

# WWL NURSING CAREER PATHWAY

Learner's edition



**Our Values**

**People at  
the Heart**

**Listen and  
Involve**







**Kind and  
Respectful**

**One  
Team**

# Introduction

At WWL you can specialise in a range of clinical roles, leadership roles, research and education roles. Each role is supported by education, training and development opportunities. The nursing career pathways at WWL aims to support and develop your skills and knowledge to enable you to reach your full potential in your chosen role.

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# Welcome

## Section

## 1

### Welcome to a nursing career at Wrightington, Wigan and Leigh Teaching Hospitals NHS Foundation Trust (WWL)

**Kevin Parker-Evans**  
*Chief Nursing Officer*

Welcome to a nursing career at Wrightington, Wigan and Leigh Teaching Hospitals NHS Foundation Trust (WWL).

There are many opportunities to join WWL and begin a career in nursing from apprenticeships, nursing associate roles, student nurse through to staff nurse, specialist and leadership roles. WWL is a high performing organisation and has developed partnerships with Wigan Borough and Edge Hill University. It is proud to offer world class specialist services and pioneering research activities. Many of our staff have had recognition of their work clinically, and academically both regionally and nationally achieving a number of awards and as an organisation we are incredibly proud of our individuals and teams.

The Trust is committed to developing nursing careers and invest in learning and development opportunities, recognising individuals' potential and developing our staff to be the best. Whether you are looking for opportunities to develop a clinical or research career or aspire to be a nursing leader of the future, WWL offer the opportunity to learn, develop and lead. Join us if you are considering a career in nursing and you'll belong to a community where everyone matters. Where you'll have the encouragement and opportunities you need to achieve your own goals as well as the ones we share.

***We look forward to welcoming you to our organisation.***



# Nursing Roles at WWL: Pre-registration

## Healthcare Support Worker

A Supporting role with some care experience preferred but not essential.

## Student Nursing Associate

A two-year foundation programme, leading to registration with the NMC as a Nursing Associate.

**Northwest University:**

[Edge Hill University](#)

[University of Greater Manchester](#)

## Nursing BSc (Hons) or MSc

University course, full-time or part-time options available dependant on university provider.

[NHS Nursing careers](#)

**Northwest Universities:**

[Edge Hill University](#)

[University of Greater Manchester](#)

[University of Lancashire](#)

[University of Salford](#)



# Nursing Roles at WWL: Post-registration

## **Registered Nursing Associate**

A member of the nursing team that helps bridge the gap between healthcare support workers and registered nurses.

## **Staff Nurse**

A graduate nurse with many opportunities of support, development and completion of preceptorship.

## **Deputy Ward Manager, Nurse Specialist, Clinical Nurse Educator, Research Nurse**

Roles that involve leadership and roles specialising in a chosen area.

## **Ward leader, Senior Specialist Nurse, Practice Education Facilitator**

Roles that include management, leadership, education and specialist knowledge & skills in a chosen area.

## **Matrons and Advanced Clinical Practitioner**

Senior roles, whose responsibilities may include clinical management, education, leadership, research and quality improvement.

## **Nurse Consultant**

High level of advanced nursing care including leadership, research and innovation.



# Nursing Roles at WWL: Post-registration

## **Deputy Director of Nursing and Associate Chief Nurse**

Senior level management and leadership role.

## **Divisional Director of Nursing**

Senior role overseeing the quality, operational performance and strategic development of their division.

## **Deputy Chief Nurse**

The role supports the Chief Nurse in in the delivery of the Trust's corporate, professional, and operational objectives.

## **Chief Nurse**

A pivotal leadership role responsible for setting the vision and direction of nursing, midwifery and AHP workforce, ensuring the delivery of safe, high quality, compassionate care for patients and service users.

# Career Pathway

## Pre-qualification entry levels

Section

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### Healthcare Support Worker (Generic role)



#### Qualifications:

- Evidence of basic level qualification in English and Maths or able to demonstrate equivalent experience
- Previous experience of working in a care environment
- Good communication and interpersonal skills
- Able to demonstrate a positive attitude and caring demeanour

#### Role Training & Education:

- Trust & local induction
- Cavendish Care Certificate
- Clinical observations & fundamentals of care
- Mandatory training
- Local & core competencies relevant to role and service
- Healthcare support worker leadership courses such as Higher Development Awards, Senior Healthcare Support worker Level 3 Apprenticeship
- Lead healthcare support worker champion

#### Career Options:

- Opportunities to progress to nursing associate and registered nurse

#### Further information:

- [-Explore roles | Health Careers](#)
- [-WWL Apprenticeships](#)
- [-Occupational Maps](#)
- [-WWL NHS Careers](#)

### Student Nursing Associate (Generic role)



#### Qualifications:

- GCSE Maths & English or equivalent
- Evidence of previous caring experience
- Evidence of level 3 study is desirable
- Good communication and interpersonal skills
- Able to demonstrate a positive attitude and caring demeanour

#### Role Training & Education:

- WWL & university welcome induction
- Variety of practice placements
- Exposure to Adult, Child, Learning Disabilities and Mental Health field
- Experiencing care delivery from preconception to end of life care
- Mandatory training
- University elements of programme 50% practice & 50% theory

#### Career Options:

- Nursing Degree Level 6
- Specialist nursing associate roles in specialist teams
- Lecturer nursing associate roles in Higher Education
- Nursing degree level 6 top up route

#### Further Information:

- [-WWL NHS Careers](#)
- [-WWL Apprenticeships](#)

### Student Nurse (Field specific role)



#### Qualifications:

- GCSE maths & English or equivalent
- UCAS Tariff points dependant on university provider and course applied for
- Evidence of level 5 study
- Evidence of previous caring experience
- Good communication and interpersonal skills
- Able to demonstrate a positive attitude and caring demeanour
- Evidence of level 5 study desirable

#### Role Training & Education:

- WWL & university welcome induction
- Variety of placements across WWL circuit
- WWL spoke days to enhance skills and knowledge
- University elements of the programme, 50% theory & 50% practice
- Exposure to Adult, Child, Learning Disabilities and Mental Health field
- Experiencing care delivery from preconception to end of life care

#### Career Options:

- Specialist nurse pathways, education & lecturer pathways
- ward leader & matron pathways

#### Further information:

- [-WWL NHS Careers](#)

# Career Pathway

## Post Qualification Levels

### Registered Nursing Associate



#### Qualifications:

- Registered Nursing Associate
- Level 5 Foundation Degree Health and Social Care
- NMC registered
- GCSEs Grade C or above in Maths and English Language/  
New GCSE grade 4-9 in Maths and English Language or  
functional skills Level 2 in Maths and English or equivalent  
(not entry level 2)

#### Experience:

- Understanding of the scope of the role in context of the  
nursing and interdisciplinary team
- Teamwork
- Values & Behaviours
- Managing and escalating deteriorating patients

#### Role Training & Education:

- Trust & local induction
- Preceptorship programme
- Local competencies
- Mandatory training
- Medicine safety training relevant to nursing associate role
- IV therapy training if requirement of service
- Fundamentals of care & clinical observation training
- Practice supervisor assessor preparation
- Shiny Minds programme
- CPD opportunities:

#### Career Options:

- Top up to a Nursing BSc degree:  
[-Edge Hill University](#)  
[-University of Greater Manchester](#)  
[-UCLAN](#)
- Specialist nursing associate roles in specialist teams
- Lecturer Nursing Associate roles in Higher Education  
[-WWL NHS Careers](#)



# Career Pathway

## Post Qualification Levels

### Staff Nurse



#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult , children's, learning disabilities or mental health nursing
- Evidence of CPD

#### Experience:

- Knowledge of current clinical and professional issues
- Knowledge of evidence-based practice
- Understanding of research/audit
- Team work
- Values & Behaviours
- Managing & leading on care of complex patients

#### Role Training & Education:

- Trust & local induction
- Medicine safety & Clinical skills
- Local band 5 competencies
- Mandatory training
- Preceptorship programme
- ShinyMind programme
- Practice supervision and assessor training
- Leadership development:  
[-Programmes – Leadership Academy](#)

#### CPD opportunities:

- [ACCEND Framework](#) | [NHS England](#) | [Workforce, training and education](#)

#### Career Options:

- Leadership roles such as deputy ward leader and specialist nursing roles including educational roles such as clinical educator and research roles

[-WWL NHS Careers](#)

# Career Pathway

## Post Qualification Levels

### Deputy Ward Leader / Clinical Nurse Educator/ Specialist Nurse



Liz, Sam & Daisy

#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult, children's, learning disabilities or mental health nursing
- Evidence of CPD
- Leadership Qualification
- Practice Assessor
- Modules specific to specialism for specialist nurses

#### Experience:

- Post registration experience relevant to the clinical speciality
- Leadership & management
- Teaching & assessing colleagues
- Supervision of colleagues
- Teamwork
- Values & Behaviours
- Quality improvement and change management

#### Role Training & Education:

- Staff / eRoster training
- Ward leader competency framework
- Appraisal training
- Staff management
- Leadership development:  
[-Programmes – Leadership Academy](#)

#### Career Options:

- Leadership roles such as ward leader, specialist nursing roles including ACP, educational roles such as Practice Education Facilitator and senior lecturer and research roles  
[-WWL NHS Careers](#)



# CAREER PATHWAY

## Post Qualification Levels

### Ward Leader/ Specialist Nurse/Professional Education Facilitator /Enhanced Nurse Practitioner /Research Nurse



#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult, children's, learning disabilities or mental health nursing
- Management & leadership qualifications
- Coaching
- Professional Nurse Advocate
- Post Graduate Certificates in specialism or MSc Level 7 Modules
- Practice Assessor training

#### Experience:

- Substantial post registration experience relevant to the clinical speciality
- Teaching, assessment and supervision
- Investigation lead
- Managing complaints
- Quality monitoring and improvement
- Team management & leadership
- Resource management
- Roster management and Safe staffing
- Evidence of CPD including audit or research

#### Role Training & Education:

- Quality Improvement
- Leadership development:  
[-Programmes – Leadership Academy](#)

#### Michelle's Story



#### Career Options:

- Leadership roles such as matron, educational roles such as programme lead at University, ACP pathway and research roles



# Career Pathway

## Post Qualification Levels

### Matron/Advanced Clinical Practitioner



#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult, children's, learning disabilities or mental health nursing -
- Accredited level 7 ACP qualifications
- Management qualifications
- Senior leadership qualifications
- Coaching
- Practice Assessor
- Professional Nurse Advocate
- Post Graduate Certificates in specialism or MSc Level 7 Modules

#### Experience:

- Substantial post registration experience relevant to the clinical speciality
- Teaching, assessment and supervision
- Evidence of CPD including audit or research
- Registered non-medical prescriber (where appropriate)
- Investigation lead
- Managing complaints
- Quality monitoring and improvement
- Staff management / HR processes
- Resource management
- On call roles as senior leaders
- Roster management and Safe staffing
- Performance management

#### Role Training & Education:

- Quality Improvement
- Senior leadership development
- Leadership development:  
[-Programmes – Leadership Academy](#)

#### Career Options:

- Senior leadership roles such as Deputy director of Nursing & AHP

# Career Pathway

## Post Qualification Levels

### Consultant Nurse



Christina's Story

#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult, children's, learning disabilities or mental health nursing
- Masters (HEI level 7) degree in a health-related discipline
- PHD or working towards in chosen field
- Further higher education teaching qualification (PG Certificate)
- Management qualifications
- Senior leadership qualifications
- Coaching

#### Experience:

- Evidence of significant academic and clinical post-registration development in the area
- Registered non-medical prescriber (where appropriate)
- An innovator within the field with a reputation for professional excellence that is sufficient to inspire recognition as an expert clinician aligned to 4 pillars of practice
- Evidence of CPD including audit or research
- Teaching, assessment and supervision
- Quality monitoring and service improvement

#### Role Training & Education:

##### Research:

- [Research for the future](#)
- [National Institute for Health and Care Research](#)
- Leadership development:
  - [Programmes – Leadership Academy](#)

#### Career Options:

- Senior specialist nursing posts clinically and locally
- Research roles
- Regional roles as a consultant to inform policy development

# Career Pathway

## Post Qualification Levels

### Director of Nursing, Corporate Services



Emma's Story

#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult, children's, learning disabilities or mental health nursing
- Management qualifications
- Senior leadership qualifications
- Coaching
- Professional Nurse Advocate
- Post Graduate Certificates in specialism or MSc Level 7 Modules / Masters pathway

#### Experience:

- Significant experience as a senior nurse including strategy development and budgetary control
- Experience of staff management and leading teams
- Experience of leading organisational/local change based on the needs of the patient/service user
- Skilled in data analysis and interpretation of complex information and statistics

#### Role Training & Education:

- Quality Improvement
- Leadership development:  
[-Programmes – Leadership Academy](#)

#### Career Options:

- Deputy chief nurse or chief nurse
- National roles



# Career Pathway

## Post Qualification Levels

### Divisional Directors of Nursing and AHPs



#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult, children's, learning disabilities or mental health nursing
- Management qualifications
- Senior leadership qualifications
- Coaching
- Professional Nurse Advocate
- Post Graduate Certificates in specialism or MSc Level 7 modules
- Educated to a master's degree or equivalent postgraduate qualification or equivalent level of experience

#### Experience:

- Significant experience at senior practitioner level including strategy development, budgetary control & clinical leadership
- Evidence of high-level professional credibility
- Experience of implementing governance structures & risk management
- Ability to interpret complex information and adjust strategic plans, ensuring successful delivery of objectives within timescales
- Critical thinking skills in data analysis
- Transformational leadership skills across a range of services

#### Role Training & Education:

- Quality Improvement
- Leadership development:  
[-Programmes – Leadership Academy](#)

#### Career Options:

- Deputy or Chief Nurse
- Regional and national roles

# Career Pathway

## Post Qualification Levels

### Deputy Chief Nurse



#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult, children's, learning disabilities or mental health nursing
- Management qualifications
- Senior leadership qualifications
- Coaching
- Professional Nurse Advocate
- Post Graduate Certificates in specialism or MSc Level 7 modules
- Educated to a master's degree or equivalent postgraduate qualification or equivalent level of experience

#### Experience:

- Experience at senior nurse/midwifery level and detailed knowledge on current health policy
- In-depth understanding of the national reporting requirements for organisational compliance with Governance
- Strong quality focus with an innovative approach & the ability to solve highly complex problems
- An understanding and experience of staff and organisational development
- Substantial experience at senior management and board level
- Strategic level leadership

#### Role Training & Education:

- Quality Improvement
- Leadership development:  
[-Programmes – Leadership Academy](#)

#### Career Options:

- Chief Nurse
- Regional and national roles

# Career Pathway

## Post Qualification Levels

### Chief Nurse



#### Qualifications:

- Level 6 BSc or Level 7 MSc in adult, children's, learning disabilities or mental health nursing
- Management qualifications
- Senior leadership qualifications
- Coaching
- Professional Nurse Advocate
- Post graduate certificates in specialism or MSc Level 7 modules
- Educated to a master's degree or equivalent postgraduate qualification or equivalent level of experience

#### Experience:

- Experience of nursing leadership at senior level, board level and understanding of the NHS and its wider relationships
- High level of managerial competency with the ability to lead and manage change in a complex and dynamic environment
- Experience in leading and influencing professional groups to secure cross system change
- Significant experience in building effective networks across health and social care and experience of leading improvement programmes
- Experience in establishing a clear strategic vision and direction, and translating this into successful outcomes for staff and patients
- Experience of improving patient safety and creating a culture of learning and improvement

#### Role Training & Education:

- Quality Improvement
- Leadership development:  
[-Programmes – Leadership Academy](#)

#### Career Options:

- Regional and national roles

Kevin's Story

# Watch and read our Stories

## Section

## 3



Liz, Sam & Daisy

Emma's Story

Kevin's Story

Christina's Story

Michelle's Story

# My Career Journey

**Name:** John Horley **Role:** Advanced Clinical Practitioner (ACP) in Paediatrics



## Overview of role

I am a paediatric ACP working in rainbow ward, emergency care and paediatric outpatients. I am part of the management team on rainbow ward and I work closely with the governance team. I represent WWL in the Northwest, across paediatric and critical care networks.

