



Royal Free London
NHS Foundation Trust

ROYAL FREE TO BE YOUR BEST

**Emergency Nurse /
Paramedic Practitioner**



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DEAR CANDIDATE,

Thank you for applying to join the nursing and midwifery team at the Royal Free London. This candidate pack contains all the information you need to apply for the post.

At the Royal Free London, our mission is to be world class in the provision of care and treatment to our local and wider population, clinical research and teaching excellence. We aim to deliver kind and compassionate care in all three of our hospitals and satellite areas, to improve lives and help people thrive.

We have over 10,000 staff across our various sites, all working towards the same aim which is to ensure our patients receive the very best care. You will work with lots of different people from diverse backgrounds all performing different roles giving you a great opportunity to learn and develop.

Patients are at the heart of everything we do, and pivotal to the successful delivery of our aims are our emergency nurse/care practitioners, whose decisive, resilient and caring nature ensures that patients receive the very best care in their local urgent care centres.

This emergency nurse / paramedic practitioner opportunity will enable you to join one of our many friendly and dedicated teams where you will work with autonomy and be empowered to deliver emergency care whilst being supported by our central education team to progress your career. Should you wish to develop further into advanced clinical practice we have a robust career pathway in place, and which is outlined within this pack.

We are delighted to also be offering a comprehensive staff benefits package, along with self-rostering - so you can choose your preferred shifts and maintain a 'shift-life' balance whilst working in this role.

I am very proud to be the Chief Nurse of the Royal Free London. I would be delighted for you to join our team and I wish you every success with your application.

Chief Nurse
Julie Hamilton, Group
Chief Nurse



THE ROLE

There's no such thing as an ordinary Royal Free London employee - and there is nothing ordinary about this opportunity!

As an emergency nurse /paramedic practitioner you will:

- have autonomy for patient care but be part of an innovative expert multi-disciplinary team
- work in the thick of it, dealing with emergency and unexpected situations
- work in a fast-paced environment with a broad variety of patient presentations
- be challenged and develop, in a state-of-the-art, modern hospital, using the latest technology
- be at the forefront of pioneering and innovative ways to deliver world class care

Being an emergency nurse /paramedic practitioner at Chase Farm Hospital is empowering, unique, and dynamic. You will be providing emergency care to our local population (Enfield, Barnet and surrounding areas) at our stand-alone, state of the art and pioneering urgent treatment centre (UTC). The service you provide is critical to see, diagnose, treat, discharge, or refer both walk-in and ambulatory patients whose injuries or illnesses are not so serious as to need full emergency department care. You will see a wide assortment of presentations and provide professional advice to patients, carers and colleagues; this means you will consult patients independently but seek clinical advice and support where or if required. While you have clinical autonomy and need to 'think on your feet' you will also be part of an expert multi-disciplinary team - together you will ensure the provision of clinical excellence to patients and contribute to reducing emergency room admissions to our other hospitals.

Sometimes the role may be tough and parts of the role may not suit everyone. Patient's needs may escalate and require care that is not available on-site, so you will need to be resilient, adaptable, and able to keep calm as you organise the care they need or arrange for them to be transferred, while supporting them in the interim.

You may at times take on responsibility of the UTC so in this role you will constantly develop and expand your clinical practice. We will also invest in you and your development through a bespoke career path (with opportunity to progress to an advanced clinical practitioner) that we have created in recognition of the unique role and service provided by our emergency nurse practitioners in urgent care.

Full details of the role are attached in the job description and person specification.

WHY WORK FOR US?

Working at Chase Farm Urgent Treatment Centre also gives you access to the latest technology to deliver excellent patient care. So we're looking for innovators and game changers that want the opportunity to deliver the highest quality of patient focussed care; and be part of a team and environment that champions innovation and continuous improvement. We also offer:

- a clear career path that you are encouraged and supported to follow
- the opportunity to get involved in decisions through our weekly "Chase it up" all staff meeting and our own "staff council" to help improve staff experience
- a broad range of rewards and benefits as a NHS and RFL employee

Further details can be found at Royal Free London Jobs (<https://www.royalfreelondonjobs.co.uk/>) Selection day

All short-listed applicants will be invited to attend Chase Farm Hospital (please hold the advertised date) to see the working environment; have a tour of the services informally meet colleagues, have a chance to ask questions; and be interviewed by a panel.

WHY WORK AT ROYAL FREE LONDON NHS FOUNDATION TRUST?

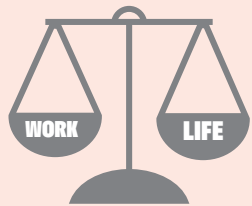


Thinking of starting a family

Once you've been working in the NHS for a year, you're entitled to up to 52 weeks of maternity and adoption leave. We also offer paternity and parental leave. You can also benefit from access to our onsite staff nurseries, childcare vouchers, and many other entitlements outlined in our family leave policy.

