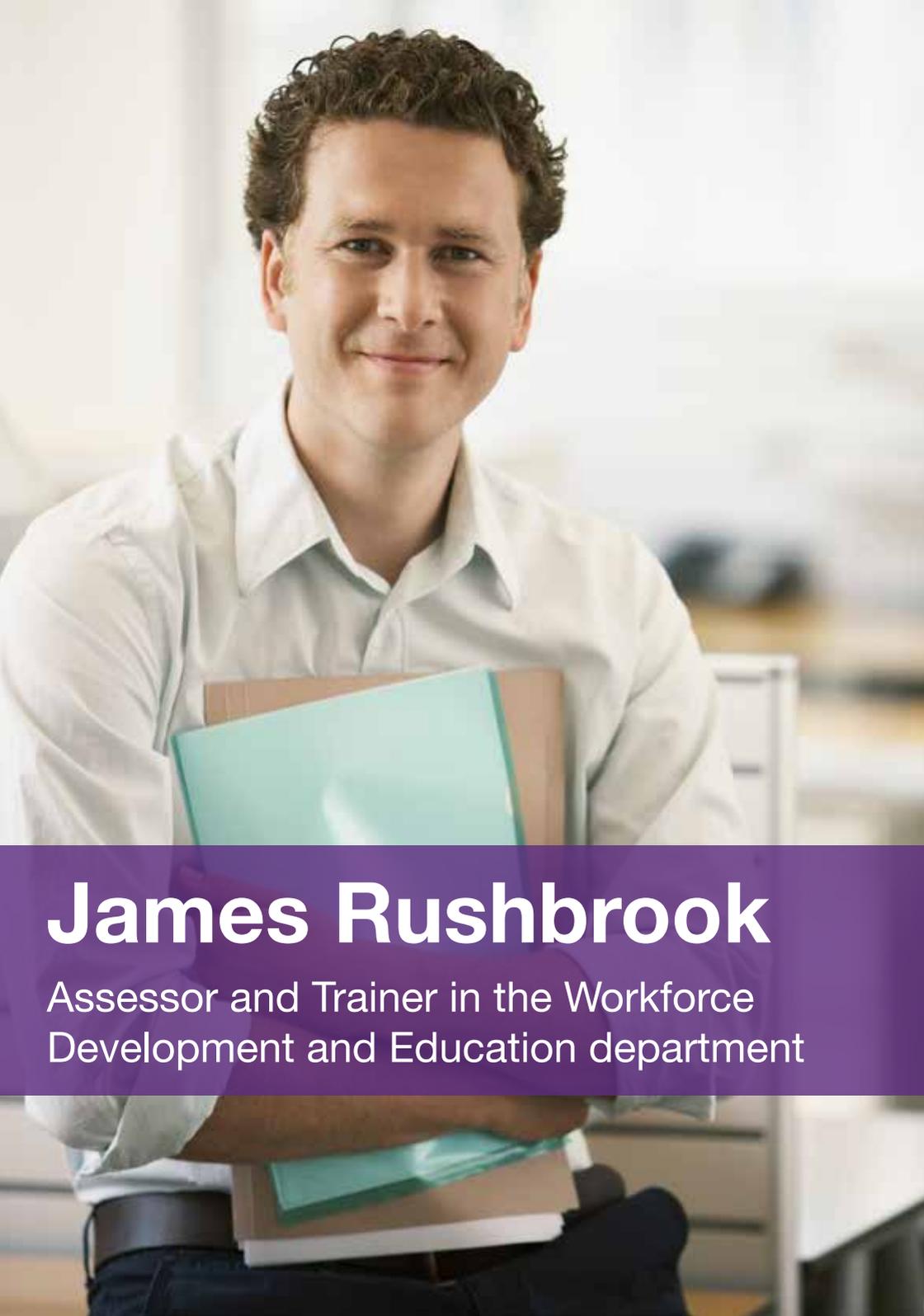




Essex Partnership University
NHS Foundation Trust

Great Careers at EPUT

Career progression - the only way is up...



James Rushbrook

Assessor and Trainer in the Workforce
Development and Education department

I am James Rushbrook, Assessor and Trainer in the Workforce Development and Education department. I have worked for the Trust for 20 years, working for the first 17 years as support worker in the inpatient learning disabilities service. This role involved supporting individuals with both a learning disability and mental health issues during an acute stage in their life. I joined with no prior experience in the health sector but through a combination of working with the patients, support from colleagues and training opportunities both mandatory and non-mandatory, I developed the transferable skills and knowledge needed for that role and future roles. While working in this role I was supported by my manager to complete a Level 2 gym instructor's course, this would enable me to design and deliver physical health sessions for the patients.

I was afforded the opportunity to further expand my skills and knowledge when I took a position in the community Learning Disabilities team. The new role although holistic, focused on increasing the physical health of individuals with a learning disability, through support and awareness of general and diagnosed physical health conditions. While in this role I was supported by my manager and team in developing my role and further increasing my responsibilities within the team. I completed training to become a smoking cessation champion, Mobius champion, Lone Worker Device champion.