## How you came to be in your role

I am a children's nurse RN(Child) DipHE(Nursing) first and foremost qualifying in 1997, with an acute background (emergency care, pre-hospital care, other ambulatory care settings (minor injury centre, walk in centres, GP practices)). I completed a MSc in Advanced Practice in 2006 and then I have worked as a paediatric ACP. The Advanced Practice Model encompasses 4 pillars (Clinical, Education, Research / Audit and Leadership / Management). I worked at Wigan from 2013-2017 then left for a few years to pursue an opportunity in primary care and I returned "home" to WWL in 2021.

## How do you feel about your role

I have a passion for nursing and advanced practice, my aim is to "make a difference" with patients, families and colleagues. I enjoy working at WWL and see my colleagues as family here. We work well together and there is always opportunity for fun too (Children's nurse first). I am innovative and I always trying to improve patient experiences.

## What I like about my job

I enjoy the variety of skills that I can utilise across each pillar of advanced practice. I spend my time working clinically on rainbow ward, paediatric emergency care and in clinic. I run a MRI sedation clinic once per week and I have improved outcomes for younger patients needing MRI scans. I teach clinical skills, life support and high dependency care as well as supervising pre- and post- registration nursing and medical students in clinical practice. Regionally, I represent the trust at regional forums for paediatrics, critical care, clinical holding and deteriorating paediatric patients. Our team of advanced practitioners has grown over the last few years and, as a team, I hope that we are able to develop a stronger paediatric advanced nurse service in the future.

## Your education and research background

I have taught advanced paediatric life support for 25 years. I took some time away from clinical practice to work as a lecturer and as a senior lecturer in Pre-Registration Child Health, Post Registration Advanced Clinical Skills and prescribing for 3 years. I also completed a post graduate certificate in professional education during that time. In different roles, I have been involved in research studies and keep my CPD up to date. I have co-authored a chapter in a book, but I would like to write more for publication. In my current role I do undertake some audit work to inform service improvements. We participate in regional and national research projects and I continue to work with the Greater Manchester (GM) Advanced Practice Group to create a GM wide strategy for advanced practice.

## Career aspirations

'If one wants to run, one must learn to walk. If one wants to teach, one must learn. To define the future, one must study the past' (Confucius). My past has taken me across many trusts and roles, each job I do, I can recreate my job plan to suit the things I enjoy doing at that point in my career. I have a senior clinical role which allows me to work autonomously and review patients in the same way as the senior medical team, but I also have roles in governance, management and audit. I have been at the top of Band 8a since 2011, and the next progression would be to look for a role as a nurse consultant or job match my role here as it progresses. I would like to be at the forefront of paediatric emergency and ambulatory care at WWL and GM. Advanced nursing is one of the pathways to progress as a nurse and this role is wide and varied, offering the opportunity to create your own job plan based on the areas of practice you enjoy.

# My Career Journey

**Name:** Renjith Reghunathan Girija **Role:** Trainee ACP in Same Day Emergency Care (SDEC)



## Overview of role

I am a trainee ACP working in frailty in SDEC unit at RAEI. Between 5% and 10% of all those patients attending A&E and 30% of patients in acute medical units are older and frail. As a trainee ACP, my job is ensuring early identification of patients presenting with frailty syndrome and providing holistic care with multidisciplinary approach. I also liaise closely with social and community services to ensure safe discharge and continuation of care in the community for the elderly population.

## How you came to be in your role

I qualified as a registered nurse in 2012 from India and started working in an acute medical ward in a multi-specialty hospital until 2021. Although I enjoyed working there, I wanted to explore my career options and moved to the UK in the same year. I worked as a staff nurse in A&E department at RAEI. This role has provided me with experience of working in a fast-paced environment in a highly organised and compassionate way. In 2023, I started my new role as a band 6 emergency nurse practitioner at Leigh urgent treatment center being the first line of defense to help the patient with injury. This role has helped me to sharpen my critical thinking skills, which is an important aspect of emergency care. My responsibility in this role was to independently assess, observe and diagnose the patient's general health complaints and provide appropriate treatment measures. In 2024, I started my new role as a band 7 trainee ACP in acute frailty unit at RAEI.

## How do you feel about your role

The multifaceted factors, including changing prospects of health care in the UK, aggravated by an increasing number of the aging population, and a higher prevalence of multimorbidity, constitute the drive for advanced practice in nursing. I believe ACP's will be able to address the growing demands on the healthcare delivery system by bridging the workforce gap and alleviating the pressure on medical staff. Although I only started the job role as trainee ACP recently, my previous clinical experience and acquired knowledge has been beneficial towards my efforts to progress from a novice to an advanced practitioner.

## What I like about my job

As a practitioner, what I find most rewarding about my chosen career is that I have the

opportunity to help people in their most vulnerable and unexpected moments. I have always been interested in the care of elderly population due to their higher risk of frailty, co-morbidities, living situations and sometimes lack of self-care. I enjoy the happiness I receive by being able to work with the elderly population to provide support and help them in maintaining their health and wellbeing in every possible way.

## Your education and research background

I wanted to expand my knowledge after my BSc in nursing and I decided to apply for an advanced diploma in minor injuries at Bolton university which I completed in 2022. I have also completed level 7 advanced diploma in clinical examination skills. Following this, I have done level 7 advanced diploma in biological basis of disease course in 2024. These courses have given me a new perspective in assessing and managing acutely unwell patients with an in-depth knowledge in pathophysiology of complex medical problems. I am currently doing a MSc in advanced clinical practice at Edgehill University. I have also completed the national and trust training and emergency management courses including advanced life Support (ALS), paediatric immediate life support (PILS) and trauma intermediate life support (TILS).

## Career aspirations

After qualifying as an ACP, I would like to pursue my career in the field of frailty and emergency medicine. My long-term goal is to achieve a PhD and aid in further service development.



# My Career Journey

**Name:** Julie Jackson    **Role:** Service Lead for Drug and Alcohol Specialist Nurse



## Overview of role

I provide safe and effective care for those patients presenting or admitted to WWL with drug and alcohol related problems. This involves a holistic assessment of need and risk. Developing delivering and evaluating care plans based on assessed need and risk. I liaise with Community services including substance misuse services to ensure ongoing need is being addressed. I provide a team of specialist nurses to ensure care delivery is safe and effective. I work in partnership with internal and external colleagues to review care against national standards. I ensure service delivery is within allocated budgetary constraints.

## How you came to be in your role

I transferred from ward managers role in gastroenterology into community substance misuse services and then into managerial roles in the community. I returned to RAEI in 2016.

## How do you feel about your role

I enjoy working in the field of substance misuse. The patients can often be very challenging both in their behaviour and presenting needs. I left the substance misuse field but then returned to it, as I enjoy this area so much. The funding of services has been problematic since 2012 when responsibility for public health spending moved from primary health care control to local authority control - this has impacted on the system wide treatment of those who misuse alcohol, particularly. It has also impacted on the security of funding for service provision. This makes working in this field challenging as staff are on annual rolling contracts of employment or on fixed term contracts which can impact on recruitment and retention of staff.

## What I like about my job

I enjoy the relationship I have with patients and enjoy having the opportunity to use my skills in psychological interventions to illicit behaviour change in individuals. I particularly enjoy the multi-agency approach to managing care. I see myself as a role model and enjoy challenging any stigmatisation of this client group.

## Your education and research background

I qualified as a RN in 1988 and a BSc in nursing in 1991. I completed a MA in NHS management in 2010. My dissertation was focussed on alcohol treatment services across UK. I have general adult nursing experience and education with initial experience in the field of gastroenterology – this is where I gained an interest in alcohol misuse and the influence of alcohol misuse on the individual and wider family members. I recall an incident where I was required to tell a mother that her son of 25 was dying of alcohol use. This incident was the prompt for me to move into the community drug and alcohol services as I wanted to learn how to prevent people getting to that stage. I was successful in gaining a managerial role, in the community, which prompted me to go on to study further. I have worked in managerial roles in other specialities but gained the greatest satisfaction from working within this field.

## Career aspirations

In the next 3 years I would like to support Wigan's drug and alcohol nurses to access funding that would allow them to develop their service and make more treatment options available to patients. I would also like to secure funding to support the training and development of staff within Wigan on the needs of this patient group.

# My Career Journey

Name: Ezinne Nwachukwu    Role: AKI and Sepsis Specialist Nurse



## Overview of role

A dual role AKI and sepsis specialist nurse is a highly skilled healthcare professional who plays a key role in the early identification, management, and prevention of both acute kidney injury and sepsis within a healthcare setting. This role requires specialised knowledge in both areas, as both conditions are critical and require swift intervention to prevent deterioration and improve patient outcome. The key responsibilities include patient assessment & monitoring, collaboration with the MDT and education of colleagues. Further responsibilities include development and implementation of protocols, audit, quality improvement and providing support to patients and their families. This dual role is crucial in improving patient outcomes by ensuring early detection, rapid response, and ongoing management of both AKI and sepsis.

## How you came to be in your role

I came to be in my job as an AKI and sepsis specialist nurse through a combination of education, experience, and a deep passion for patient care. After completing my nursing degree, I initially worked in various clinical settings and hospitals, where I developed foundation skills in patient care and critical thinking, I also obtained a post registration qualification and other approved courses in supporting learners in practice, supporting colleagues to promote effective learning practice. Over time, I became particularly interested in conditions like AKI and sepsis due to their complexity and urgency, and I wanted to play a more active role in managing these critical conditions. I gained further training and education, attending specialised courses in both AKI and sepsis management. These opportunities allowed me to build the knowledge and confidence to work more effectively in these areas. Recognising the importance of early detection and intervention in improving patient outcomes developed my passion for these two conditions. I had an opportunity to take on the dual role of AKI and sepsis specialist nurse, where I could apply my expertise and passion for patient care. The role allowed me to work closely with multidisciplinary teams, guide others through best practices, and directly impact the care and outcomes of patients with these life-threatening conditions.

## How do you feel about your role

What I love most about my job is the opportunity to make a difference in patients' lives, especially in critical situations like acute kidney injury and sepsis. Being in a specialist role allows me to use my expertise to provide timely, life-saving interventions, which is

incredibly rewarding. I also enjoy the collaborative nature of my work, where I get to work alongside a multidisciplinary team of dedicated professionals who share a common goal of delivering the best care possible. Another aspect I appreciate is the continuous learning and development. These conditions are complex and ever evolving, so I am constantly challenged to expand my knowledge and skills. I value the chance to educate both patients and colleagues, helping to improve care practices and outcomes.

## What I like about my job

I enjoy the relationship I have with patients and enjoy having the opportunity to use my skills in psychological interventions to illicit behaviour change in individuals. I particularly enjoy the multi-agency approach to managing care. I see myself as a role model and enjoy challenging any stigmatisation of this client group.

## Your education and research background

I have a BSc in nursing, which provided me with a strong clinical foundation in patient care and critical thinking. Throughout my nursing career, I have sought opportunities to specialise further, particularly in areas related to acute and critical care. I have completed postgraduate courses specifically in the management of AKI and Sepsis. These specialised courses helped deepen my knowledge of pathophysiology, early detection, and advanced management techniques for both conditions. I actively engaged in clinical audits and evidence-based practice projects, focusing on improving patient outcomes in AKI and sepsis care.

## Career aspirations

I aspire to continue growing in my role as an AKI and sepsis specialist nurse. My long-term goal is to become more involved in clinical leadership and education, mentoring and supporting future generations of nurses in these critical areas. Additionally, I would like to contribute to larger-scale research projects focused on improving outcomes for patients with sepsis and AKI, influencing both local and national healthcare practices.

# My Career Journey

**Name:** Daisy Meyo    **Role:** Clinical Nurse Educator, Corporate Division



## Overview of role

As a clinical nurse educator, one is expected to promote quality patient care through the continuing education and professional development of the registrants through the preceptorship programme, as well as facilitating a positive learning environments within the organisation that ensures the delivery of evidence-based practice. A CNE's job involves working with both clinical teams and Professional Practice Team to ensure the clinical education and development needs of the learner are identified and addressed. It is also required to undertake clinical nursing practice working alongside individual staff members and teams, providing supervision, teaching and assessment of competence.

## How you came to be in your role

I joined the organisation during covid lockdown as an overseas registered nurse. The transition into NHS was not without challenges. However, the mentorship and support offered by one of the CNE's saw me through the hurdles and inspired me to develop myself into this role. I believe that my background, upbringing, and work as well as life experiences have greatly molded who I am as a person and as a professional, fueling my desire to always be a voice of hope and an agent of positive change.

## How do you feel about your role

Working as a CNE has allowed me to make meaningful impact by being able to harness the power of collaboration to facilitate induction, education and continuous professional development for all levels of registered and nursing staff that is aligned and embedded into designated services. Through this role I have also been able to develop bespoke learning materials and offer mentorship session aimed at supporting preceptees and staff according to their own learning needs.

## What I like about my job

The role of CNE has offered me the opportunity to create a long-lasting impact through the delivery of comprehensive formal and informal education and training within the trust education programmes and professional development initiatives. In so doing I am able increase learners and staff skills and confidence, leading to raised engagement in their placement/at work as well as provision of high quality and safe patient centred care.