Worried about the cost of living?

Our robust financial wellbeing support offer allows you to make use of numerous salary sacrifice schemes (car lease, home electronics, cycle to work, season ticket loan and nursery), along with access to various discount platforms and advisory services. If you are new to London you can also access our onsite accommodation service for renting support and advice.

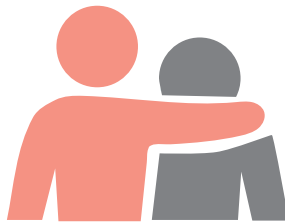


Keen to maintain a shift-life balance?

Our flexible working policy outlines that staff can request flexible working, to help you balance work and life at home. This includes self-rostering - so you can choose your preferred shifts and maintain a 'shift-life' balance whilst working in this role.

Looking for emotional support, or simply needing somebody to talk to?

All staff have access to a holistic and comprehensive health and wellbeing offer to support you at work. This includes peer support, access to our bespoke psychology service and a 24/7 support line. We also have a range of special leave to support you with personal circumstances, as we know that life happens and sometimes unplanned leave may arise.



Keen to have a voice in the organisation and join a like minded group of staff?

You can be a part of wider communities in the Trust by joining our dedicated staff networks, such as the LGBTQAI+ network; Ability@The Free network; Black, Asian, and Minority Ethnic Group (BAME) network; Women's network; Greener RFL Sustainability Network and the Flourish staff network.



Want to keep learning and develop your career?

All staff have access to CPD (continuing professional development) opportunities including personal development courses and access to the RFL coaching hub.

Appreciate being recognised for what you do?

Our reward and recognition programme allows you to showcase your hard work and commitment to the organisation.



Want future proof financial security?

Gain automatic access to the NHS pension scheme and benefit from one of the most comprehensive and generous schemes in the UK.

Value time off?

New starters get 27 days annual leave, rising to 33 days over time, plus an extra 8 days paid leave for bank holidays. You can also buy up to three days additional annual leave (through salary sacrifice).



WHAT'S IT LIKE TO WORK AS AN EMERGENCY /PARAMEDIC PRACTITIONER AT RFL?

My name is Victoria Nwaobasi. I'm 56 years old, and work as an ENP in the Urgent Care Centre at Chase Farm Hospital. I love to be called Vicky.

I would describe myself as self-motivated and strong-willed, despite being naturally quite shy. I'm passionate about my job, and I love caring for my patients and working as part of a team.

My background is in accident and emergency (A&E) where I worked for 15-years and undertook my training. I initially started working in the CFH urgent care team as an agency nurse, but it wasn't long until my team had recognised my commitment and strong work ethic, so asked me to join as a permanent member of staff. To this day I love the team and the receptive working environment.

I always start my day with a smile and a positive mind set, which allows me to always enjoy every day! Being able to give my patients 100% holistic care, and pass on the love for RFL is a highlight – I love providing a patient with the care they require. For example, when a patient arrives with a fracture, I make them feel comfortable.

The main challenge is continuing to provide quality patient care when we have staff shortages, however various training has helped me overcome this, and I am always supported to take my study days. I feel very cared for, and I don't think I've worked in another role where I've received so much support. Culture wise, RFL is very good at giving minorities the opportunity to progress and everyone is treated equally.



The key attributes for this role are being passionate, showing empathy, and giving 100% attention to patients to deliver the best patient care. It's also important to be honest and open to flexibility to meet the needs of the trust.

The main benefit of this role is the training, which has allowed me for a good orientation and ongoing education (particularly development from a band 6 role to become an ENP nurse). I am so grateful to the Trust for being given opportunities to progress my career – my plan following the prescribing course is to continue to grow.

Work-life balance is important to me, especially with how busy my days are. I'm a very family orientated so am always spending time with my siblings and grandchildren, along with making time to study. I'm also trying to get myself back into the gym!

My message to anyone thinking of becoming an ENP at CFH is that you will get the support you need to progress in your role, if career progression is what you're looking for!



Tom Nettleton, 28 years old, is an Advanced Clinical Practitioner (ACP) at Chase Farm Urgent Treatment Centre (UTC).

I joined Chase Farm UTC in 2018 as a Band 6 Emergency Care Practitioner (ECP). Since then, the Trust has supported me through my HEE ACP MSc (including placement time) which led me to becoming a Band 8a ACP. Prior to this, I worked as an ambulance and solo responder paramedic. I'm an autonomous practitioner, enjoy rotational working and am passionate about urgent and emergency care.



