

UK-MED



UK-Med Register: Senior Ward Nurse

Candidate Information Pack

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uk-med.org

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The UK-Med Register

UK-Med is a frontline medical aid INGO. We've been working for over 20 years towards a world where everyone has the healthcare they need when crises or disasters hit. We're on-call to get to disaster zones at 24 hours' notice and save lives.

With crises becoming more frequent and severe, we also help communities get ready for future emergencies and we make sure that what we learn is shared, so people across the world can get the best care.

UK-Med responds to sudden onset disasters, disease outbreaks and other exceptional pressure on health systems by deploying surge health teams to provide extra clinical capacity and expertise. We both directly provide healthcare and undertake capacity building of local health systems and personnel.

We maintain a small core staff team who design, and develop our response capabilities, but the majority of people who deliver our services in the field come from our Register.

Our Register includes around 1000 professionals from across the world including doctors, nurses, other health professionals and humanitarian professionals.

Our commitment

We maintain a large Register to ensure that we can fill all roles required in the event of a major disaster. This means that in most years, most members of the UK-Med Register will not be offered any opportunity to join a response.

When personnel are needed for a response, we will build our response team from our Register and core staff team – around 90% of personnel in our responses are Register members. We will take account of skills, competencies, availability, and readiness (whether all vetting has been completed) in deciding who to invite to join a team – this is always defined by delivering the best possible health outcomes for our patients.

Being offered a place on the UK-Med Register is not an offer of a job. Opportunities with UK-Med are very unlikely to come up frequently enough to provide a regular income, and you will need to plan to have other work that is flexible enough to allow you to join UK-Med responses as required. This means that the UK-Med Register is not suitable for everyone.

The UK-Med Register provides personnel both for UK-Med independent responses and for responses of the UK Emergency Medical Team which deploys on behalf of the UK Government.

Our requirements

To be part of our Register you will need the following:

- Deployment - you will be ready, willing, and available to deploy internationally, potentially at short notice, and stay for 6 weeks or more. You don't have to be deployable every day of the year, but you will need to be able to be on call to support and advice in making decisions and facilitating in potentially difficult circumstances.
- A special arrangement exists for UK NHS staff, under which people can be released from their job to be deployed for three weeks at a time.
- Clinical and/or professional expertise – you must already be established in your profession to be able to meet the demands of the roles and contexts you will be in during our responses. The expertise and skills requirements are included in the person specification – if you do not meet these please don't apply.
- Humanitarian competencies – UK-Med has defined a set of core humanitarian competencies that are required for all Register members. If you are an experienced humanitarian, you will be expected to demonstrate these through real examples from your previous work or volunteering. If you are a skilled clinician with limited or no humanitarian experience, you will be expected to display these competencies through our selection training activities.
- Suitability – We expect all Register members to have the highest standards of personal and professional conduct, and to share our commitment to Safeguarding and Equality, Diversity and Inclusion. We undertake extensive vetting to make sure that candidates meet our high standards of conduct. We also require all Register members to complete medical assessments to ensure that they are medically fit for deployment in our responses.

Introduction



This is an exciting time to join UK-Med. We have expanded significantly over the last few years and have an ambitious strategy in place for growth.

The world is experiencing an unprecedented level of humanitarian need. Natural disasters, disease outbreaks and conflict can hit at any time. The people affected are often the poorest and most vulnerable and the health problems they experience post-disaster are long-lasting. We believe that they deserve the highest quality emergency medical aid. We seek to save lives, but also to build resilient health systems so that people can lead healthy lives in the future.

At UK-Med, we work together to:

- **Respond** rapidly to emergencies, delivering the expertise needed to support local health services and save people's lives.
- **Prepare** health staff through training and capacity building, enabling health services to be better prepared for emergencies.
- **Learn** and share learning worldwide through our academic partners, ensuring patients get the best care.

This is a pivotal time in our history to join UK-Med. At the end of February 2022, we received the first of many calls asking for help with the crisis in Ukraine. We now have programmes across Ukraine including surgical support, health clinics, and emergency preparedness training. More than 20,000 people have already received direct support or training from UK-Med as a result.

In June 2022, we were awarded EMT (Emergency Medical Team) status by the World Health Organization. A month later, we were formally appointed to provide EMT services for the UK government. As such we are at the front line of the Foreign, Commonwealth and Development Office's response to humanitarian crisis and can also respond to any crisis, anywhere in the world, under our own banner.

We are very excited about our plans and hope you will join us on this extraordinary journey.

David Wightwick

UK-Med Chief Executive Officer

Advert

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| Role: | Senior Ward Nurse (Sister/Charge Nurse) |
| Remuneration: | GBP £3,400 to GBP £3,750 gross per month (Dependant on assignment and experience) |
| Hours: | UK-Med Register role, no guarantee of any work, but if deployed work will be full-time. |
| Duration: | Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks. |
| Location: | Internationally / any of the UK-Med response including Ukraine and or to various other locations. |

Are you an experienced ward nurse skilled in providing comprehensive patient care?

UK-Med is a frontline medical aid charity. Born of the British National Health Service, we've been working for over 30 years towards a world where everyone has the healthcare they need when crises or disasters hit.