## Your education and research background

- BScN Nursing, Edinburgh Napier University, ongoing
- Diploma in nursing, Catherine Mc Auley School of Nursing & Midwifery
- Preceptor Assessor Workshop Anglia Ruskin university
- Leadership Development by Go Mad Thinking. Project management in healthcare

As a trained assessor, I enjoy mentoring and working alongside students both nursing and medical students. I received a certificate of appreciation from the WWL Medical Education department on behalf of Edge Hill University for my involvement in supporting the MBChB students during their introductory clinical placement. I am an alumnus of the Shuri Network, an organisation that partners with NHS England and ICS to help the NHS develop a leadership pipeline that is diverse by providing women of colour with a voice and a platform to progress into leadership roles. Additionally, I have attended CPD courses such as Project Management in Healthcare and clinical supervision trainings that have been instrumental in my daily work as well as my future career prospects. I am also enrolled on the NHS leadership academy where I am learning about Inclusive workspaces and Inclusive leadership in healthcare.

## Career aspirations

I would like to develop myself to progress into leadership roles that would offer me more opportunities to facilitate organisations in modelling safe and inclusive workspaces that align to the NHS Long term plan and people plan; improving the experiences of our NHS people will help them stay with us longer. I would also like to explore more digital opportunity and explore how technology can be used to streamline the nursing workforce, reduce burn out and improve patient outcome.

# My Career Journey

**Name:** Judith Seddon      **Role:** Bereavement Liaison Specialist Nurse



## Overview of role

I work as the bereavement nurse alongside staff in, chaplaincy and palliative care whilst supporting recently bereaved families whose relatives have died in our hospitals. I provide training on care at the end of life and care after death, supporting families to speak with children when a loved one is at the end of their life or has died and other bespoke training.

## How you came to be in your role

I first trained as a nurse in the mid 1980's and then worked on ITU, CCU, coronary aftercare and in theatres, doing agency nursing in a wide range of settings and I then had a career break to be with my children. I retrained as a counsellor in the 1990's and worked within social care managing a counselling service, providing grief and loss camps for families and training for professionals. From 2006-2011 I was a volunteer with the British Red Cross and a generalist and specialist on their emergency response register. The role was to provide psychosocial support to British nationals who were directly or indirectly affected by natural or man-made disasters outside the UK. It must be said that I was the only member of the team never to be deployed but the ongoing training and support have been extremely useful in many situations. I was made redundant in 2015 and commenced my return to practice nurse training and was successful in gaining a part time post as staff nurse on a MAU at WWL, where I worked for six years. I then gained a full-time band 6 post as a clinical educator on that ward for three years supporting new and existing staff in their roles developing training modules and delivering them in a variety of settings. In 2024, I took up the post of bereavement specialist liaison nurse which is a multi-faceted role including supporting patients and their families from the end of life, this can include attending Inquests, providing practical, emotional and psychosocial support and delivering mementos. The role involves providing training for staff around care at the end of life and care after death as well as supporting families where there are children involved/affected by the death. The role also involves acting as a single point of contact when people have concerns regarding a person's care and through the complaints/investigation procedures. Promoting tissue donation and supporting staff are also features of the role.

## How do you feel about your role

I love it! Some days are extremely challenging, emotional and physically hard but there is a real sense of making a difference. I can spend time with people talking to them and trying to understand their concerns and this is really rewarding.

## What I like about my job

There are no two hours the same, let alone days. I can start the day with a plan, which sometimes gets completed but more often something happens that I need to attend to which requires me to be creative, flexible and responsive.

## Your education and research background

I enjoyed secondary education, further education and a short spell in a university environment as I completed my return to practice, but my biggest education has been in the workplace from colleagues, patients and in meetings. My single best training experience was a weekend mock deployment with the BRC to Ashdown Forest where we worked with trained actors in live scenarios!

## Career aspirations

As I have only been in post for a short time, I would like to continue to work in this role and develop it responsively to reflect the changing needs of the NHS.

# My Career Journey

Name: Michelle Naylor

Role: Cardiology Pre-Assessment Sister



## Overview of role

I deliver a comprehensive pre assessment service for patients who require elective cardiac procedures including angiograms, angioplasty, pacemaker, box changes, loop recorder implants and DC cardioversions. This includes taking a comprehensive assessment of past medical history, previous investigations, medications and blood results. I ensure patients are given a full explanation of what will happen on the day of the procedure giving them the opportunity to ask questions. This allows the patient to express any concerns prior to their procedure to facilitate the best possible patient experience. I review blood results and act accordingly. I liaise with consultants and the wider team to ensure the department is operating at capacity to avoid any delays in patient care. I undertake audit ensuring data is inputted in a timely manner.

## How you came to be in your role

I have worked for WWL since 2002 initially in a variety of administration roles, all of which have allowed me to gain transferable skills. In 2016 I was seconded to commence my nurse training. I qualified in 2019 and began my nursing career as a staff nurse on an acute trauma & orthopaedic ward. In 2022 I transferred to cardiology and worked in the cardiac catheter lab for 2 years prior to commencing in this role. This gave me extensive knowledge and experience of the procedures listed above. I feel this has given me the foundation to provide a comprehensive pre assessment service that meets the needs of patients.

## How do you feel about your role

I love my job; each day is different. I enjoy being able to put patients at ease with regards to their upcoming procedures and answering any questions they may have. I enjoy the variety and enjoy working with the wider team in cardiology.

## What I like about my job

The role of pre assessment sister has given me the opportunity to be proactive in enhancing the service, finding new and creative ways of working to make a positive difference. I enjoy the variety of this role, and the opportunity has enabled me to develop my knowledge, not only of cardiology procedures, but also the importance of communicating effectively with the multi-disciplinary team to assist with the smooth running of the department ensuring patient safety.

## Your education and research background

I have been committed to ongoing professional development throughout my career within my scope of practice. Since commencing in this role, I have attended relevant training, including advanced life support (ALS) and ECG interpretation courses. I am due to commence the Independent non-medical prescribing course.

## Career aspirations

I would like to continue my career in cardiology, and I am hoping that by completing the Independent non-medical prescribing course this will enhance my career options.



# My Career Journey

Name: Sony Lukose

Role: COPD Specialist Nurse



## Overview of role

I am a senior nurse within the COPD unit. My role as a specialist is to provide support and education for patients who have a diagnosis of COPD both during inpatient stay and when initially discharged.

## How you came to be in your role

I came to the UK in 2000 as an overseas nurse and secured a job at RAEI in 2001. I felt nervous but excited to start a new career in a different country which speaks a different language. During my initial time I had excellent support from everyone and this has continued. Initially I took a job as a staff nurse within the A&E department where I was supported to develop skills, language and experience that led me to decide that I was interested in respiratory medicine.

## How do you feel about your role

The satisfaction that I get from my job now is something that I previously didn't think would be possible. With the development of my skills, I am gaining recognition from the wider team in the role and developing it beyond what I thought I would previously. The team I work within is professional and supportive team to me, and consequently I have the confidence to support my patients' best interests. I feel I am now able to fully plan, meet and in some cases supersede my patient expectations which obviously is a nice feeling. Education is the key to long term conditions, and I feel that by explaining things due to my experience and increased knowledge helps them. I look forward to coming to work every day. The demands within the role are different and varied every day and I embrace the challenges that this presents.

## What I like about my job

What I love about my job most is the relationships that I have developed over time with both patients and staff. Due to the long-term nature of COPD, I have been able to guide patients through the condition and help them develop an understanding of the condition and how it may manifest itself. I like that I get to spend time with my patients in an environment that is calm and puts them at ease. I also can spend time with them to meet their expectations or explain what can be done to help their symptom control. I feel this ability to make a difference is what drives me to do better every day, and I have been able to develop relationships with both my patients and their support networks.

## Your education and research background

I recently completed both my clinical examination skills studies and my non-medical prescribing V300 qualification. These together in my specialist role will help me to provide nurse led care for all my patients.

## Career aspirations

I would love to continue to develop my role as a specialist nurse working with respiratory patients.



# My Career Journey

**Name:** Jackie Hylton

**Role:** Clinical lead/ACP CCOT/VAS/Pain



## Overview of role

Currently I manage the CCOT (Critical Care Outreach Team), VAS (Vascular Access Service) and the pain services. We started critical care outreach in 2005 with myself doing the advanced practice initiative that was launched that year. We had planned for a number of years to introduce the service following national evidence of unmet need for deteriorating patients outside ICU, poor understanding and skills in managing and escalating these patients. The service was designed to identify deteriorating patients, supporting ward teams to manage them outside of ICU by sharing critical care skills and expediting where necessary. This service has grown to be 24/7 at RAEI and 7days/week at Wrightington Hospital. Also, I have managed to develop a vascular access service supported by the current specialist nurse. We have managed to finally expand this service to 4 practitioners which will allow us to meet the needs of the service, educate and support ward teams in managing complications of vascular access devices and management of PICCs and midlines safely. I also manage both pain services which were both established services. My plan is to develop the acute team further.

## How you came to be in your role

I started my career in 1981 as a student nurse. When I qualified, I worked on acute medicine until I converted to an RN in 1996. I transferred to ICU and worked my way up to a band 7 role. In 2003 I successfully obtained the practice educator role on the unit then 12 months later took a job share role managing the skills institute for GM and continued a job share role as practice educator. As part of this role, I brought in the GM AIM course to our trust which we did as a multi-disciplinary team. While doing this role, the ACP pathway was introduced and my matron encouraged me to go for it so we could implement CCOT. In February 2005 I started on the ACP programme with the network 2 days/week, 1 day with a consultant and 2 days working in and setting up CCOT. One of the current team members worked the other days while I did my masters. I qualified in 2007, and we continued to develop and expand the service. In December 2009 I was asked to work in A&E as clinical lead for 6 months, which lasted 2.5yrs, this involved looking at the breaches, care etc. After this I returned to CCOT and continued to develop the service as the ACP.

## How do you feel about your role

I am mainly based on RAEI site. I am fortunate enough to be able to continue developing my services and being involved with service delivery. I am very lucky to have loved all my roles as I continue to care passionately about our patients and the care, we deliver including the ways in which we deliver it. This includes our rehabilitation programme and expansion of the vascular access service. I'm also very fortunate to have such good teams who are motivated and driven working for me which helps in driving these services forward.

## What I like about my job

Being able to develop services away from traditional practice and being supported in doing so. Also, as an advanced practitioner and having worked in different areas with acutely ill patients, I am able to focus what I feel is needed for our patients.

## Your education and research background

I am passionate about developing my service and improving service delivery for patients and colleagues. Some of the courses I have completed to advance my learning include a MSc in advanced practice in health and social care, non-medical prescribing V300, coaching and leadership by Chartered Management Institute. I have also been involved in Zigris studies (drug trial to treat sepsis, audits and Implementation of the emergency care practitioner role in GM secondment).

## Career aspirations

To be a consultant nurse and to continue to develop my teams and services.

# My Career Journey

**Name:** Rebecca McCarren

**Role:** Divisional Director of Nursing and AHP's



## Overview of role

I hold a pivotal leadership position within the medicine division, ensuring the delivery of high-quality, safe, and effective patient care across the many divisional services. My role encompasses professional leadership for nursing and AHP's workforce development, quality assurance and service transformation across a range of clinical specialities. I collaborate daily with the divisional medical director and director of operations and performance, working in a management triumvirate with joint responsibility and accountability for the division. My role is accountable for the nursing budget, skill mix, and workforce competencies. I deliver the nursing and AHP strategic objectives, infection prevention and control, harm-free care, governance, and professional regulation. I also lead patient experience and user involvement within the division. I work closely with front-line clinical and operational leaders to cultivate a culture focused on clinical excellence, continuous improvement, compassionate leadership, and professional development. I am particularly committed to patient safety, patient experience, developing future clinical leaders, and advancing roles such as ACP and consultants. It is my responsibility to ensure that the division's nursing and AHP practices are aligned with the regulatory requirements of the CQC and the professional practice standards mandated by the Nursing Midwifery Council and Health and Care Professionals Council.

## How you came to be in your role

My nursing career began in 1998 when I commenced my undergraduate nurse training at University of Salford, graduating in 2001 with a BSc in nursing studies. I started my first qualified nursing role at the Royal Bolton Hospital on their MAU ward before transferring to the emergency department, where I discovered a strong interest in acute and emergency care and substance misuse. I helped establish one of the first direct referral pathways from emergency care to community drug and alcohol services. This innovation and joint working across hospital and community services sparked my passion for substance misuse services. In 2002, I became a substance misuse specialist nurse, working with the national probation service, Greater Manchester police and community drug and alcohol services. During this time, I retained strong links with my former employer. I continued to work regular "bank" shifts in the emergency department at the Royal Bolton Hospital and volunteered in the evenings with Manchester Action for Street Health, supporting sex working vulnerable women. At that time, I worked with the most prolific and targeted offenders subject to drug treatment and testing orders given by a court as an alternative to a prison sentence. In 2004 I was accepted onto the

ACP programme, moving to a more senior clinical role in a medically managed regional inpatient drug and alcohol detoxification unit. At the time the concept of ACP was very new, and I was enrolled in the second cohort of trainee ACP's in Greater Manchester and therefore there was a need to demonstrate the benefits of ACP. I qualified as an ACP with distinction in 2006, earning an MSc in Advanced Practice Health and Social Care. In 2008 I became a nurse independent and supplementary prescriber, which further enhanced my clinical autonomy. This marked a turning point in my career, as it combined my passions for clinical excellence, complex care, and nursing leadership. My leadership journey accelerated further in 2009 when I won a national "Nursing Times Award" for my role in developing a virtual ward model with Salford Royal Hospital that improved mortality outcomes for high-risk patients living with alcoholic liver disease. It was an example of admission avoidance which at that time was considered highly innovative. Following this national recognition, I was invited to 10 Downing Street to meet the Prime Minister and contributed to a roundtable discussion on the future of the nursing and midwifery profession with the Chief Nursing Officer for England. In the same year I was proud to be nominated and placed runner up in the NHS Northwest "Advanced Practitioner of the Year Awards". In 2010, I became the assistant director of nursing and deputy director of infection prevention and control at Greater Manchester Mental Health NHS Foundation Trust, where I led the Trust's physical healthcare strategy that strived to give parity to those with enduring mental illness. There was a national recognition of the significant health inequalities faced by this patient group and I was responsible for the Trust wide delivery of several Commissioning for Quality and Innovation (CQUIN) measures which incentivised healthcare providers to improve the quality of their services. I'm proud to say that we achieved every single one of those CQUINs. By 2017, I had progressed to the Head of Integrated Healthcare and became the Director of Infection Prevention and Control widening my scope of practice to include specialist nursing teams and practice education. In 2019, I joined Northwest Boroughs Healthcare as the assistant clinical director for community services. The role involved working in a divisional triumvirate responsible for managing integrated, multidisciplinary teams across adult, mental health and paediatric services in Knowsley. I supported these teams throughout the Covid-19 pandemic, and it was during these most difficult times that I realised that my passion was to return to acute care. In 2021 I joined WWL having completed several varied roles and these experiences have given me a unique system wide perspective that laid the perfect foundation for my current position.