In a typical day:

- I usually start by ensuring we have the correct staffing and allocation to meet the service needs (I'm usually the shift coordinator).
- Once the shift is underway, I work from one of our consultation rooms to see, treat and discharge patients across the lifespan attending the urgent treatment centre. This includes seeing patients with minor illness and minor injury, and paediatric patients.
- We refer to acute specialities and have several pathways to ensure patients get the right care if they need further investigations or follow up (we can also access specialist advice whenever we need).
- I often work in rapid assessment, seeing and treating patients with low acuity minor injury and illness from triage to ensure patients with low acuity presentations do not have to wait a long time to be seen.

My favourite part of about the role is being able to work collaboratively. We have a truly multidisciplinary team - from nurses, paramedics, to doctors. We all have a wealth of experience from emergency care, community nursing to general practice. We often come together to support each other and share learning, and no one is ever making a decision on their own.

I enjoy the autonomy of the role and being able to manage an entire episode of care. I can independently assess, treat, diagnose, and prescribe entirely within my scope of practice. Like all emergency and urgent care, UTC is a busy environment, and no two days are the same. Some days we do see high flows of patients and we have capacity management processes and initiatives such as rapid assessment to manage this. We are supported as a team to manage service delivery and maintain clinical safety.

Key attributes for this role would be being willing to learn and engage in continuous development. You need to be a team player throughout each and every shift and join in our collaborative culture. This is a busy and varied role but highly rewarding.

We have a strong culture of learning and development at Chase Farm UTC. We have welcomed practitioners from all backgrounds and are always keen to support teaching and learning – with a proven track record of developing emergency and advanced practitioners. The trust has supported my progression from Band 6 ECP to a Band 8a ACP, including funding my MSc and I'm aiming to become a consultant practitioner within urgent care so am continuing to develop within this role.

Outside of my working role, I often spend the summer months as an event paramedic. I travel all over the place providing event medical cover - from festivals to sports events, to country shows.

UTC is a busy but rewarding place to work. We are a 7 day a week service, working 11.5-hour shifts (giving some flexibility on working days). If you are motivated autonomous practitioner, we would love to have you within the team!

ABOUT THE ROYAL FREE LONDON NHS FOUNDATION TRUST

Our story so far



Employ more than
10,000 staff
from **120**
different countries

Three
main hospitals



Serve a population of
1.6 million people



70 sites
in north London
and Hertfordshire



Treat **one
million**
patients
every year



World class expertise;
local care



2020/21: **132**
research
studies involving
13,000 recruits



Deliver planned surgery to
40,000 patients a year



300 kidney and liver
transplants per year



9,000+
babies
delivered
per year



Our labs perform
over **17 million**
tests per year

OUR VALUES AND GOVERNING OBJECTIVES

At each of our sites we ensure that we are welcoming, respectful, reassuring and communicative. These values were chosen by our patients and staff and should underpin all we do.

These four values are outlined below:



**positively
welcoming**



**actively
respectful**



**clearly
communicating**



**visibly
reassuring**

At RFL we have four key governing objectives, which are:



Excellent health outcomes

Showcasing innovative healthcare and positive results for our patients



Outstanding experience for our people

Ensuring staff are cared for and valued is a key part of the RFL news that will improve your experience of working here



Outstanding experience of care

Demonstrating how our RFL staff go above and beyond to care for their patients.



Be a sustainable organisation

Achieving our sustainability goals is a priority for the RFL, and we want to raise the profile of positive sustainable practices that help achieve them

HOW TO APPLY:

TOP TIPS AND WHAT TO EXPECT

TOP TIPS FOR YOUR APPLICATION

- If you have any queries, make informal contact with the named recruitment contact for this position
- When writing your supporting statement, make sure you give examples of how you meet the person specification
- Make sure you proof read your application before submitting it, and that all sections are answered
- Consider how you meet the RFL values and showcase this in your answers

Things to consider:

- UTC is a 7-day service open from 8am to 10pm all year round and will involve some weekend and Bank Holiday shifts
- no night working is required

Recruitment time-frames post conditional offer – what to expect:

- Can take on average 20 days to clear the checks for all UK nationals
- Can take up to three months for overseas candidates requiring a certificate of sponsorship to clear all checks.

When you start – your induction will include:

- 2 weeks supernumerary - so that you have the space and time to learn
- A local induction - so you can become familiar with your department and team
- Mandatory training - essential and compulsory training for the safe and efficient delivery of services and patient care
- A corporate induction - covering key information such as the RFL aims and objectives, policies, procedures and health and safety
- A nursing and midwifery induction - bespoke induction to the wider nursing and midwifery team
- Role specific competencies and training - to ensure that you are equipped with the specific knowledge and skills needed to excel in your role





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