Band 5 Staff Nurse
Career Development Pathway

Clinical Education Team
Updated July 2017
Our Core Values
Respect, Integrity, Compassion and Trust
Introduction
Band 5 Staff Nurse Career Development Pathway

Leicestershire NHS Partnership Trust (LPT) takes the development of band 5 Staff Nurses seriously and makes a commitment to assist the development of individual clinicians to achieve their potential.

Each year the organisation recruits both newly qualified band 5 Staff Nurses and more experienced band 5 Staff Nurses into a variety of roles within it’s divisions. It is recognised that each nurse will have different aspirations, but that LPT as an organisation also has strategic objectives to meet that require Staff Nurses to fulfill certain functions. This development pathway will assist each Staff Nurse to grow professionally as individuals but also in doing so develop skills that support the strategic plans of the organisation.

This document is intended to be used to assist discussions between operational managers and Staff Nurses both at the start of their journey within LPT and ongoing as part of Appraisals.

The document should be used in conjunction with the Preceptorship Development Pathway, Appraisal documents and wider information available from both LPTs Learning and Development team and the various Institutes of Higher Education.

Whilst appendix one offers insight into some possible career pathways, the dynamic nature of healthcare is such that roles within organisations change with time leading to new opportunities being created as others are phased out.
Planned Induction of 4 weeks with supernumery status on receipt of NMC PIN number. This can be extended to a maximum of 12 weeks should circumstances dictates. Commencement of Preceptorship Pathway and identification of named Preceptor on receipt of NMC PIN number.

Corporate Trust Induction Training

Appraisal at 3 months
Including review of Preceptorship documentation taking account of clinical training progress and a supervised clinical round.

Review at 6 months
Including review of preceptorship documentation and formulation of action plan if required.

Appraisal at 12 months
This must include a review of Preceptorship documentation – this should have been fully completed by 6 months.

Discussions regarding further study during year two must include: Compulsory attendance on a Mentorship Course via the Higher Education route. Compulsory completion of the launch and foundation modules of the Edward Jenner On-Line Leadership programme via the NHS Leadership Academy. This is a free to access course.
**Newly Qualified band 5 Nurse YEAR TWO**

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**Must do activities**

Support of pre registration students both prior to the mentorship course (as registrant) and following as mentor. Provide ongoing support and act as role models for HCSW’s, Trainee Assistant Practitioners and Clinical Apprentices.

Actively support and deputise for senior nurses as required.

Actively participate or lead in team initiatives such as in a link / champion role.

Continue to develop and reflect utilising professional portfolio commenced during preceptorship.

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**18 month review**

Should include as part of review a supervised clinical round.

Discussions must include:

- Progress of attendance on a Mentorship Course
- Progress through the Edward Jenner Leadership Programme.
- Become an LCAT assessor once qualified as a mentor

**OPPORTUNITIES TO BE CONSIDERED**

Taster work opportunities with specialist teams to assist with clarifying career choices

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**Appraisal at 2 years**

Discussions regarding consideration of appropriate study that will help achieve development ambition (see Appendix1).
Newly Qualified band 5 Nurse YEAR THREE and ONWARDS

**Must do activities**

Planned enrolment onto and completion of courses of study that will meet identified professional ambition. (Appendix 1)

Continue to actively mentor pre registration students

Continue to act as a role model and support for HCSWs, Trainee Assistant Practitioners and Clinical Apprentices

Actively lead and participate in clinical supervision.

Actively lead and participate in team initiatives.

Actively and fully deputise for senior nurses.

Actively prepare for own appraisals

and

Actively carry out appraisals on others.
New to Organisation but Not Newly Qualified band 5 Nurse

YEAR ONE

Corporate Trust Induction Training

Planned Induction of 4 weeks with supernumery status.

Appraisal at 3 months

Including taking account of clinical training progress and a supervised clinical round.

Discussions regarding further study during year one must include:

Compulsory attendance on a Mentorship Course via the Higher Education route if not already undertaken.