**Cont:-**

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### How do you feel about your role

My role allows me to influence patient care on a wider scale while supporting staff to grow, thrive, and innovate. I am realistic about the challenges, particularly in urgent and emergency care, where demand is high, and resources often stretched. I find motivation in leading through uncertainty, building resilience within teams, and advocating for innovation even in pressured environments. I feel privileged to support multidisciplinary teams who deliver life-saving acute medical and emergency care every single day, and my role allows me to influence both frontline experience and long-term strategy. I am especially passionate about improving the pathways for patients with complex needs, particularly those who might otherwise fall between the gaps of traditional models of care. I find joy in helping others discover their career potential by mentoring a new nurse or developing the opportunities for ACPs and coaching future leaders.

### What I like about my job

I find huge fulfilment in leading initiatives that improve patient care, enhance staff well-being, and drive organisational excellence. I particularly value the opportunity to work with a diverse team of professionals, each bringing unique perspectives and expertise. I love the camaraderie of the NHS and the collaborative environment that allows for the sharing of best practices across disciplines. I take pride in mentoring and supporting staff, helping them to achieve their full potential and to advance in their own careers. I feel that my background in substance misuse and acute and emergency care still informs my leadership approach today. I am passionate about health equity, inclusion, and ensuring that vulnerable patients are not overlooked. Creating direct referral pathways early in my career really taught me how small-scale innovations can lead to long-term systemic improvements—a lesson that continues to shape my leadership and passion for continuous improvement. I also love the fast-paced, dynamic environment of medicine and urgent and emergency care. It challenges me to remain agile, data-informed, and solutions-focused. No two days are the same, and that sense of unpredictability really energises me.

### Your education and research background

Following completion of my BSc in nursing studies I completed an education in practice module in 2003 at MMU in 2003. Following this I successfully achieved an ACP qualification in 2006 (master's degree in advanced practice, health and social care awarded with distinction). I then completed further training, and I was successful in becoming a registered nurse independent and supplementary prescriber in 2006 at University of Greater Manchester. I continued my professional development and completed postgraduate training in the practice of family planning and reproductive sexual health in 2009 at the University of Central Lancashire. I published my first journal article on workforce redesign, utilising advanced practice to improve the lifestyle and cognitive function of patients living with alcohol related brain damage in 2010. Over the subsequent years I spoke at many national conferences and was the only nurse aside from commission members to be asked to present at the northern launch of the Prime Ministers commission on Nursing and Midwifery. In 2013 I was one of 80 professionals selected nationally to join the NHS Leadership Academy's flagship clinical leadership programme. This 9-month experiential leadership programme led to me to achieving a "Post Graduate Diploma in Leadership and Service Improvement" from the University of Manchester. In the same year I also completed a postgraduate module at the University of Manchester on the management of an infection prevention and control service a qualification that was to support my promotion to director of infection prevention and control several years later in 2017. I have always actively engaged in continuous professional development and I am currently training with Henely Business School at the University of Reading with the aspiration of becoming a certified executive coach with the International Coaching Federation (ICF) by the end of 2025.

### Career aspirations

I aspire to continue shaping healthcare at a broader level. I believe in the power of clinical leadership to transform healthcare services and to improve patient outcomes. I intend to continue my leadership career within the nursing profession and aspire to be a Chief Nurse.

# My Career Journey

**Name:** Petro Bekker Role

**Role:** Clinical Informatics Manager/Clinical Digital Safety Officer/Registered Nurse



## Overview of role

As a clinical informatics manager at WWL my role bridges clinical expertise and digital innovation. I lead the evaluation and implementation of health IT systems, ensuring they meet clinical safety standards while enhancing patient care. Key responsibilities include managing clinical safety risks, developing system-level designs in conjunction with configuring clinical documents/processes, ensuring user training are incorporated. I have been instrumental in implementing the Trust's Health Information System (HIS), ensuring compliance with NHS standards. My work involves collaborating with multidisciplinary teams across all hospital sites to deliver intuitive, safe, and effective clinical digital solutions to enhance safe, patient care.

## How you came to be in your role

My journey began back in South Africa in 1987 where I did my registered nurse training and eventually became an advanced nurse practitioner in a very busy trauma unit. We emigrated to the UK at the end of 1999, and I joined the intensive care team at WWL. I briefly worked in the orthopaedic trauma ward. Within ICU I was given so many opportunities to grow and develop personally through training and education. I became a senior sister in the intensive care unit, where I developed a passion for improving patient care through technology. In 2013, I transitioned into a project lead role for a critical care patient information system, gaining expertise in configuring digital tools and leading system rollouts. This experience laid the foundation for my current role in clinical informatics, where I combine my nursing background with IT skills. Continuous professional development, including training in clinical safety and IT design, has enabled me to excel in this field.

## How do you feel about your role

I find immense satisfaction in knowing my work directly impacts patient safety and care quality. The dynamic nature of clinical informatics keeps me engaged as I navigate challenges like risk mitigation and system optimisation. Collaborating with diverse teams and witnessing the successful implementation of digital solutions is deeply rewarding. I find new technology to enhance patient care exciting, especially in the artificial intelligence age which we find ourselves in.

## What I like about my job

I enjoy the opportunity to innovate and improve healthcare delivery through technology. Working on projects like the electronic patient record (HIS) implementation allows me to see tangible improvements in patient outcomes and staff efficiency. Engaging with clinicians across specialties provides valuable insights that shape user-friendly solutions. I love working in the clinical informatics team where team members have a diverse background, such as nurses, allied health professionals, pharmacists and radiographers, all with a common goal of improving patient care through digital systems.

## Your education and research background

After my initial registered nurse and advance nurse practitioner training in South Africa, I have done post-graduate education in the UK to gain a university advanced certificate in general ICU nursing. I have completed ILM (Institute of Leadership and Management) Level 7 certification, which are designed to equip professionals with essential leadership skills. Additionally, I have completed specialised training in safer IT design health and social care Information centre (HSCIC) and Clinical Safety Management systems from NHS England, equipping me to lead digital transformation projects. I have also completed the healthcare digital leaders master class programme.

## Career aspirations

I aspire to further integrate digital and AI-driven solutions into healthcare systems to enhance decision-making and patient outcomes. My goal is to lead a dynamic clinical informatics team, shaping national policies on clinical, digital healthcare while mentoring future informatics leaders.



# My Career Journey

**Name:** Leeanne Sumner

**Role:** Diabetes Specialist Nurse for Young People (YP)



## Overview of role

I oversee the care of YP with diabetes when they come over to adult care. I prepare YP to come across to adult care via the transition clinics. I care for over 200 patients 16-30yrs of age who live with diabetes. I also do an in-reach clinic every month with paediatric Diabetes MDT for patients above 14years using the Ready, Steady Go framework for transition. I have my own clinics across WWL and attend MDT's. I also help lead on the insulin pump roll out for patients with type 1 diabetes and have a strong interest in patients accessing technology to help with their diabetes management. I am a research champion for diabetes within our team and I am involved with research studies and audit. I also carry a work mobile for my YP to contact me on to use in times of illness. My aim is to keep YP living well with diabetes to enable them to participate in everyday life.

## How you came to be in your role

I've been in nursing since 1990 and have worked in hospital ward areas, A&E, Walk In Centre, Gp services, Australia as a diabetes educator, Bolton & WWL as a paediatric diabetes specialist nurse (PDSN) and diabetes specialist nurse. I was the lead nurse in paediatric diabetes within this trust for 7 years and I have set up a dedicated paediatric diabetes service at WWL. I have trained several PDSNs for the role. I was part of a team that would look after YP once they moved across to adult care in sept 2022. I still maintain a passion for sharing my skills and knowledge with others. In 2021 there was national peer review of the children & YP diabetes service and transition care was deemed in need of investment and because of this a business case was successful in appointing the dedicated role of YP DSN. I am dual trained as adult and paediatric registered nurse, and I feel that this training is ideal for the role I'm in.

## How do you feel about your role

I love my job. I feel privileged to work with YP's and since I've come into post, I'm getting to know more about them as people and love having a chat with them whilst encouraging them to live their best life with diabetes. I work with amazing people and every day I learn something new. I've been nursing for 35yrs this year and I don't have any plans to retire. Colleagues are my extended family. they are part of my reason for getting up and into work every day. Working with YP helps keep me young!! I've grown up here at WWL and feel proud of what we do in the face of adversity.

## What I like about my job

It makes a difference to a person's life and there are lots of opportunities to learn and develop. I have attended learning opportunities in my own time, and I am proactive in my learning. My colleagues are supportive, and we have a walking group in our service and have organised many walking trips including walking up Snowden. I've enjoyed getting out and about in the hospital with bitesize learning on hypo awareness and insulin safety weeks. I also enjoy sharing my knowledge and skills re insulin pumps with our staff at the WWL Mandatory training events. I find that my job allows me to have a good work life balance, and I enjoy travelling. In 2011- 2012, I worked in Australia as a diabetes nurse educator where I gained understanding the challenges that overseas staff face.

## Your education and research background

RGN & RSCN, teaching & assessing in clinical practice , NVQ assessor, advanced certificate of diabetes management at UCLAN, BSc (HONS) Nurse Practitioner (paediatric route) included research module at University of Cumbria, independent nurse prescriber V300 masters' modules x2- CYP Diabetes Care at York in 2013, Nominated as a National Peer Reviewer for CYP diabetes with RCPCH in 2019 and 2014 at Bolton, Coaching & Mentoring Course Level 5 CMI at WWL. Diabetes seamless transition course, technology & diabetes master's module at Leicester. I'm currently involved with Address-2 diabetes study and completing a module 'What should safe transition care feel like?' at UCLAN and WWL. An ABCD National Closed loop Audit is also ongoing.

## Career aspirations

I would like the next 10yrs of my career to be the best yet. I want to see more patients getting access to diabetes technology such as insulin pumps. I want to remain involved and help lead with this as I can clearly see the benefit to patients. I enjoy the teaching aspect of my role and would like to see a mandatory diabetes competency framework rolled out over the organisation as this would raise standards of care in the hospital setting.

# My Career Journey

**Name:** Gideon Agbemaflle

**Role:** Global Majority Practice Development Nurse



## Overview of role

I started my nursing career almost 8 years ago in Ghana working in acute medical and emergency departments. I joined the NHS 4 years ago and I have utilised my skills and experience to help me integrate seamlessly into working here, unlearning and mostly learning new methods and approaches to delivering safe and quality care. With the same hope, expectation and fears of most people leaving their home country to explore working abroad, I have gained experience and developed personally and professionally. It has equipped me with the tools to make a difference for patients and staff.

## How you came to be in your role

At WWL I worked at the same day emergency care (SDEC) for two months as a Band 4, awaiting my NMC PIN. Due to service needs, I was transferred to Winstanley ward, where I started working as a band 5 staff nurse. I learned and developed for nearly 2 years in the acute setting, gaining invaluable skills and experience. Following this, I commenced a new role as a clinical nurse educator for my ward for 6 months, supporting new starters through preceptorship and assisting with OSCE preparation at Crewe. This was followed by continuing in the same role with the corporate professional education team on secondments before I started in my current role as a Global Majority Practice Development Nurse.

## How do you feel about your role

I am passionate about equity, diversity, and inclusion. I feel a deep sense of purpose in my role, knowing that my efforts contribute significantly to improving both patient care and staff experiences. This motivates me daily and gives my work profound meaning. I appreciate being in a position where I can empower others. I feel a strong sense of responsibility to advocate for those whose voices may not be heard, and this drive enhances my commitment to promoting equity and inclusion. The collaborative culture within my team fills me with enthusiasm. Working alongside passionate colleagues fosters creativity and innovation, and I value the collaboration that comes from shared goals. I feel excited about the opportunities for personal and professional growth that my job offers. Witnessing the positive changes initiated by my initiatives is incredibly fulfilling. I feel proud to see improvements reflected in staff feedback and the overall work environment, which reassures me that I am making a difference. My dedication to promoting diversity and inclusion makes me feel aligned with the values of the

organisation. Knowing I contribute to an anti-racist culture enhances my job satisfaction. I enjoy the dynamic nature of my role and the potential to shape the future of nursing and influence policy gives me a sense of pride and responsibility, inspiring me to strive for continuous improvement.

## What I like about my job

I love the feeling that my work directly impacts the lives of both staff and patients. I appreciate being part of a collaborative team culture where everyone's contributions are valued. This positive atmosphere fosters creativity, support, and shared goals. I take pride in being an advocate for the global majority workforce. It's fulfilling to be a voice for those who may not feel empowered to express their views or concerns, ensuring everyone feels heard and valued. I love creating a safe space and a supportive network where staff feel psychologically safe to express themselves and raise concerns. I enjoy the opportunities for professional development. Engaging in forums, workshops and educational sessions not only enhances my skills but also keeps me motivated and excited about my role. I am passionate about working on initiatives that address disparities in the workplace. Contributing to efforts aimed at equity, diversity, and inclusion gives me a sense of purpose and commitment. I was recently presented with a CNO Silver award and a CAHN Black Healthcare award.

## Your education and research background

I have completed trainer courses, which allow me to facilitate teaching sessions. These include cannulation, phlebotomy, ANTT, basic life support, and acute illness management trainer. I have completed the 'Go MAD Thinking', readiness to lead programme and additional coaching and leadership courses like Edward Jenner with the NHS Leadership Academy. I am pursuing a PG Cert Teaching and Learning in clinical practice at Edge Hill University, which will improve my teaching skills.

## Career aspirations

I can continue to make an impact in my current role and am committed to continuous education and professional growth. I believe in God's plan and hope to further develop myself by expanding my skills, knowledge, and competence. "The best way to predict the future is to create it" – Peter Drucker.



# My Career Journey

**Name:** Lesley Timperley

**Role:** Clinical Lead Learning disabilities team (LD's)



## Overview of role

My role is to work with my team of LD's nurses to improve the health needs of people with LD's. I am the clinical lead for our primary care nurses, complex health nurses, and hospital liaison nurse. Our primary care nurses work with people with LD's to help them access their health needs. This includes developing desensitisation programmes and liaising with primary care professionals. The complex health nurses work with people who have complex health needs and support them by ensuring their overall physical health needs are met. They do this through training paid carers in the community to meet the individuals' needs and caring for enteral feeding tubes. The hospital liaison nurse works with people when they come into the hospital. I love that my role continues to be patient facing but I also get the opportunity to create new pathways whilst improving the service and working with professionals like attending our local partnership board raising awareness of LD.