We are seeking Senior Ward Nurses with previous experience working in humanitarian contexts. You will be able to make yourself available to travel and work internationally at short notice for a minimum of 4-6 weeks (longer availability is highly desirable) to join our register.

Our ideal candidates will be fully licensed and experienced Nurses who have significant experience working in emergency contexts, but as well in community settings (e.g., providing Senior Nursing expertise at both hospital and community level). You will be confident and capable in assessing the current practices, developing action plans and implementation of necessary actions. Additional qualifications and experience in training in facility assessment and project management would be a distinct advantage. Experience practicing nursing in low resource / humanitarian contexts is highly desirable.

You must hold a current nursing license and be able to demonstrate your current and unconditional membership of a suitable registering organisation. You must hold specific qualifications / professional registrations in Nursing Science/Degree.

You will be determined, high performing, compassionate and collaborative, as well as being committed to learning and supporting others to learn. Language skills will be an advantage. We offer a competitive salary and benefits along with a friendly working environment and the opportunity to make a real difference through and influential role in humanitarian programming.

At the same time UK-Med tries to provide feedback to applicants and share with them where they have fallen short in the competitive process, it may be very difficult to provide individual feedback. Especially looking at the large number of applications UK-Med receives and the multiple recruitments taking place at the same time, specifically during times of ongoing emergency surges.

How to apply

To apply, please submit a **current CV and a supporting letter** (no more than 2 pages) that includes a detailed explanation of your suitability for this post with **specific reference to the essential criteria** in the person specification.

Applications must be submitted through our [online jobs portal](#) no later than **5th of May 2023**

UK-Med is committed to safeguarding of our personnel and beneficiaries and has a zero-tolerance approach to sexual exploitation and abuse. We conduct thorough vetting before any appointment is confirmed.

UK-Med is committed to the principles of diversity, equality, and inclusion. We strive to provide an inclusive and supportive environment where employees feel respected and supported to be able to fulfil their potential.

About UK-Med

UK-Med (www.uk-med.org)

We train and deploy medical teams and specialists to save lives when epidemics, conflict and natural disasters hit. As disasters grow more frequent, severe, and complex there has never been a greater need to respond quickly and effectively. We believe in a world prepared to help.

It started in 1988 with a team of eight Manchester clinicians led by our founder Tony Redmond, when a huge earthquake ripped through Armenia. Teams continued to deploy throughout the 1990's and 2000s, and when Ebola struck West Africa in 2014 UK-Med stepped up. We recruited and trained the one hundred and fifty UK clinicians who worked alongside local medical teams, other NGOs and DFID to bring the outbreak under control.

UK-Med has deployed teams to a range of countries and crises including Cape Verde, China, Gaza, Haiti, Bosnia and Herzegovina, Indonesia, Jordan, Kosovo, Pakistan, the Philippines, Sierra Leone and Bangladesh. Our teams have undertaken a range of work on deployment including general medical care, trauma and surgical care, outbreak response and training of local healthcare staff.

UK-Med Vision, Mission and Values

Our Vision

A world where everyone has the healthcare they need when crises or disasters hit.

Our Mission

We save lives in emergencies.

When health services are overwhelmed, we get expert health staff to where they're needed fast.

We help communities prepare for future crises.

We Value

Excellence

We set high standards for ourselves and the organisation. We strive to be outstanding in everything we do.

Determination

We have a can-do attitude and thrive on problem solving. No matter what the challenge, we explore all options so if there's a way we'll find it. We don't give up easily.

Compassion

We care about people. The health and wellbeing of our patients and our people is central to everything we do.

Learning

We believe in knowledge-sharing and giving people the means to develop their capabilities. We value learning and continual growth.

Collaboration

Working in partnership with stakeholders, communities and colleagues is key to the success of our work.

We respect the skills, knowledge and experience of those we work with and take care to listen and adapt to changes in need.

Job Description

Senior Ward Nurse (Sister/Charge Nurse)

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| Job Title | Senior Ward Nurse (Sister/Charge Nurse) |
| Reports to | Medical Team Lead (MTL), Medical Coordinator (MedCo) |
| Duration | Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks. |
| Hours | UK-Med Register role, no guarantee of any work, but if deployed work will be full-time. |
| Place of work | Internationally / any of the UK-Med response including Ukraine and or to various other locations. |

Purpose of role

The Senior Nurse's primary role is to work with the local staff to ensure that appropriate protocols/policies are in place to maintain appropriate care of patients in the designated ward(s) and other facilities/community as required, providing leadership and oversight, as well as delivering direct care, and where appropriate delivering capacity building and supportive supervision to the local staff.

