her to develop in the future, "I'm working as a HCA now, but there are so many options to consider once I have some more experience. I've always been interested in being a paramedic, and there are the new nursing associate roles which offer a stepping stone to becoming a registered nurse. These are all things that I'm thinking about for the future, and in Bradford they're a serious option for me."

Healthcare assistants at the Trust are a crucial part of the care team and receive the training and support they need to care for our patients and prepare for the future. As a HCA in Bradford you'll get the foundations you need to have a rewarding career, wherever you've set your sights.

Training to be a nurse

For most, a career in nursing starts with three years education which combines classroom teaching and clinical placements in the Trust. Bradford Teaching Hospitals has a close relationship with local universities making us a great partner in nurse education.

Many nurses who train with us become part of the team on qualification, and the Trust has been nationally recognised as a leading provider of placements.

Bradford Teaching Hospitals plays a leading role in educating the clinicians of the future and our nationally recognised teaching facilities provide some of the best support available in the region.

Our core skills education programme supports everyone at the Trust to stay up-to-date with the skills they need on a daily basis, ensuring that everyone can work professionally and safely – as well as comply with the standards set out by national bodies. In addition to this, our in-house education team offers a range of development opportunities.

Nurses and midwives across the trust are undertaking programmes ranging from MSc to specialist clinical modules. Our dedicated team of Practice Education Nurses support newly qualified nurses to develop their skills and offer support as they develop.



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Join our flexible workforce

In addition to our permanent roles, our flexible workforce of qualified nurses and healthcare assistants enhances our teams, helping us to respond to busy periods and offering a helping hand when staff are unwell.

The flexible shift system is ideal for those looking to earn a little extra and balance work with other commitments. Whatever your availability, we value your skills and experience. The Trust can provide a great opportunity to work with us in a way that suits your lifestyle.

Vacancies are advertised every month on NHS Jobs. For more information, including the required qualifications, experience and how to apply, visit the Trust website:

www.bradfordhospitals.nhs.uk

Naomi King

Staff Nurse



Naomi King is an experienced and dedicated staff nurse who works through our internal nurse bank here at Bradford Teaching Hospitals.

Naomi joined the nurse bank in 2001, having worked at the Trust since 1997, and admits the main reason for doing so was the flexibility it offered.

She said: "It's good because I can be a full-time mum to my children and work my shifts around my husband's work as well.

"I don't miss school assemblies and can take more time off during the school holidays to look after them. Even though they are now teenagers, working through the nurse bank still gives me the flexibility I need for family life."

Naomi works predominantly on ward 7.

"Even though I am working via the bank I still feel very much part of the team.

"Working through the bank means you can experience different wards if you want to, rather than just working on the same one all the time.

"And bank staff have access to the same training as permanent staff. I can see online when my training is due to expire and I can just book in to training sessions to keep my skills up-to-date."

Nurse bank staff can electronically access their own shifts through a system called Employee Online.

"It's very easy to book your own shifts," said Naomi. "I can see all the shifts which are available online, and the nurse bank team are very helpful and supportive if I have any questions."



The use of temporary staffing is vital to the delivery and quality of patient care at Bradford Teaching Hospitals.

Eduardo Guerra

Nurse Bank
Healthcare Assistant



Eduardo Guerra is a healthcare assistant working through our internal Nurse Bank. Eduardo joined the bank in 2010 and has worked on numerous wards at Bradford Royal Infirmary during the past eight years.

He said: "I work full-time in Leeds so working on the nurse bank in Bradford means I can pick up a shift at BRI maybe once a week.

"I don't mind which ward I work on, I like them all!"

"My wife works here as well, on ward 15, so I can work round her shifts. It means I don't have any childcare problems."

The use of temporary staffing is vital to the delivery and quality of patient care at Bradford Teaching Hospitals. Working shifts via our nurse bank offers staff the flexibility to work when they are available and offers an excellent home/life balance.

"I joined the bank because it's flexible," added Eduardo. "I book my own shifts through the Employee Online system. It's very easy to use. I can look at when my wife is working and choose shifts around hers."

Another benefit of working through the bank is weekly pay.

"I'm paid weekly so I don't have to wait until the end of the month to be paid!"

A female nurse with dark hair tied back, wearing glasses, blue scrubs, a clear plastic apron, and blue gloves, is attending to a patient in a hospital bed. She is holding a white cloth or gauze. In the background, there is a medical monitor displaying vital signs and waveforms. The scene is set in a clinical environment with medical equipment and a patient bed.

**We have opportunities
for experienced nurses,
looking to make a
career change and will
support education and
development in high-
demand areas.**