Compulsory completion of the launch and foundation modules of the Edward Jenner On-Line Leadership programme via the NHS Leadership Academy if not already undertaken. This is free to access.

Appraisal at 12 months

This must include a review of all training undertaken (should be fully signed off in relevant clinical competencies).

Discussions regarding further study during year two must include:

Consideration of appropriate study that will help achieve development ambition (see career developments)
New to Organisation but Not Newly Qualified band 5 Nurse
YEAR TWO

**Must do activities**

Support of pre registration students both prior to the mentorship course (as registrant) and following as mentor.
Become an LCAT Assessor once a mentor
Actively support and deputise for senior staff as required.
Actively participate or lead in team initiatives such as in a link / champion role.
Continue to develop and reflect utilising professional portfolio.

**18 month review**

Should include as part of review a supervised clinical round.
Discussions must include
Discussions regarding consideration of appropriate study that will help achieve development ambition (Appendix 1)
Deputising for senior staff as required

**OPPORTUNITIES TO BE CONSIDERED**

Taster work opportunities with specialist teams to assist with clarifying career choices

**Appraisal at 2 years**

Discussions regarding consideration of appropriate study that will help achieve development ambition (see Appendix1).
**New to Organisation but Not Newly Qualified band 5 Nurse**

**YEAR THREE**

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**Must do activities**

Planned enrolment onto and **completion** of courses of study that will meet identified professional ambition.
- Continue to actively mentor pre registration students
- Actively lead and participate in clinical supervision.
- Actively lead and participate in team initiatives.
- Actively and fully deputise for senior nurses.

Actively prepare for own appraisals
and
Actively carry out appraisals on others.
DEVELOPING YOURSELF

The following pages represent some of the exciting opportunities that you may wish to pursue as you develop your career.

Leicestershire Partnership Trust has developed links with a number of higher education providers within the East Midlands who run a range of modules to help you gain knowledge and skills in a wide range of relevant topics. You will find links to these on page 16.

As well as emphasising the importance of ongoing academic study, Leicestershire Partnership Trust also recognises the value of experiential learning – learning through doing - for example writing an article for publication. Our senior staff encourage you to participate in decision making meetings such as governance meetings and are willing for you to shadow them to begin to understand the “bigger picture with LPT”.

Within Leicestershire Partnership NHS Trust nurses and others have access to a range of activities including regular clinical supervision, coaching, and both taught and eLearning courses to help you build your clinical and managerial skills bases.

Consider looking for opportunities where you can take charge of local projects, lead on initiatives, coach and support others thereby broadening your further employability into different roles.
POSSIBLE CAREER OPPORTUNITIES AND EDUCATIONAL PREPARATION

ADULT NURSING

District Nurse
- Leadership Module
- Long Term Conditions Research Module
- Clinical Modules
- SPQ DN Pathway

Community Matron
- Clinical Co-Ordinator
- Long Term Conditions Research Module
- SPQ Adult Pathway
- SPQDN Pathway

Advanced Nurse Practitioner
- Long Term Conditions Independent Prescriber Research Module
- SPQ Adult Pathway
- MSc

Clinical Educator
- Leadership Module Research Module
- PG.Cert – MA Teaching & Assessing

Palliative Care
- Research Module
- Advanced Communications Symptom Management
- PG.Cert – MSc Palliative Care

Tissue Viability
- Research Module
- Tissue Viability Modules

Continence
- Research Module
- Continence Module

Ward Manager
- Mary Seacole Leadership Programme
- Leadership Module Research Module
- SPQ Adult Pathway

Audit / Research
- Research Module
- Leadership Module
- Service Improvement Module

Remain a Staff Nurse
- Variety of clinical modules
- LCAT assessor
- Sign off Mentor
- Coaching Programmes

Appendix 1
POSSIBLE CAREER OPPORTUNITIES AND EDUCATIONAL PREPARATION

MENTAL HEALTH NURSING

- Ward Sister/Charge Nurse
  - Mary Seacole Leadership Module
  - Leadership Module
  - Research Module
  - SPQ Mental Health Pathway