## How you came to be in your role

I was interested in working with people with LDs from a young age as my little sister has a LD. I left school and completed my BTEC in Childhood Studies. I completed placements in both education and care backgrounds, and I enjoyed the care approach better. I decided to apply for child nursing however during my interviews they encouraged me to look at the LD nursing pathway. I had never heard of this before and when I looked into it I knew it was more for me. I was inspired to work with adults as I wanted to help improve the health needs of people with LD's. I finished my diploma in LD's nursing in 2004 and my first job was in a nursing home for people with LD's who had complex health needs. I gained clinical skills experience as well as learning how to advocate for my patients when they have contact with primary and secondary care. In 2009, I got my first job for the NHS in RAEI as a band 6 hospital liaison nurse. This was an extremely challenging role, helping people with LD's navigate secondary care, liaising with professionals, and creating pathways of care for people with LD's to access the acute trust. In 2019, there was a change in the structure of the service, and I became clinical lead for health.

## How do you feel about your role

I get to work with the best people and it's a privilege to work with them. Our patients really show us how to strive against the odds and I learn a lot from them every day. It

makes me happy that I know that we make a positive impact on the lives of people with LD's. It's sometimes hard because the outcomes cannot always be great, and this can be a bit of an emotional roller coaster. I work with inspiring professionals who are all striving for the same goal and we support each other which make your day so much nicer. I want more people to choose LD nurse pathway as it is a rewarding career. I am delighted that we offered the LD's nurse apprentice pathway to one of our support workers and I hope we can offer more in the future.

## What I like about my job

My job enables me to work both face to face with patients whilst having clinical leadership and service improvement. I have always enjoyed the variety in my role helping people to navigate different health needs and accessing care and assessments. Every day is different which keeps it interesting. I enjoy working with the local partnership board and I have had opportunity to work with the Greater Manchester LD's improvement groups where we look at improvements in services across Greater Manchester. I am proud that the team won the WWL Star Award clinical team of the year 2024.

## Your education and research background

I completed my diploma in LD Nursing in 2004, and I completed degree modules in health needs assessment for people with LD, research, safeguarding and mentors. I am an Oliver McGowan train the trainer, and I am continuing to help roll this out. I am passionate about increasing awareness of the needs of people with LD's when they are accessing healthcare. I have also completed the AQUA quality improvement programme, and I am applying for the professional nurse advocate module.

## Career aspirations

I want to continue to increase my academic studies around quality improvement, leadership and pursue a quality improvement role. I also would like to continue to work within LD's and increase my skills around caring for people with LD's at the end of their life.

# My Career Journey

**Name:** Ruth Fearnough

**Role:** Matron within the Surgical Division



## Overview of role

I work alongside ward, unit and team leaders to support and help guide them. The role is ever evolving and includes work force management, finance and budgeting, performance management education and developing teams and individuals. We are in a valuable position as we can help to influence the delivery of high-quality care and that is what we strive to do in the surgical division. We also must give assurance that we can meet the targets and objectives set and work with our frontline teams to fulfil their roles. Within surgery we have a very strong team starting with our leaders who support and guide us as matrons so we can take this to our teams. We aim to meet surgical targets, waiting list and evolve the service to make positive changes for our patients and staff.

## How you came to be in your role

I have been a qualified nurse for 19 years and within my career I have mainly worked within the surgical division and the acute surgical wards. My interest is surgical nursing, and I have worked as a band 5 staff nurse moving into a band 6 role firstly on secondment on the surgical admission lounge (SAL) and then moving onto Swinley ward. Swinley ward was going through a challenging time when I became ward leader and during this time, we went from very low staff numbers a high staff turnover rate and very low moral to a fully established high performing ward which also included scoring silver at the Aspire accreditations. I loved my role as a ward leader, and I became a mum to 50 staff members. I saw some of the best nursing care as ward leader and I will always be proud of that time. I was then successful in a secondment into a surgical matron role and then secured a permanent position.

## How do you feel about your role

I feel a deep sense of responsibility and pride as a matron. The demands and pressures of the job are significant, with the fast-paced environment, high patient numbers, and the constant need for efficiency and high-quality care. Despite the challenges, I thrive on the opportunity to make a real difference in the lives of our patients and to support the dedicated staff who deliver care daily. The high pressure can be overwhelming at times, especially when balancing multiple priorities. However, these pressures drive me to work even harder to ensure that my teams feel supported and motivated. I make it a priority to be accessible, approachable, and responsive, offering guidance where needed and ensuring that staff have the tools and resources to perform at their best. I believe

that a well-supported team is key to improving patient outcomes, and this is a principle I consistently advocate for. I am always looking for ways to improve patient care, whether it's through staff development, streamlining processes, or implementing best practices. It's a challenge that requires learning, adaptability, and a deep commitment to excellence. But seeing the positive impact on patient outcomes and the satisfaction of my team makes it all worthwhile.

## What I like about my job

My role is both a responsibility and a privilege. I am deeply passionate about providing the highest standard of care for our patients and ensuring that every aspect of their journey through our healthcare system is smooth and positive. Leading by example, I work closely with staff at all levels to foster a culture of care, respect, and continuous improvement. Collaboration is part of my approach, and I enjoy working with the teams, supporting and guiding them to deliver patient-centred care. Working alongside the nursing teams the sense of unity and shared purpose within these teams motivates me every day. Building relationships with staff members, empowering them to take ownership of their roles, and providing them with the support they need to succeed is one of the most rewarding parts of my job. Every decision I make is focused on improving patient outcomes, ensuring safety, and maintaining a welcoming, compassionate environment.

## Your education and research background

I have completed several courses over the years, and this depended on my role. I have completed a module in care strategies in recognising the acutely unwell adult. Level 5 coaching & mentoring and Level 5 leadership & management. My Current study is a Level 7 leadership and management course.

## Career aspirations

To become a director of nursing for surgery and beyond....! I started out my leadership journey to aspire my teams I hope I still achieve this daily.

# My Career Journey

**Name:** Kishan Dawda

**Role:** Medicines Safety Nurse



## Overview of role

As a medicine's safety nurse, I work closely with the lead for medicines safety to ensure the highest standards of medication safety across WWL. My role is crucial for ensuring the safe administration of medications and improving patient care. By offering specialist advice, comprehensive training, robust policy development, and fostering a culture of incident reporting and learning, I have a key role in enhancing medication safety and patient outcomes. My responsibilities include specialist advice and support, training for all clinical staff on medicines management and medication safety, policy development, incident reporting, data management, research and audit. It also values nursing colleague feedback and input through attendance of the medicine safety group.

## How you came to be in your role

I graduated from India with a degree in nursing in 2017 and worked in a medical-surgical wards and in critical care. Driven by enthusiasm for research and further development in nursing, I completed a post-graduation in nursing with a specialisation in critical care nursing. I learned about research, teaching methods, leadership, and gained in-depth knowledge of disease conditions and treatment modalities. I had the opportunity to work as a clinical nurse educator and team leader in an intensive care unit. I then joined Eli Lilly pharmaceutical company, where I honed my skills in pharmacovigilance. The dynamic environment taught me the importance of the six rights of medications and how to detect, assess, understand, and prevent adverse effects or any other drug-related problems. I emigrated to the UK for professional development and worked in a medical assessment unit and surgical ward. A pivotal moment came when I learned about a secondment opportunity to become a medicine safety nurse, I was successful at interview, and I am happy to be in a role that allows me to leverage my strengths, drive impactful projects, and continuously learn and grow.

## How do you feel about your role

My job involves collaborating with various teams and designing training programs. While it can be challenging to prioritise and complete all tasks, the sense of accomplishment when everything comes together is incredibly rewarding. The process of creating effective training sessions requires careful planning and coordination, but seeing the positive impact, makes it all worthwhile. Another significant aspect of my role is supporting staff with medication administration. This responsibility brings me immense joy, especially

when I witness their growing confidence in their work.

## What I like about my job

I enjoy delivering training to new and existing staff, ensuring they are well-equipped to administer medicine safely. I investigate medication administration incidents which allows me to identify areas where additional training is needed. I enjoy collaboratively working with pharmacy to solve problems and improve processes. Regularly engaging in research allows me to stay updated with the latest advancements and evidence-based practices into our work, keeping my knowledge up to date. Utilising IT skills to work on presentations, quizzes for gamifying training, retrieving data, and using different technologies and apps for delivering training gives me immense job satisfaction. Overall, my job is rewarding because it combines education, investigation, and collaboration.

## Your education and research background

I have a BSc in nursing and a MSc in critical care nursing. During my master's programme, I developed a keen interest in the challenges faced by patients in ICU. This led to my research focus on the "Awareness and Prevention of ICU-acquired weakness".

## Career aspirations

I am a highly adaptable individual with a strong desire to pursue doctoral studies within the next couple of years. My passion for healthcare drives me to become an ACP. Additionally, I aspire to contribute to academia by becoming a university professor, where I can share my knowledge and experience with future generations.

# My Career Journey

Name: Helen Titu

Role: Consultant Acute Care



## Overview of role

I work autonomously in cardiology/acute medicine and emergency care, assessing acute presentations of suspected cardiac chest pain and other cardiac complaints within emergency care. I undertake a clinical history, assessment and examination for these patients including organising and interpreting diagnostic tests. As a non-medical prescriber I prescribe appropriate medication during the acute presentation. I manage confirmed ACS patient within medicine, referring for early angiogram and intervention (PCI) following risk stratification. I review the patient daily to ensure all appropriate secondary prevention medication is prescribed and outpatient follow up arranged, aiming to effectively reduce length of hospital stay. I review all requests daily for troponin blood test, this is to ensure that all patients are captured into the correct pathway of care early into their admission. I complete and ensure data is collected accurately for local and national audits. I am involved with patient safety and human factors within the organisation, developing simulation training. My role allows me to work across both unscheduled and scheduled care, which gives me the advantage to understand the demands placed on both areas and provide clinical skill to facilitate the patients' pathway of care. I am passionate regarding patient safety and timely access to appropriate testing for cardiac patients, facilitating patient flow and ultimately reducing length of stay.

## How you came to be in your role

I joined WWL in 2002 as a 'thrombolysis nurse educator' as part of a government drive outlined in the National Service Framework to reduce inequalities for patients suffering from heart attacks, delivering lifesaving treatment for these patients in a timely manner. In 2009 pathways changed and patients were transferred to tertiary centres for treatment for their heart attack, I then evolved the specialist nurse role acute care in the emergency department, encompassing standardising patient pathways and timely access to treatment. I self-funded and completed my BSc as an NMC registered specialist practitioner in cardiology; an MSc in human factors and MSc in advanced clinical practice, completing these outside my working hours. I graduated in 2017 with my MSc, following which I put forward a business case for an ACP for Cardiology in 2018, incorporating new clinical pathways and responsibilities, this was recognised in 2020. In 2023 I further developed the role to include independent management and discharge of patients, benchmarking the clinical and academic role in 2023 and became the first cardiology nurse consultant in WWL.

## How do you feel about your role

I am privileged to work in an acute setting with patients who present with heart attacks, I have worked consistently to ensure that all patients who access acute care are able to always receive a standard level of care. I challenge inequalities, constantly identifying areas that can be developed through quality improvement. I continue to aim to drive positive change in healthcare, recognising challenges and keeping the patient at the heart of everything I do and believe in. I am a strong advocate in embedding and implementing human factors, and my platinum award for quality improvement recognises this.

## What I like about my job

I value the flexibility of my job role, it allows me to have a unique insight into patient experience, I believe, and advocate that every contact counts and take immense pride in being able to achieve quality patient care and upmost ensuring that patients and their families feel listened to and safe during a vulnerable time. I am a trusted clinical source for queries in patient management and provide assurance and safety for the ED team and medical team. I am immensely proud of my role that I have developed, and I am passionate about my values in equality in clinical practice.

## Your education and research background

Qualifications: Registered Nurse Adult (diploma) , Specialist Practitioner – Adult BSc Distinction NMC registered, Advanced Healthcare Practice (clinical) MSc Merit, Nurse Independent / Supplementary Prescriber, Introduction to Patient Safety & Human Factors in Health Care – Level M, Advanced Support Provider, British Cardiac Society Emerging Leadership Program – cohort 2023, NHIR Research Internship 2024, Diagnostics advisory committee member and NICE project team member for: High-sensitivity troponin tests for the early rule out of NSTEMI. Diagnostics guidance [DG40] Published: 26 August 2020 National Institute for Clinical Excellence

Research background: Current Good Clinical Practice Training Certificate (GCP); Identify suitable patients for participation in current cardiology research trials, contributing to, and development toward current cardiology research programme to enhance patient quality of care.

Cont:-

- Principal investigator for The Troponin-only Manchester Acute Coronary Syndromes (T-MACS) Choice Feasibility Study
- Principal investigator for The Pre-hospital Evaluation of Sensitive Troponin (PRESTO) Study, which is actively recruiting patients within the trust
- Non-ST-Segment Elevation Myocardial Infarction Registry December 2019 Identifying; recruiting & consenting patients
- The British Heart Foundation older patients with non-ST Segment elevation myocardial infarction Randomized Interventional Treatment Trial – Identifying potential patients.
- Sub-investigator for Rapid NSTEMI – A randomized controlled trial for very early angiography +/- intervention versus standard of care on outcomes in patient with non-ST-elevation myocardial infarction
- A Randomised Controlled Trial of Renin-Angiotensin System Inhibition for Reduction of Cardiovascular Events after Takotsubo Cardiomyopathy (EVEREST)
- EUROASPIRE – European survey of cardiovascular disease prevention and diabetes – Sub PI (provided MINAP data to identify cohort of patients)
- DAPA MI multicentre, parallel-group, registry-based, randomized, double-blind, placebo-controlled phase 3 trial in patients without known diabetes or established HF, presenting with MI and impaired left ventricular systolic function or Q-wave MI.
- Introducing Care Bundles for Suspected ACS Patients: Focus on Human Factors and Communication, WWL 2016 (Certificate for Best Poster Submission) Clinical Audit Best Practice
- Introducing Care Bundles for suspected ACS patients: Focus on human factors & communication, Patient Safety Conference Manchester 2015
- Recently awarded a CNO Gold award, the first for a nurse at WWL

### Career aspirations

I am currently developing my role in research and aim to continue working in acute care ensuring that the patients voice is heard, I am pursuing my passion for human factors, ensuring that this is recognised in clinical practice and patient safety. I have published and presented posters, most recently I have had a clinical case presentation accepted for the annual Association of Cardiovascular Nursing and Allied Profession in France.

