

# Recruitment Newsletter

Train.Work.Live.



## A Warm Welcome

Dear Colleagues,

This is the first BCUHB Newsletter from Recruitment. I would like to take the opportunity to thank you all, as employees of BETSI, for rising to the many challenges you have faced over the past 17 months. The aim of the Newsletter is to share news about recruitment to BETSI employees and to celebrate the good, inspiring work that is happening across the BCUHB region. We want to hear your stories - your career journey. We would love to hear from you about your career journeys and experiences so far. We would also appreciate any newsletter content ideas you may have for future publications.

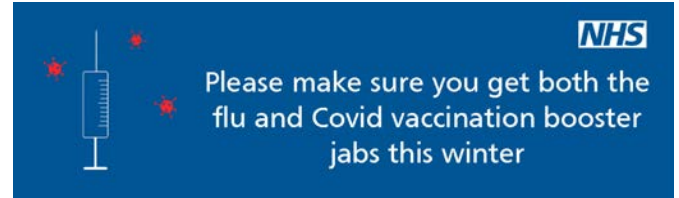
For further information about ways you can share or get involved please contact:

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Many thanks and stay safe,

Rhian Jones

Ward Manager, Corporate Recruitment Workforce Team



## Following in Father's Footsteps

What a fantastic photo of Ferdi Vitug and his daughter Kate that has been shared by Kate Evans, who is a Unit Manager from Critical Care at Ysbyty Gwynedd.

Ferdi came to work in YG from the Philippines in December 2001 and was joined by his family about 6 months later; Kate was then only 4 years old.

As you can see from the photo she is following in her father's footsteps and is a student nurse studying in Bangor. She had been on placement on one of the day surgery wards at YG. During theatre shut down over the summer, she had the opportunity to work elsewhere for a few shifts and requested to spend a shift working with her dad.

Kate commented that "Ferdi has been a huge part of our team for the last twenty years. He is an excellent nurse and if Kate is anything like her dad, she will be too. This picture illustrates the huge contribution overseas staff have made and this legacy continues now with their children."

Thanks for sharing Kate!

## Betsi Star Moves!



Barry Walkden started working at Glan Clwyd Hospital in March 2014 as a dementia Nurse on Ward 1. Prior to this, he had worked in Learning Disability Services. He settled into his role well on ward 1 and BCUHB sites wanted to replicate. Barry was nominated for and won the Seren Betsi Award in 2017 in recognition of going beyond for patients on Ward 1. He has also received the 'Feel Good Friday' BCUHB achievement. This was in recognition from a carer who was on another ward with no dementia support. He is also a patient champion which was introduced by the Patient Advice Liaison Service (PALS). This facilitated communication between the ward and the PALS team. He has also been recognised as a Patient Champion of the month for this work. Barry was also recently involved in fundraising for the Dementia Activities Fund on Ward 1. Ward 1 helped raise £1200 by walking up Snowdon on one of the hottest days of the year! Barry is now to start a new journey in his career working with the PALS Team in YG, Bangor. We wish him well. Thank you Barry for contribution and hard work work at Glan Clwyd Hospital over the last few years. You will be missed by all who have crossed your path!

## Buddy System Success on DOSA/ Gastro Ward Thanks to Fatima!

In essence, a buddy system is about helping your staff make friends and learn from each other. It involves teaming up individuals in your organisation to make them more efficient. Originally used in hazardous situations to increase safety, such as rock climbing or scuba diving, it now extends to many workplaces to help with the on-board process and create a better long-term outcome for new employees. The Buddy system that Fatima has taken on board has involved taking three Overseas Nurses who started in her area a few months ago under her wing. Ethel, Justine and Jennie have found her support invaluable. Not only has she been their preceptor on ward she has also supported them outside work with meals, lifts and spiritual and pastoral needs - even assisting with exam preparation! Having a buddy system in your organisation is a great way to get your new employees on board with your values and vision much faster. But if you have a buddy system in place, you immediately give them a much better chance of settling in faster and more easily. This has certainly been the case on DOSA/Gastro at Glan Clwyd!