- Ward Matron
  - Mentorship Module
  - Leadership Module
  - Research Module
  - SPQ Mental Health Pathway

- Community Psychiatric Nurse
  - Mentorship Module
  - Leadership Module
  - Research Module
  - SPQ Mental Health Pathway

- Mental Health Practitioners
  - Mentorship Module
  - Leadership Module
  - SPQ Mental Health Pathway

- Clinical Educator
  - Mentorship Module
  - Leadership Module
  - Research Module
  - PG Cert Teaching and Assessing

- Community Team Manager
  - Mentorship Module
  - Leadership Module
  - Research Module
  - SPQ Mental Health Pathway

- Mental Health Practitioners in Specialist Services
  - Mentorship Module
  - Leadership Module
  - Research Module
  - SPQ Mental Health Pathway

- Deputy Ward Managers
  - Mentorship Module
  - Leadership Module
  - SPQ Mental Health Pathway

- Remain a Staff Nurse
  - Variety of clinical modules
  - Sign off Mentor Coaching Programmes

- Audit / Research
  - Research Module
  - Leadership Module
  - Service Improvement Module

Appendix 1
POSSIBLE CAREER OPPORTUNITIES AND EDUCATIONAL PREPARATION

CHILDREN'S NURSING

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<th>Role</th>
<th>Relevant Study</th>
<th>Professional Development</th>
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<tbody>
<tr>
<td>Children’s Community Nurse</td>
<td>Clinical Competencies</td>
<td>Role Specific Competencies</td>
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<tr>
<td>Senior Children’s Nurse</td>
<td>Community Nurse Leadership Modules</td>
<td></td>
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<td>Operational Team Lead</td>
<td>Mary Seacole Leadership Programme</td>
<td>Relevant Further Study at Degree Level</td>
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<tr>
<td>Clinical Team Lead</td>
<td>Leadership Programme</td>
<td>Relevant Further Study at Degree Level</td>
</tr>
<tr>
<td>Senior Nurse</td>
<td>Leadership Programme</td>
<td>Relevant Study at Masters Level</td>
</tr>
<tr>
<td>Senior Children’s Community Nurse Macmillan</td>
<td>Leadership Module</td>
<td>Research Module</td>
</tr>
<tr>
<td>Advanced Nurse Practitioner</td>
<td>Independent Prescriber V300</td>
<td>MSc in relevant content</td>
</tr>
<tr>
<td>Complex Care Lead</td>
<td>Leadership Programme</td>
<td>Relevant Further Study at Degree Level</td>
</tr>
<tr>
<td>Public Health Nurse (Health Visitor)</td>
<td>Mentorship Module</td>
<td>Leadership Module</td>
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<tr>
<td>Children’s community Nurse Training Team</td>
<td>Research Module</td>
<td>SPQ Community Public Health (HV Pathway)</td>
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<tr>
<td>Public Health Nurse (School Nurse)</td>
<td>Mentorship Module</td>
<td>Leadership Module</td>
</tr>
<tr>
<td>Audit / Research</td>
<td>Research Module</td>
<td>Leadership Module</td>
</tr>
</tbody>
</table>

Children’s Community Nurse Training Team
Relevant Leadership Teaching and Assessing Modules

Public Health Nurse (School Nurse)
Mentorship Module
Leadership Module
Research Module
SPQ Community Public Health (SN Pathway)

Appendix 1
POSSIBLE CAREER OPPORTUNITIES AND EDUCATIONAL PREPARATION

LEARNING DISABILITY NURSING 1

Community nursing
Band 6/7

Two years experience in LD Nursing
Leadership module
Mentorship module
Level 6/7 modules in Community LD Nursing and or specialist areas e.g. Epilepsy, Enteral feeding

Short breaks home manager.