- Observing and evaluating nursing handover practice and culture in a coronary care unit  
Helen Louise Titu; British Journal of Cardiac Nursing, September 2019, Mark Allen Group
- Establishing a Priority Acute Cardiology e Referral – PACeR Pathway Emerging Leadership Program; Presented at British Cardiac Society Annual Conference Manchester 2023
- Reducing Cardiology Inpatient Referral to Assessment – A Focussed Quality Improvement Project, WWL 2022 (Awarded Best Poster) Clinical Audit Best Practice
- Use of effective communication methodology demonstrates improved care for ACS patients,  
Patient Safety Conference Manchester 2018
- Local PPCI in Post Arrest STEMI when Tertiary Transfer is not an Option  
WWL 2018 (Runner up) Best Practice & Clinical Audit
- A study to Observe and Evaluate Nursing Handover Practice in the Coronary Care Unit. International Forum on Quality and Safety in HealthCare Amsterdam 2018
- The REACT (Rapid Emergency and Cardiology Team), clinical pathway to assess patients with ROSC ST-elevation in the ED department. International Forum on Quality and Safety in HealthCare Amsterdam 2018



# My Career Journey

**Name:** Megan Dainty

**Role:** Registered Nursing Associate / Acute Kidney Injury (AKI) Nurse



## Overview of role

Within my role as AKI nursing associate, I work with the multi professional team and the registered nurses to contribute to the ongoing assessment, providing and monitoring of care in line with the service pathways as agreed with supervising clinicians. I monitor the conditions and health needs of those with renal diseases, specifically AKI within my care on a continual basis in partnership with the multi-professional team. As a registered nursing associate in the medical assessment unit (MAU), I collaborate with registered nurses to provide high-quality care to patients. My role involves assisting with various aspects of patient care, including the delivery and monitoring of care. This includes tasks such as assessing patient conditions, supporting treatments and procedures, tracking vital signs, and ensuring patients' comfort and well-being throughout their stay. My contributions help ensure that patients receive prompt and effective care.

## How you came to be in your role

I started within the trust 7 years ago as a healthcare support worker, working on MAU which strengthened my passion to pursue a nursing career; however, I was not able to commit to full time university studies. The nursing associate apprenticeship gave me the opportunity to pursue my interest and take the next step in my healthcare career. It offered the unique benefit of gaining both university experience and hands-on placement, all while earning a regular income. Upon completing my two-year foundation degree, I secured a position as a registered nursing associate on MAU. Recently I was offered the post as the first AKI nursing associate at WWL on an 18-month secondment.

## How do you feel about your role

Being a nursing associate is a role that brings me a sense of fulfilment and pride every day. I truly enjoy the opportunity to make positive differences in the lives of patients, offering a comforting presence, or being a part of a dedicated health care team. The work is rewarding, as it allows me to use my skills to contribute to patient wellbeing and support my colleagues in a meaningful way.

## What I like about my job

I find great satisfaction in the personal connections I build with patients. Every interaction, no matter how small, has the potential to make someone's day a little bit better. It's incredibly gratifying to see patients improve or to simply know that I've been

there to help in a time of need.

## Your education and research background

I completed an NMC-accredited nursing associate foundation degree, and I am registered with the NMC.

## Career aspirations

I hope to progress within my role as an AKI nurse associate and within time, aim to progress onto the registered nurse degree apprenticeship that WWL offer.

# My Career Journey

**Name:** Susan Binns

**Role:** Macmillan Palliative Care Nurse Specialist Associate



## Overview of role

The role involves assessing patients in the last 12 months of life in hospital and clinic, supporting with symptom management, psychological support, rapid discharge home, for end-of-life care. It also includes referring to the hospice supporting relatives. Prescribing drugs, clinical examination skills, Phlebotomy. Liaising with professional colleagues advising medical teams on plans of care.

## How you came to be in your role

I was a ward manager previously however my passion had always been with palliative care. I find dealing with dying patients and their families rewarding ensuring that all needs were met for everyone and keeping a patient comfortable at the end of life was essential to me. I was seconded 1 day a week to develop and monitor the Liverpool Care Pathway which gave me a good insight into how staff incorporated the care plan with the dying person and their loved ones. This helped me with gaining a full-time position within palliative care where I have been working for the last 17 years.

## How do you feel about your role

I find my job very rewarding knowing that when we get it right, families are left with a lasting memory which is a good memory. I feel privileged to be a Macmillan nurse and wear my badge with pride. Times can be very tough for the team when we have had challenging situations and symptoms that are very difficult to control. We also have patients that are young with families which can be heartbreaking and very emotional for us. We have a good team and help each other to discuss situations which have been very difficult for ourselves to process.

## What I like about my job

I feel very lucky to be in the position I am in, I love my job and look forward to coming to work. It's good to have such a lovely team that are very supporting, I enjoy nurturing new staff and students and like to be on hand like a mother figure should anyone need support I have at least 17 years' experience in palliative care and 15 years in general nursing and management, I like to share my knowledge. I have also become wellbeing champion for the staff and help to support with 1 to 1 meeting and alternative therapies.

## Your education and research background

- Guilford course – Symptom management 2-day course
- Non medical prescribing
- Clinical skills
- Psychological support training
- Presenting at audit
- Spring hill Hospice/ Manchester University/ end of life care module
- Mayflower course advanced care planning
- Link nurse educator

## Career aspirations

Unfortunately, I am now progressing towards the end of my career in healthcare. I have worked in the trust for 30 years and I have seen lots of changes. I would like to continue in this role for as long as possible as I feel it is important to influence the next generation with my skills and knowledge. My team members and I are now expert practitioners, and I am only sad that I am too old to progress to ACP, as I feel then I would have hit the pinnacle of my career.



# My Career Journey

**Name:** Loveth Orobosa Osin

**Role:** Acute Pain Specialist Nurse



## Overview of role

I ensure that outstanding evidence-based work is done constantly and work with the multidisciplinary team for efficient personalised pain management and increasing patient satisfaction by following set policies. I educate staff on the effective use of technical equipment and to safely spot likely issues, such as PCA, epidural, and wound infusions. I ensure autonomous decisions are made to meet the service's needs and develop its professional practice scope. I educate patients and health care professionals in WWL about expert pain relief. I also oversee the effective administration of analgesia to ensure it is given safely and according to the NMC and Trust's policies. I participate in audit or benchmarking and assisting with any changes introduced in the work, where indicated.

## How you came to be in your role

I joined WWL as an international nurse recruit in 2022. I started working in Ward A, Wrightington Hospital and I was quickly exposed to the use of pain devices, the importance of the pain team and effective pain management, as patients were struggling with post operative pain. Less than a year into the job, I asked a few colleagues about the career pathway to becoming a pain nurse as I became passionate about pain management. I knew I had to have more experience in my present role and after 2 years of gaining knowledge and experience, I saw a one-year secondment position in the pain team which I was successful at interview, and I was offered a permanent position when it became available.

## How do you feel about your role

I get great job satisfaction from this role. I enjoy the routine, the challenges and aims to make improvements for patients. I like my team, and I am fortunate I have a very good team lead and team members.

## What I like about my job

My job is my passion; the more time I've spent doing it, the more I love it. It is much more than I thought the job entailed, and finding out these fascinating aspects is intriguing and very educational. The best part about my job is the opportunity to interact with patients on a deeper level and the ability to provide the care that these patients desperately need. I love that we get to make many changes in the patient experience and improve satisfaction, as pain is a big concern for most patients. I've always had a flair for

teaching and improving knowledge, and this job allows me to do so. I am still very new to it, and I look forward to learning more diverse aspects of pain management.

## Your education and research background

- BSc Human Physiology
- Diploma in Nursing Science
- BSc Nursing Science
- MSc in pain management (ongoing)

## Career aspirations

I want to improve my knowledge and skills for better patient care. There are courses which I plan to undertake which include clinical skill examination, a diagnostic and therapeutic course and non-medical prescribing course.

# My Career Journey

**Name:** Lisa Auskalnis

**Role:** Practice Education Facilitator



## Overview of role

My role is to ensure that nursing and allied health professional students completing their practice placements have a high-quality learning experience. This includes an overview of where the students are being placed, that wards and departments have staff trained to assess students in practice and there are sufficient opportunities for the students to meet the learning outcomes of their university programmes. We induct all our learners to the trust and support students that might be struggling in practice implementing and overseeing action plans to ensure students are given the most opportunity to succeed. Our team regularly meets with our partner universities to ensure there is a collaborative approach to both elements of theory and practice for the students that come to WWL for their placements.

## How you came to be in your role

I began work on an acute cardiology and respiratory ward at WWL and moved to the Practice Education Team in 2021 on a fixed term basis to support with expanding our capacity for students across the trust. I then gained permanent employment with the team as a clinical nurse educator. In 2024 I was unsuccessful applying for the practice education facilitator role however, I took a secondment within another division to develop my leadership skills and when the post became available again, I reapplied, and I was successful.

## How do you feel about your role

I feel lucky to do the job I do. My experience with practice education facilitators during my own training inspired me to want to be in this role. The job can be difficult at times, but I feel it is really rewarding. There are challenges in the role and times when we must have difficult conversations with students, but I feel it is a real privilege to oversee the workforce of the future, and it makes me proud to see the students develop through their placements over their time with us in practice.

## What I like about my job

The main thing I like about my job is seeing the students' progress from first year, watching them gain confidence and competence and then finishing their course as registrants. I enjoy getting out and about across the wards, departments and community settings to meet with staff and engage and support them to support the students. Also,

the team I work in are multi professional and culturally diverse team which is one of the elements of my job I really like. We support each other and learn from each other all the time.

## Your education and research background

I returned to education in 2013 after leaving college in 2003. I had no healthcare experience when I began the access to healthcare course, but I did take a part time job in the social care sector providing care for people in their own homes. I completed my access to healthcare course, and I went on to my Nursing Degree in 2015. I qualified in 2018 as a Registered Adult Nurse.

## Career aspirations

I am new to the practice education role, but this was the role I always aspired to be in. I am currently aspiring to gain confidence in this role, taking on new challenges and projects that will support our students in practice and into their early careers as registrants.

# My Career Journey

**Name:** Sarah Kenyon

**Role:** Practice Development Sister



## Overview of role

I work with new starters to the community nursing teams within district nursing. I support the new team members to learn the skills needed for the role. We visit patients together, to develop confidence, knowledge and skills. Training is undertaken in a clinical setting and in a classroom environment. In addition to my role, I am a cascade trainer for BLS, ANTT and sharps training. I am very passionate about health and well-being, and I am a professional nurse advocate. At present I undertake ad-hoc 'Well-being Wednesdays' for the district nursing teams. In time, I hope to encompass this within my professional nurse advocate role, once this position is embedded in the Trust.

## How you came to be in your role

I worked as a community nurse in district nursing from being newly qualified. Throughout this time, I gained extensive knowledge of the community environment, and the variety of skills needed to care for adult patients within the community setting. I became proficient and competent in the role, undertaking many additional skills and training. In addition, I enjoyed mentoring students and gained positive feedback on my teaching skills, calm and nurturing nature. I raised awareness of the need to have a practice development role within my previous trust, which they did not currently have and didn't intend to implement at that time. I found a post with WWL, to which the job description fitted to what I aspired to be. I knew I needed to take on a teaching role to ensure that new staff were supported, when entering the community environment. I feel this is crucial, especially as they will be lone workers, requiring to make on the spot decisions and learn many complex skills, without having a team immediately to hand.

## How do you feel about your role

My job is very rewarding. It is lovely to see how the new starters gain confidence in their role and skills, becoming autonomous practitioners. I enjoy conveying my knowledge and experience of the job, together with learning new skills from my fellow colleagues. I ensure my colleagues gain hands on experience and enjoy telling 'stories' of my time in 'their' shoes, which enhances their learning and memorisation of skills and solutions to problems. Sometimes, I feel I cannot support the new staff as much as I would like such as during their supernumerary period, when there is a high influx of new starters at the same time. However, they understand that I am always around to support them at any time during their career.

## What I like about my job

The most enjoyable aspect of my job is when I work one to one with the new team member visiting patients in their own homes. In addition, I take every opportunity to improve clinical practice and processes to enhance the productivity and quality of patient care. I am always challenging and seeking new ways of working, to streamline processes and enhance the working environment for my colleagues. Acting as a 'role' model to promote clinical excellence and enhance the learning environment is a privilege. I also enjoy working with my team, there are only three of us, which can be a challenge when we have a lot of new starters, but we work very well in supporting each other and ensuring that our workload is shared.

## Your education and research background

Adult Registered Nurse BSC (Hons), non- medical prescriber, professional nurse advocate and PG Cert in medical and health education.

## Career aspirations

At present, I really enjoy my current role, which gives me the opportunity to remain in the clinical environment, together with a teaching element. I am passionate about learning, sharing expertise and supporting others. I would like to continue to undertake educational courses to expand my teaching skills and maybe gain a specialist qualification or advanced clinical skill qualification. My next step would probably be to obtain a leadership role, where I can have a greater impact on policy change, protocols and pathways.

# My Career Journey

**Name:** Natalia Waddington

**Role:** Clinical Research Nurse



## Overview of role

I am a clinical research nurse within the Research Delivery Department at WWL. My journey in research began in 2010. Prior to this, I had been working as a cardiothoracic intensive care nurse, caring for patients following cardiothoracic surgery at Blackpool Teaching Hospitals NHS Trust after receiving a Diploma of Higher Education in Nursing Studies. My previous experience as a microbiology nurse helped in delivering COVID-19 research during the pandemic at WWL. Additionally, my extensive background in cardiology and cardiothoracic surgery enabled me to contribute to cardiology and cardiovascular research at WWL.

## How you came to be in your role

As an experienced cardiothoracic intensive care nurse, I cared for patients who developed complications after surgery, such as hospital-acquired infections. This led me to develop a strong interest in infection control and infectious diseases, particularly C. difficile and hospital-acquired pneumonia. Fortunately, a job opportunity arose, and I decided to apply for the role of microbiology research nurse. I was successful in the interview, which marked the beginning of my career as a research nurse.

## How do you feel about your role

Being part of the team of research nurses has allowed me to see things from a different perspective, particularly in how research contributes to improving patient care. Over the years, I have continued to develop my career as a research nurse through various specialised research programs, such as the Good Clinical Practice training course, Informed Consent training, Research Study Management training, and Sample Handling Competence training programme. These programmes have deepened my knowledge and enhanced my skills.

## What I like about my job

It has been a privilege to learn from a wide range of experienced research professionals and to collaborate with other aspiring research nurses with varying skills and backgrounds. This experience has reinforced my passion for pursuing a career as a research nurse.