With all the experience and skills I felt that I needed to push myself further and progress my career, with support from my manager I enrolled and completed a 2 year foundation degree in Health and Social Care delivered by EPUT and Anglia Ruskin University. I have updated my English and Maths qualifications and alongside this, I completed my Assessment and Quality Assurance (TAQA) qualification.

Having these qualifications and experience has enabled me to follow a chosen career pathway into my current role within the organisation as an Assessor/ Trainer, delivering the Health and Social Care Apprenticeships to employees of the EPUT from Bands 1-4. The role involves delivery of the programme, learner support and assessment, Quality Assurance (QA) of the award.

My learning has not stopped with my new role, as I am now looking to further develop my skills and am currently completing my Internal Quality Assurer (IQA) qualification.

I have been able to achieve this through a combination of hard work, team and manager support and the foresight of the Trust in developing their staff.



Killian Matiwa

Mental Health Nurse (RMN)

My name is Killian Matiwa. I qualified as an RMN in 2015. I hold a first class Bachelor of Science Honours Nursing Mental Health Honours. My first job as RMN was in a low secure unit in Luton run by EPUT formerly SEPT. I worked in low secure for close to a year and a half. I then got a band six post with East London Foundation Trust as a Clinical Practice Lead and Duty Senior Nurse. This was a bit challenging but more rewarding as I developed leadership and managerial skills. I then applied for the band seven post with EPUT when it became vacant and, as they say, “here we are!” I encourage you to be confident, hardworking and make every opportunity count. Nursing is a brilliant career with various opportunities and rewards. EPUT are brilliant at promoting talent and hard work.



Jared Davis

Ward Manager

I am Jared Davis. A few years ago, I was in a totally different career from nursing. Following some deliberation as to whether it was too late to embark on a career in nursing in my mid-fifties, and considerable leg pulling from my children, I attended an enrolment day with LSB University. Two weeks later I had resigned from my career of 36 years, as a nightclub and pub/restaurant manager, and was queuing in WH Smiths to purchase folders and all of the other necessary essentials needed for a mature student.

After enrolling in March 2012, I graduated with a BSc (Hons) degree in Mental Health Nursing three years later. I was delighted to be awarded the NELFT graduate of the year and my children were forced to eat their words as I collected my award at the Royal Festival Hall the following October.

I started my nursing career with EPUT (SEPT) in March 2015 on the Assessment Unit in Basildon Mental Health Unit. For those who are not familiar with MHAU, it is a very busy 20 bed unit, high volume and at most times, high pace. I was lucky

to be supported by a group of very experienced staff and an interim manager to supervise my preceptorship period. I was signed off after a six month period and shortly afterwards applied for a temporary, six month, Band 6 position on MHAU. I was encouraged to apply by a whole myriad of staff, CRHT, medics and my line manager. I felt it good experience to attend the interview and for me to demonstrate my expression of interest. I was not successful and did not get the position but two months later, the position was re-advertised. I applied, did a very shaky Power Point presentation and it appeared to have impressed the interview panel. By tea time I had that exciting call and I was the new Band 6 Charge Nurse on MHAU. At the end of the six month placement, I applied for the permanent role and was once again successful. Several months following my appointment it was announced that the Ward Manager, herself just returned from maternity leave, was expecting another baby! I applied for her position on a 12 month interim contract and have just finished a year as the Ward Manager, Band 7, on MHAU. My line managers, the Matron and Senior Nursing Officer had supported and encouraged my personal development throughout and I could probably never repay their invested time in me. I was keen to further develop the new skills learnt in my Band 7 role and subsequently applied and was appointed as the ward manager of Grangewaters Ward, a 28 acute treatment ward.

I have been qualified three years today, love my job, love my patients and am currently enrolling on the Mary Seacole NHS Leadership course.

Climbing the career ladder

At EPUT, we offer a variety of career pathways including:

Nursing Pathway:

Step one	Level 3, Health and Social Care
Step two	Level 4, Associate Practitioner
Step three	Level 5, Work Based Learning

Business administration:

Step one	Level 2, Business Administration
Step two	Level 3, Associate Practitioner
Step three	Level 4 or 5, Business Administration

Continuing Professional Development

All staff have an annual appraisal to consider personal development needs. We deliver a wide range of courses to encourage and aid the development of our employees. Some of our most popular courses are:

- Management and Leadership Development
- End of Life Care
- Dementia Awareness
- Clinical Risk Awareness
- Clinical Skills

Universities

We work closely with universities to ensure that you have a positive experience and fantastic learning environment. Some of the universities we work with are:

- Anglia Ruskin University
- University of Essex
- University of Hertfordshire
- University of Bedfordshire
- University of East Anglia

Core Skills

We offer all staff core skills training

- IT training
- Corporate Induction
- Team Building
- Infection Prevention
- Health & Safety
- Communication
- Functional Skills





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