Two years experience in LD Nursing
Evidence of specialism in complex needs and or challenging behaviour. Leadership Module

Matron in Long Stay Assessment and Treatment Unit

Experienced LD Nurse
Level 6/7 modules in Positive Behaviour Support Relevant Mental Health Leadership.

Remain a Staff Nurse.

Develop clinical skills
Complex LD module
Challenging behaviour module.
Sign off mentor.

Clinical Educator

Experienced LD Nurse, Level 6/7 teaching and assessing modules Facilitation skills Links to DMU and Northampton Uni.

Practice Development Nurse

3 years experience as LD Nurse at band 6
Working towards or holds a Masters degree. Research Module.

Matron in Acute Admission Assessment and Treatment Unit

Experienced LD Nurse
Level 6/7 modules in Positive Behaviour Support, Relevant Mental Health Leadership.

Operational Manager.

3 years experience as LD Nurse at band 6
Level 6/7 modules in leadership
Working towards or holds a Masters degree. Research Module.
<table>
<thead>
<tr>
<th>Prisons Health Care</th>
<th>Autism Service</th>
<th>Primary Care Liaison Nurse</th>
<th>Acute Liaison Nurse</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Years experience of LD nursing Level 6/7 modules in Challenging behaviour and Mental Health with a focus on Forensic issues</td>
<td>Experienced LD Nurse. Level 6/7 modules in Autism, PBS, Functional assessment Leadership</td>
<td>2 years experience as LD Nurse Relevant modules in Public Health, Facilitation skills</td>
<td>2 years experience of LD nursing Mentorship module, Experience of Safeguarding, DOLS and MCA</td>
</tr>
</tbody>
</table>

**Outreach**

2 years experience of LD Nursing in complex health needs, mental health, forensic needs, challenging behaviour. Level 6/7 modules in PBS, functional assessment, dual diagnosis.

**Audit / Research**

- Research Module
- Leadership Module
- Service Improvement Module
USEFUL CONTACTS & LINKS

In house contacts

**uLearn** is LPT’s online learning and appraisal tool. Go to [www.ulearnlpt.co.uk](http://www.ulearnlpt.co.uk) to book on Learning & Development training courses and access your online appraisal form. For help email learninganddevelopment@leicspart.nhs.uk or call us on 0116 2951700.

Clinical Education team – The Charnwood Mill, Barrow On Soar, Leic – Tel: 01509 410200

Practice Learning team – Pre Registration Students and Mentor Updates – Tel: 0116 2951700

Learning Disability & Adult Mental Health Clinical Trainers – Units 2&3 Bridge Park Plaza, Thurmaston – Tel: 0116 2955359

**Learning Beyond Registration Web Pages:**

East Midlands Learning Beyond Registration Central Site - [http://lbr.eastmidlands.nhs.uk/](http://lbr.eastmidlands.nhs.uk/)

Coventry University - [http://www.coventry.ac.uk/study-at-coventry/course-search/](http://www.coventry.ac.uk/study-at-coventry/course-search/)

De Montfort University - [http://www.dmu.ac.uk/study/courses/learning-beyond-registration/all-lbr-modules.aspx?dmu_list1_AtoZLetter=all](http://www.dmu.ac.uk/study/courses/learning-beyond-registration/all-lbr-modules.aspx?dmu_list1_AtoZLetter=all)

Derby University - [http://www.derby.ac.uk/health/lbr/modules/](http://www.derby.ac.uk/health/lbr/modules/)

Northampton University - [http://www.northampton.ac.uk/](http://www.northampton.ac.uk/)

Nottingham University - [http://www.nottingham.ac.uk/HealthSciences/learning-beyond-registration/modules.aspx](http://www.nottingham.ac.uk/HealthSciences/learning-beyond-registration/modules.aspx)

Sheffield Hallam University - [http://www.shu.ac.uk/faculties/hwb/cpd/](http://www.shu.ac.uk/faculties/hwb/cpd/)

University of Lincoln - [https://www.lincoln.ac.uk/home/cpd/lbr/](https://www.lincoln.ac.uk/home/cpd/lbr/)