## Your education and research background

Since becoming a research nurse, I have furthered my education by completing a Level 7 nurse independent/supplementary prescriber course and a postgraduate certificate in professional practice (leadership and change). My original qualification, a doctorate in cybernetics with a speciality in biophysics, earned in 1991, sparked my initial interest in research and science.

## Career aspirations

Looking ahead, I aspire to continue growing as a research nurse and eventually take on the role of principal investigator, leading research in clinical settings.

# My Career Journey

**Name:** Lee James Worrall

**Role:** Respiratory and Pleural Nurse Specialist



## Overview of role

I joined the WWL family in 1995 as a student nurse linked to the University of Central Lancashire. On qualifying in 1998 I started my journey in respiratory medicine on Winstanley ward.

## How you came to be in your role

During my training I had been inspired by a fellow specialist nurse about the care of respiratory patients. I also gained experience in junior and senior roles whilst obtaining significant respiratory medicine experience working on Winstanley ward for 15 years. I gained a passion for respiratory medicine, and I was very eager to progress in this field as much as possible. I increased my knowledge in numerous respiratory clinical interventions including non-invasive ventilation, tracheostomy care, bronchoscopy and pleural intervention to name a few. I then accepted a secondment with the lung cancer and bronchoscopy team in 2013. I worked as band 5 staff nurse supporting the team and then secured the role of lung cancer charge nurse and charge nurse in bronchoscopy. I have progressed steadily within the team, taking on new challenges and skills along the way. I took an active part in all aspects of the service, Lung cancer support, supporting bad news clinics and leading the bronchoscopy team. I am now working in the role of respiratory and pleural care clinical specialist nurse.

## How do you feel about your role

I find my role, both greatly rewarding and emotionally challenging in equal measure. I enjoy being there to support patients to maintain wellness, provide emotional and psychological care, but it can also have its challenges when patients are end of life.

## What I like about my job

I enjoy meeting patients, undertaking clinical interventions and being able to provide support in the hospital and community. This consultant supported service allows me to treat varying cancer patients from lung to breast to haematology care.

## Your education and research background

I have completed numerous courses including at the Christie Hospital, Wigan and Leigh Hospice and most recently The Greater Manchester Cancer Academy. I extended my portfolio focusing on cancer related modules. I completed a course on chest drain,

thoracentesis insertion and care at Glenfield Hospital, Leicester. I have also attended Broomfield Hospital in Chelmsford to complete courses on endobronchial ultrasound. There has been continued in-house training from my supportive consultant colleagues, and I am aiming to establish this role as an ACP. This will incorporate further study in clinical assessment and non-medical prescribing. I am now undertaking numerous modules with the GM Cancer Academy; this is helping to structure my education and is helping my role in cancer care. I work closely with respiratory ACP's, and I am hoping that this collaboration will be able to formulate a respiratory framework which will structuralise the respiratory service.

## Career aspirations

I have purposely enriched and established this role within WWL as we have such a considerable number of respiratory care patients within this region. I would very much like to play a part in the development of all three services I am involved in. There is so much capacity to my role, that I think it would be unjust to leave it now and possibly move on. There is so much more to develop in this role. I have worked at WWL for 30 years both as a student and staff, I feel I have built a good relationship with the Wigan community and if it isn't broke, why fix it?

# My Career Journey

Name: Shauna Keggin

Role: Sepsis Lead Nurse



## Overview of role

- Facilitates the development, implementation and ongoing adherence of sepsis recognition and management within the Trust
- Supports patient recognition and management of suspected sepsis by collaborating with medical, nursing and allied health professional staff to provide multidisciplinary care to Septic patients
- Provides education and training on sepsis recognition and management to staff and patients and families
- Audits sepsis recognition and management to support improvements in practice whilst also highlighting positive practices
- Supports the trust with national guidelines, ensuring the trust is working in line with best practice guidelines

## How you came to be in your role

In my previous role as a ward manager, I reached a pivotal moment in my career when I realised that my passion in nursing was not in management, but in returning to clinical work and considered pursuing a career as an ACP. However, with the demands of raising two young children at the time, this made it difficult to pursue my ACP qualification, due to the intensity of the course demands and the time required for learning. With my career background in mainly in acute care, I knew I wanted to stay within this field. When I came across the advertisement for this role, it felt like the perfect opportunity to return to a clinical setting while still holding some corporate responsibility. I was also excited about the chance to educate health care professionals.

## How do you feel about your role

I feel a large sense of responsibility with my role, both clinically and corporately. Sepsis is a time-critical, medical emergency and requires swift actions from healthcare professionals to support patients and improve their outcomes.

## What I like about my job

There is a sense of purpose, in that you feel you are making an impact on patient outcomes by recognising and managing suspected sepsis early, when you see patient's conditions improving this gives you a rewarding experience. However, the role also has challenges in that sepsis is complex, carries a high mortality rate and is evolving with new

guidelines, treatments, and research being published. I enjoy the teaching aspects of the role and there is an importance in raising awareness of Sepsis and how to manage such a critical condition.

## Your education and research background

- Adult Nursing BSC Hons
- Mentorship courses
- Leadership courses
- Acute care courses
- Emergency medicine and acute care experience through nursing career
- Acute illness management, acute illness management train the trainer

## Career aspirations

At this present time, I am happy in my career and my job role. It continues to give me a sense of pride, and I am committed to the role. Whilst I am in the role, I continue to develop myself to support patient care and patient safety by undertaking my non-medical prescribing qualification and I am considering other university modules which may commence the journey to become an ACP. I would still like to undertake this qualification however I do recognise however this requires significant commitment and would need to be undertaken when the time is right for myself and my family.



# My Career Journey

**Name:** Georgina Rostron

**Role:** Tissue Viability Specialist Nurse



## Overview of role

A tissue viability specialist nurse is a subject matter expert in the provision and treatment of wounds of differing aetiologies. They holistically assess and prescribe treatment plans for patients with complex or non-healing wounds, determining the root cause of delayed wound healing. The tissue viability team supports staff within all services across WWL Trust including acute & community and the wider Wigan Borough (nursing homes and hospice etc). They aid the development of skills and knowledge of staff delivering wound care. They liaise with a plethora of disciplines to improve patient outcomes and collaborate with regional and national forums to develop pathways & policies in line with national guidelines, this usually involves audit and research to drive quality improvement. Tissue viability specialist nurses also develop strategies to successfully achieve corporate objectives within the organisation relating to wound care.

## How you came to be in your role

I undertook my student nurse training within the Wigan Borough and quickly decided I wanted to work within the community setting, as I thoroughly enjoyed the diverse skill set. I strived to develop my skills as a student and was successful in securing my first job as a community staff nurse within a district nursing team. I found my passion for wound care and during this time I became a wound care link nurse, working closely with the tissue viability team. I undertook my community nurse prescribing module to support the district nursing service and improve patient experience. After 5 years, a 12-month secondment opportunity to work within the tissue viability service became available and I was successful, and the role became permanent after 3 years. I then undertook the leg ulcer and tissue viability university modules alongside a debridement course. After a further 2 years, I further progressed and obtained the role of tissue viability specialist nurse.

## How do you feel about your role

I thoroughly enjoy my role. By specialising in an area I enjoy, I have developed many new skills and knowledge that I can disseminate to the teams and staff I support. Although the role can be challenging, covering a large demographic, in a range of settings with different needs, the variety this provides keeps my day-to-day work life exciting and observing the positive impacts this has on patients makes the role very satisfying.

## What I like about my job

I enjoy seeing the positive impact I make on patient outcomes, whether that is healing a chronic wound or providing a management plan for a patient whose primary needs differ from healing. I also enjoy providing education and support, developing the skill set and knowledge base of staff delivering wound care and observing the difference this makes, not only for the patients in their care but also their own confidence in dealing with hard to heal or complex wounds.

## Your education and research background

I undertook health & social care module whilst at high school, this allowed me to attend Runshaw College to undertake health studies as a BTEC diploma (equivalent to 3 A levels). Following this, I completed my pre-registration adult nurse course at Uclan university. Since qualifying I have undertaken my community nursing V150 prescribing course, principles & practices of tissue viability and leg ulcer management courses, I have also undertaken the multi-professional support and learning in practice course. In my role within tissue viability, I am continuously evaluating products as part of Greater Manchester Medicines Management Wound Care Formulary Group to support in the decision making of wound care formulary items. I have also undertaken a leadership, education and progress (LEAP) course that has resulted in presenting a paper at a National Wound Care Conference.

## Career aspirations

I am shortly due to undertake a non-medical prescribing V300 course to further develop my skill set in prescribing advanced therapies to support the delivery of wound care for patients in my care. I also hope to complete a master's in healthcare leadership in the future, to enhance my current leadership abilities, drive quality improvement and patient experience by increasing strategic collaborations of services and building a culture of inclusive patient centred care.



# My Career Journey

**Name:** Louise Clarke

**Role:** Lead Urology Nurse and Unit Manager



## Overview of role

My role involves working as the lead urology nurse specialist for WWL. I also manage The Richmond Urology Unit after I took over as Lead in 2020. I provide nurse led services including haematuria clinic, urodynamics, intravesical botox, stent removal, surveillance check flexible cystoscopy and transurethral laser ablation for bladder cancer patients. My management role includes leading the urology department looking after a team of band 7 Urology nurse specialists, staff nurses, band 3 HCSW's, MacMillan support worker, pathway navigator, administration template assistants, reception staff and a housekeeper. I oversee the running of the department ensuring that clinics are filled, targets maintained and that procedures are staffed safely. We have a highly motivated competent team that enables us to work very efficiently and deliver our patients in urology a very high standard of care.

## How you came to be in your role

I was working as band 5 staff nurse on the urology ward when a secondment became available with the urology nurses in 2007 for six months. In 2007 the band 7 urology nurse specialist position became available as there was a gap in the service and flexible cystoscopy was needed so I was successfully recruited and started my training.

## How do you feel about your role

I thoroughly enjoy the role of urology nurse specialist, and I would highly recommend it as a career for anyone interested in urology.

## What I like about my job

I feel my role enables me to make a difference to our urology patients every single day. We enable patients to have treatment to help improve their quality of life by treating their overactive bladders that cause urinary incontinence. I can treat bladder cancer patients in the outpatient setting to avoid the need to go into hospital and require admission.

## Your education and research background

My role has enabled me to complete training and development in lots of different areas. I have done in-house training to be able to perform flexible cystoscopy, completed the Bristol Urodynamics course, intravesical botox training in London and I attended a

conference in Montreal, Canada to share a research paper I had been involved in with other colleagues. I also completed my MSc in Urology in 2023, which led to me being invited to deliver teaching sessions for Edgehill university for other master's students/PG Cert urology for flexible cystoscopy training.

## Career aspirations

My aim is continuing as lead in urology, but I would like to expand my role into more teaching in the future but for now I'm happy to continue in a role that I enjoy.

# My Career Journey

**Name:** Natasha Rigby

**Role:** Ward Manager Medical Assessment Unit (MAU)



## Overview of role

I currently lead the team on MAU. This includes leading on ward rounds to support patient journeys and clinical management, as well as managing staffing, budgets, clinical environment, recruitment, and performance management. I work four days a week at varying shift lengths to support the team and fulfil my responsibilities within the management and corporate team.

## How you came to be in your role

I began my nursing career at Wrightington Hospital, starting as a Band 2 HCSW before progressing to a band 5 staff nurse. During the COVID pandemic, I was redeployed to the ICU and subsequently moved to the ward Bryn North when it opened in response to COVID. Since then, I have worked as a deputy ward manager and completed a period working in the professional practice team as clinical educator, where I supported the international nursing recruitment, helping and guiding nurses throughout their journey.

## How do you feel about your role

My current role is challenging but provides me with a good mix of clinical and management experience. I enjoy leading my team, and I have built good relationships within acute medicine to support the functioning of the assessment unit. This role allows me to develop services and improve quality for our patients.

## What I like about my job

I enjoy developing my staff and seeing them grow into senior clinical and managerial roles. We have seen a positive shift in culture and patient flow through the assessment units, and I have achieved goals that were originally only aspirations. The team provides care for acutely unwell patients, and we receive lots of feedback and compliments that empower us in our roles.

## Your education and research background

I completed my BSc Nursing degree at the University of Salford. I then progressed to complete my professional nurse advocacy course, along with CPD modules at level 7 in pathophysiology and a leadership module.

## Career aspirations

My long-term aspiration is to become an ACP. I feel my role in the assessment unit has developed my knowledge surrounding clinical management of patients and has given me an operational perspective, which would benefit me when I develop into this role.

# My Career Journey

**Name:** Geraldine Little

**Role:** Ward Manager, Surgical Admissions Lounge (SAL)



## Overview of role

I am ward manager of SAL, but I also manage the admissions Lounge, vascular outpatient's clinic and enhance recovery after surgery service. I manage a team of 21 nursing staff and I co-ordinate the admission of patients undergoing elective surgery and support the elective surgical pathway of our patients. Due to our patients being planned and elective I identify vulnerable patients prior to their admission and provide support to manage their admission to hospital. Being a department manager, I oversee the safety of patients and staff within my area including safe staffing, abiding to strict health and safety procedures, risk assessing and implementing strategies to minimise risks. As ward manager I support my staff training and development needs and provide guidance to all my staff to reach their potential and fulfil their career goals. SAL is a busy unit where patients arrive to be admitted for surgery. Patients who can be recovered and discharged the same day return to us after their surgery to be recovered and prepared for going home. Our department is a nurse led unit, but we work closely with our team of surgeons and anaesthetists to keep our patients safe. I support our enhanced recovery after surgery to provide colorectal and gynaecology surgical patients to meet their recovery targets and reduce length of stay whilst minimising risks post-surgery. Monday to Thursday our nurses support the vascular outpatient's clinic which is a one stop clinic where patients undergo investigations and consultations to quickly access the care treatment or therapies.

## How you came to be in your role

I have worked at WWL for 29 years working on inpatient surgical wards where I completed a band 6 secondment. I put my career on hold whilst my family was young but on return to full time work, I explored other areas I want to work in and gained further experience. I worked on the surgical admissions unit supporting emergency surgical admissions and I had a change of career where I worked for 12 months in oncology but realised, I loved working in surgical departments. I was lucky to successfully secure a band 6 job as deputy manager on SAL and then progressed to my current role as ward leader.

## How do you feel about your role

I feel lucky to have a job I enjoy and care about. The role brings challenges however I feel supported by my team and seniors to manage these. I have been privileged to have received some fantastic guidance and feedback from senior nurses who I have really

admired and feel this has provided me with the confidence and skills to do my job the best I can.