## A Day in the Life of a BETSI Apprentice



I am Monique Yates, 24 years of age. I work in Glan Clwyd Hospital on a colorectal/surgical ward. I started my health care support worker apprenticeship in February 2021, the apprentice course will last two years and I will have my NVQ Level 2 and hopefully a full time job as a full health care support worker Band 2. I applied for this role because I had previously been trying to get into the hospital to do what I love and have been doing since I was old enough to really. With all those applications being unsuccessful, I was slowly losing hope I was ever going to be able to get a foot in the door as the saying goes. I was told about this opportunity by a friend and so I applied for it and I was successful. With not doing so great in school, I didn't receive great GCSE's which made it harder to prove myself that I am good at what I do and I am more than what I got in school. Typical day on the ward as an apprentice is the same as every other health care, you get trained to do observations, blood sugars, you do intentional roundings for those who need it and check for skin breakages, you help with personal care, serve meals and drinks, update paperwork and keep the ward to high standards of cleanliness and hygiene. NVQ is a great way to develop your knowledge and skills, you can make your way up the NVQ ladder and progress up the bands if that's what you desire. My favourite part of the apprentice is that it's very rewarding, it is an eye opener and you never really know what to expect. You can see people go home stronger and you build relationships with them, they put their life and trust in your hands. Dislikes of it can be how busy some days can be, there's sometimes not enough hours in the day to complete to your highest potential. My plans for the future is to carry on making my way up the NVQ levels and bands, and hopefully make it to a Band 5 Registered Nurse. A big thank you to Monique for submitting this article - best of luck with your career goals!



## Former Cook to Registered Nurse!

Mum of three Claire Davies is now working at the North Wales Cancer treatment centre, after a three-year part-time course run by Bangor University's School of Nursing. She was part of the first group to take the course aimed at support workers already working in the NHS in North Wales and she is now encouraging others interested in following in her footsteps. Claire, 42, began as a cook at Denbigh Infirmary.

She said: "I'd always thought I'd like to do this and I got the job and just fell in I love with it." "I always wanted to learn about what we were doing and how it benefited the patient." But with three children to bring up it was only when the part-time course was introduced by the University three years ago that with a helpful nudge from her ward manager she signed up. Claire added: "It's all about doing the best you can for the patients when they're poorly. It's an honour to be able to help them – it can be tough but you get the rewards. I couldn't have afforded to become a nurse until the part-time course came up. It wasn't easy because I had a bit of a struggle with the academic side of things so I really had to work hard but it's been worth it." Gill Truscott, course lead, said: "I was employed to launch this programme and it's been an absolute privilege and I can't say enough how much I admire the tenacity and dedication of the students." "Claire was part of the trailblazing first group, who studied throughout the Covid pandemic, but everyone persevered and did tremendously well – I am in awe of every students' commitment and dedication and so proud of each one of them".

"We could see Claire's potential to become a registered nurse when she came for interview and like all the support workers who undertake the programme she brought with her a wealth of diverse clinical knowledge and experiences which we can develop during their studies to become qualified nurses. Part of the success of the programme is the collaborative working with Bangor University, Coleg Llandrillo and the Betsi Cadwaladr Health Board which facilitates the success of the course and the ability to proactively support students throughout" Claire further commented "I have worked for the Trust for a long time and now we are building on the knowledge we have. One of the consultants said we would be bringing all our prior knowledge to our new qualified role which would put us in good stead to start our role. But I didn't realise when I started that I'd be qualifying in the middle of a pandemic but I just love the job. Not a day goes by when I wish I wasn't going to work because I want to be the person who can help make a patient's journey a bit better." Claire is being followed into the NHS by her eldest daughter, now 24, who is in her first year of training to be a midwife and she said: "She's loving it as well. It's a fantastic career to go into."



# Interested in finding BCUHB jobs?

Follow the link below to find out more if you are interested in a career change or progression:

<https://bcuhb.nhs.wales/train-work-live/work/vacancies/>

or scan the  
QR code:



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