Key responsibilities

Activities

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| 1 | Work in the hospitals/units to deliver immediate direct care for the population of the local area, working alongside both national and international colleagues. |
| 2 | Implementation of appropriate standards of care to ensure that patients are supported and all escalation criteria are followed, including training to national staff. Ensuring that nursing leadership is at the forefront. Where necessary develop rosters, and other tools to support the running of the ward(s) and facilities. |
| 3 | Development and implementation of a nursing improvement plan in collaboration with local and national colleagues. |
| 4 | Adaptation of clinical guidelines and development of standard operating procedures for the identified facility(s), according to context needs and resource availability |
| 5 | Supporting the surveillance system within the facilities or areas identified through the optimisation of existing data collection systems. |
| 6 | Optimising facilities to create clinically appropriate patient and staff flows, training national staff in how these work and the triage, admission and escalation processes to ensure that patients receive optimal care. |
| 7 | Ensure the evaluation of activities within the unit and appropriate monitoring and reporting of these. |
| 8 | Work collaboratively with all team members including area Med Co/MTL to ensure that all activities are undertaken in a safe and effective manner. |

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| 9 | Assist in/manage medical emergencies as per needs and competencies, ensuring the appropriate escalation of deteriorating patients. |
| 10 | Deliver appropriate treatments under the direction of the MTL/MedCo; ensure that patient records are properly kept (as per UK-MED information management systems, EMT MDS system and local files); involves patients in their care journey; assist in patient transfer/referral decisions. |
| 11 | In collaboration with other team members, is responsible for the health and safety of patients whilst within the unit, adhering to all standard protocols (safe surgery, IPC and hygiene, monitoring for Protection and Safeguarding issues, etc.) |
| 12 | Use comprehensive clinical records such as the patient record, pre-operative assessment in all patient records, post-operative plan and rehabilitation plans. Ensuring that all records are maintained contemporaneously. |
| 13 | Participate in training and capacity building activities as needed for continuity of activities as per Med Co/MTL feedback, particularly in areas of relevant sub-specialty or experience. |
| 14 | Utilise WHO and MoH guidance to ensure best practice around IPC, increasing staff and patient safety |
| 15 | Monitor for bacterial co-infection, sepsis and/or septic shock and manage in agreement with the local staff and UK-Med MDs |
| 16 | Ensure necessary tools and guidelines in all relevant technical areas are available and effectively used |
| 17 | Ensure that the national nursing staff adhere to protocols, policies and guidelines, as outlined by the MoH and WHO and are consistent with established best practices and global technical response standards |
| Other | |
| 18 | Contribute to the team sitreps and liaise with MedCo/MTL as per request. |
| 19 | Support in the collection of data and reporting, both clinical and non-clinical |
| 20 | Actively participate in any technical working groups / MEAL reporting systems, as per needs and requests. |
| 21 | Comply with UK-Med policies and practice with respect to child protection, code of conduct, health and safety, equal opportunities and other relevant policies and procedures, reporting accordingly. |
| 22 | Prepare an end of deployment report with a summary of activities and recommendations (for replacement position/upon MedCo/MTL request). |
| 23 | Support with logistics, WASH, team management etc as requested by the MedCo/MTL and undertake additional non-clinical duties. |
| 24 | Perform other job-related duties as assigned |
| 25 | Perform all other duties assigned by supervisor or manager |
| Safeguarding | |
| 26 | Comply with and uphold UK-Med safeguarding policies (including child protection, prevention of sexual exploitation and abuse, bullying and harassment) and all Codes of Conduct. |
| 27 | Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion. |
| General duties | |

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| 28 | To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy. |
| 29 | Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery. |
| 30 | Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts. |
| 31 | Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med. |
| 32 | Treat all people including colleagues, patients and other beneficiaries, volunteers, partner staff and the general public with respect and ensure their dignity in interactions with you and UK-Med. |
| 33 | Other tasks as might be required to ensure effective delivery of UK-Med / READY / projects and programmes of work. |
| 34 | Support in the collection of data both clinical and non-clinical and the reporting of this |

UK-Med Core Humanitarian Competencies

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| C1 | Understands operating contexts, key stakeholders and practices affecting current and future humanitarian interventions | Essential |
| C2 | Is accountable for own work and uses resources effectively to achieve lasting results | Essential |
| C3 | Develops and maintains collaborative and coordinated relationships with colleagues, stakeholders and staff | Essential |
| C4 | Operates safely and securely in pressured environments | Essential |
| C5 | Adapts to pressure and change to operate effectively within humanitarian context | Essential |

Key terms and benefits

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| Salary: | Up to GBP £3,400 to GBP £3,750 dependant on assignment and experience. |
| Working hours: | UK-Med Register role, no guarantee of any work, but if deployed work will be full-time. |
| Safeguarding and sanctions: | <p>To ensure the suitability for the role's work with both adults and children, and/or work within regulated environments (CAA, MRHA) an assessment of suitability for this work will be completed which will include DBS / police checks. For work in some countries or funded by some donors we will also run a comprehensive sanctions / suitable person check.</p> <p>Suitability for this work is a condition of employment.</p> |
| Health and medical: | <p>Health clearance as 'fit to deploy' by our occupational health provider is an essential requirement for deployment in this role.</p> <p>You must complete course of all required vaccinations to be cleared for deployment.</p> |
| Professional requirements: | NMC (Nursing Midwifery Council) registration or equivalent national registering body |
| Term of contract: | Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks. |

UK-MED

Building a world
prepared to help