## What I like about my job

I have always had a love of people in our community, I love to meet our patients, and I am proud of the service our team provides. We receive some fantastic feedback from our patients, and it gives me a lot of pride to see the great feedback. I have a passion for supporting patients accessing our services who might find this challenging especially those with learning disabilities, dementia or severe anxieties. I have worked closely with specialist nurses and our patients to try and manage such admissions and make reasonable adaptations to make the patients journey as smooth as possible.

## Your education and research background

I qualified as a registered nurse in 1998 with a diploma. I continued my studies and gained a BSc in Nursing in 2000. I completed further studies by completing modules in mentoring and leadership. I worked with a team of nurses when I worked on the inpatients surgical ward and together, we completed a piece of research which was published where we examined the use of silver-based dressing in abdominal wound healing. I have recently completed training in quality improvement work and undertook a quality improvement project within my department.

## Career aspirations

I love the role I am in currently and I have been lucky enough to have received guidance from my matrons to shadow their role. I recognise the support I have been given to further my career if I wish to pursue such opportunities in the future and I appreciate the support that is available. I really enjoy working on projects and my recent involvement in quality improvement work has provided me with personal satisfaction. I feel pride in having made a positive contribution to improving the patient's journey. This type of role is something I would like to explore further in the future.

# My Career Journey

**Name:** Priya Tomy

**Role:** Deputy team leader scrub, Scrub Practitioner



## Overview of role

A scrub practitioner, also known as scrub nurse, is a vital member of the surgical team. They are responsible for maintaining a sterile environment, preparing surgical instruments, and assisting the surgeon during operations. This role requires excellent teamwork, strong communication skills, commitment to patient safety, ability to stay calm under pressure, attention to detail, knowledge of anatomy and surgical procedures.

## How you came to be in your role

I completed my Diploma in General Nursing and Midwifery in 2003 in Kerala, India, and began my career as a theatre nurse in an Orthopaedic Theatre in India. I gained foundational knowledge in anatomy and experience across trauma orthopaedics, neurosurgery, maxillofacial procedures, anaesthetics, and radiography duties. In 2007, after passing the IELTS, I moved to the UK and completed the Overseas Nurses Program at the University of Northampton, gaining my NMC registration. I then worked at Ramsay Health, a private hospital, where I built confidence as a versatile scrub nurse. In 2010, I joined WWL Trust as a Band 5 scrub nurse in the lower limb theatres, becoming highly proficient in lower limb orthopaedic surgery. After maternity leave with my twins in 2013, I transferred to the upper limb theatres and continued to expand my orthopaedic skills. In 2018, I completed my official advance certificate of peri operative care qualification with UCLAN University. I also joined the Band 5 to 6 development programme in 2018. As part of this, I completed a Level 3 Leadership and Management Apprenticeship in 2023, achieving a Distinction. During the programme, in 2021, I successfully passed my Band 6 interview and was appointed as the Deputy Team Leader. In 2023, I took on a secondment as Clinical Nurse Educator Scrub.

## How do you feel about your role

I feel proud and fulfilled in my role as a Scrub Practitioner Deputy Team Leader. It allows me to combine my clinical expertise with leadership responsibilities, supporting both patient care and team development. I help to heal patients with pain and provide hope for them. I enjoy mentoring colleagues, promoting high standards of practice, and contributing to a safe and efficient theatre environment. This role has challenged me to grow professionally and personally, and I find great satisfaction in being part of a team that makes a real difference to patient outcomes.

## What I like about my job

I make a real difference in a patient's life by contributing to a safe and effective operating environment. I always put patients first, ensuring their needs, dignity, and safety are at the heart of everything I do. I work closely with consultants and the multidisciplinary team where each member contributes their unique expertise to achieve the best possible outcomes. I strive to listen and involve others to create an inclusive, supportive atmosphere. Being in a leadership role has allowed me to make a meaningful impact not only in patient care but also in team development.

## Your education and research background

- Advanced Certificate in Peri operative Care with UCLAN by WWL
- Leadership and Management Level 3 Apprenticeship by WWL
- Silver Coaching Programme and Practice assessor training
- Civility Training, Human Factors Training, Cascade training (BLS, ANTT, Sharp Safety) a EDI champion and Preceptorship
- 'Think On' ready to lead 90-day challenge
- Various arthroplasty surgery trainings and research with surgical team
- Currently undertaking (May 2025) SFA course Part 1 and 2 Level 6 training with Professional education in Practice (Greenwich University accredited) by WWL

## Career aspirations

My career aspiration is to become a Surgical First Assistant (SFA)/Advanced Scrub Practitioner (ASP), while continuing to grow as a leader within the perioperative setting. I am passionate about advancing my clinical skills to support surgeons more directly during procedures and enhancing patient outcomes. At the same time, I aim to strengthen my leadership abilities to mentor others, drive service improvements, and contribute to a positive, high-performing theatre environment.

# Education, Training and Support at WWL

Section

3

Whether you are a newly qualified nurse or an experienced nurse WWL has a range of resources to support you in your personalised career development

## Preceptorship

A year long programme for newly qualified nurses to support them as they transition from education to professional practice, and from learner to registrant.

## Clinical Nurse Educators

Clinical nurse educators are aligned to all nursing divisions and provide clinical and bespoke education, training and support to nurses.

## Coaching

Coaching is offered to all staff which will enable you to have a confidential, supportive space to explore options for career progression and personal development. You can self refer at WWL to one of our qualified coaches by completing a coaching request form.



# Education, Training and Support at WWL

## Professional development

The staff experience team offer a range of development opportunities which will help you to gain skills for the next step in your career including leadership development or apprenticeships.

For clinical development opportunities there is CPD funding and a dedicated CPD website with details of courses regularly accessed by our staff

## Continuous improvement

For clinical development opportunities there is CPD funding and a dedicated CPD website with details of courses regularly accessed by our staff.

## Staff Experience

For clinical development opportunities there is CPD funding and a dedicated CPD website with details of courses regularly accessed by our staff.



# Education, Training and Support at WWL

## **Culture and Engagement**

The Culture Engagement Programme gives tools and support staff and teams to learn how to create positive team culture, strengthen teamwork and foster engagement.

## **Shadowing opportunities**

There are many shadowing opportunities across a range of clinical areas if you feel you would like experience in a different clinical setting.

## **Career conversations**

Career conversations are encouraged amongst staff early on in their careers. A career conversation is about engaging with a colleague to discuss their professional goals, aspirations and development within the Trust. This conversation can take place in different ways, for example as part of an appraisal conversation, one-to-one meetings or regular 10-30min check.

## Shadowing Teams

Acute Oncology – [AOT@wwl.nhs.uk](mailto:AOT@wwl.nhs.uk)  
 Admiral Nurses – [mark.oakley@wwl.nhs.uk](mailto:mark.oakley@wwl.nhs.uk)  
 Bereavement Specialist Nurse – [bereavement.Specialist.Liaison.Nurse@wwl.nhs.uk](mailto:bereavement.Specialist.Liaison.Nurse@wwl.nhs.uk)  
 Children in Care- [wwl-tr.cicwigan@nhs.net](mailto:wwl-tr.cicwigan@nhs.net)  
 COPD and Oxygen Team – [COPDUNIT@wwl.nhs.uk](mailto:COPDUNIT@wwl.nhs.uk)  
 Diabetic Specialist Nurses – [wwl-tr.hospitaldiabetesspecialistnursesreferral@nhs.net](mailto:wwl-tr.hospitaldiabetesspecialistnursesreferral@nhs.net)  
 Drug and Alcohol Specialist Nurse – [Julie.jackson2@wwl.nhs.uk](mailto:Julie.jackson2@wwl.nhs.uk)  
 Gynae Oncology Specialist Nurses – [Charlotte.Murray@wwl.nhs.uk](mailto:Charlotte.Murray@wwl.nhs.uk)  
 Haematology Specialist Nurses – [Haematology.CNS.Team@wwl.nhs.uk](mailto:Haematology.CNS.Team@wwl.nhs.uk)  
 Heart Failure Nurses- [wwl-tr.raeiacutehf@nhs.net](mailto:wwl-tr.raeiacutehf@nhs.net)  
 Hepatology Specialist Nurses– [Rachael.a.jones@wwl.nhs.uk](mailto:Rachael.a.jones@wwl.nhs.uk)  
 IBD Nurses – [IBDNURSE@wwl.nhs.uk](mailto:IBDNURSE@wwl.nhs.uk)  
 Learning Disability Team - [wwl-tr.ldreferralswigan@nhs.uk](mailto:wwl-tr.ldreferralswigan@nhs.uk)  
 Medicine Safety [Team-MedicinesSafety@wwl.nhs.uk](mailto:Team-MedicinesSafety@wwl.nhs.uk)  
 Nutrition Specialist Nurse – [Amy.Arrowsmith@wwl.nhs.uk](mailto:Amy.Arrowsmith@wwl.nhs.uk)  
 Paediatrics Diabetes Nurses – [cypdiabetes@wwl.nhs.uk](mailto:cypdiabetes@wwl.nhs.uk)  
 Pain Team – [acutepainteam@wwl.nhs.uk](mailto:acutepainteam@wwl.nhs.uk)  
 PEF Team - [PEFTeam@wwl.nhs.uk](mailto:PEFTeam@wwl.nhs.uk)  
 Radiology Nurses- [caroline.owen@wwl.nhs.uk](mailto:caroline.owen@wwl.nhs.uk) or [radiology\\_nurses@wwl.nhs.uk](mailto:radiology_nurses@wwl.nhs.uk)  
 Research Team- [researchadmin@wwl.nhs.uk](mailto:researchadmin@wwl.nhs.uk)  
 Safeguarding Team - [safeguardingservice@wwl.nhs.uk](mailto:safeguardingservice@wwl.nhs.uk)  
 Sepsis Team- [sepsisteam@wwl.nhs.uk](mailto:sepsisteam@wwl.nhs.uk)  
 Tissue Viability Team - [tissueviability@wwl.nhs.uk](mailto:tissueviability@wwl.nhs.uk)  
 Trauma Team – [Jackie.a.ogden@wwl.nhs.uk](mailto:Jackie.a.ogden@wwl.nhs.uk)  
 Upper GI Team– [uppergicnsteam@wwl.nhs.uk](mailto:uppergicnsteam@wwl.nhs.uk)  
 Urology Team – [UrologyNurses@wwl.nhs.uk](mailto:UrologyNurses@wwl.nhs.uk)

# Appendices:

## Career Pathway - Entry into care for HCSWs



## Career Conversation

### What is a career conversation:

A career conversation is about engaging with a colleague to discuss their professional goals, aspirations and development within the Trust. The purpose of the conversation is to understand where they see themselves in the future, identify opportunities for development and provide guidance on how to achieve these goals. The conversation may also be helpful to align individual ambitions with organisational needs and career pathways.

Career conversations are integral to our talent, succession planning and retention approaches. One good career conversation can make a difference, whether it's about helping a colleague to clarify their aspirations, considering options for them to stay and progress, explore opportunities for development or just feel listened to/ supported. It's important that the conversation focuses more on career than performance in their role.

### Why is a career conversation important:

A career conversation aligns with WWL's values as it contributes to a culture that fosters a supportive and inclusive workplace. We want everyone who wishes to progress their career to be supported, irrespective of service, band, profession, or characteristics.

**People at the Heart:** the core purpose of a career conversation is to invest in people's growth and supporting them to see their potential. Tailoring development to a person's strengths and passions means staff, patients, and the organisation benefit.

**Listen & Involve:** A meaningful career conversation includes active listening, and ensures a person feels heard when discussing their aspirations, challenges, and needs.

**Be Kind & Respectful:** Career conversations should be done with a respectful and empathetic style. Through this, we can recognise each employee's unique ambitions and personal circumstances that can help a person feel valued and supported in a meaningful way.

**One Team:** A career conversation doesn't have to be in isolation. By understanding a person's strengths and ambition, this can align to team or organisational goals.

This conversation can take place in different ways, for example as part of an appraisal conversation, one – to – one meetings or regular 10-30 minute check-ins. It is important to create a safe place to have an open and non-judgemental conversation. The career conversation should not problem solve but to support colleagues in exploring their ambitions and options. Coaching can be used to make the most of career conversations. You can find a template below.

### Career conversation guidance

A useful coaching framework is the GROW model. The GROW model enables you to guide a conversation and build a picture to identify a person's goals, current state, future aspirations and readiness to act.

For information: you don't need to ask all the questions in this template, nor do you need to follow it in this order. The conversation may naturally move around, and you can use each section and their questions to revisit and build up a picture to support a colleague to plan their next steps.

***Use the template in this document to aid your career conversation.***

### Career Conversation Template

Career Conversation Structure	Questions / Prompts to keep the conversation on track
Introduction / Welcome	<ul style="list-style-type: none"> <li>Tell me a bit about yourself</li> <li>What have you been working on recently?</li> </ul>
<b>Goal</b> – Aim of this part of the conversation is to identify what the person is trying to achieve, when will they know they have achieved it	<ul style="list-style-type: none"> <li>What's your current aspiration?</li> <li>What's your main motivation for wanting to make a change?</li> <li>What is important to you in your future role?</li> </ul>
<b>Reality</b> – Aim of this part of the conversation is to identify where is the person now in terms of their career path	<ul style="list-style-type: none"> <li>Where are you now?</li> <li>Which part of your current role do you enjoy the most?</li> <li>What strengths do you bring?</li> <li>What gets in the way of you being the best you can be in your role?</li> <li>What would you need to progress?</li> <li>What kind of timeframe do you have in mind?</li> </ul>
<b>Options</b> – Aim of this part of the conversation is to help the individual generate as many options as possible and discuss. The individual may only see one option, and your role is to help them to think of other opportunities.	<ul style="list-style-type: none"> <li>What's on your mind in terms of your future career?</li> <li>What development/ support do you need to give yourself the best chance of success?</li> <li>What opportunities are there to grow/ develop or what support would be helpful?</li> </ul>
<b>Will</b> – Aim of this part of the conversation is to conclude which option(s) the person will commit to action.	<ul style="list-style-type: none"> <li>What's your next move/logical step?</li> <li>What actions/steps can you take to move you towards this goal?</li> <li>Touch back on this - What's your main motivation for wanting to make a change?</li> </ul>

#### Outcome of Career Conversation:

Signed:

Signed (Line manager)

Date:

Date of next meeting:



Website: [www.wwl.nhs.uk/opportunities](http://www.wwl.nhs.uk/opportunities)

Email: [recruitment@wwl.nhs.uk](mailto:recruitment@wwl.nhs.uk)

X: [@WWL NHS PET](#) & [@WWLNHS](#)

We would like to thank Oxford University Hospitals who gave us inspiration for this career journey pathway.  
We would also like to give thanks to all our colleagues who contributed to this pathway.

## Our Values

People at  
the Heart

Listen and  
Involve

Kind and  
Respectful

One  
Team