



**Solent
NHS Trust**



**An interactive
guide to help
you join Solent
NHS Trust as a
Community
Nurse**

Your career as a
Community Nurse in
England, UK, starts right here



We wish you the very best as you embark on your next chapter in the nursing profession and we are thrilled you are you are considering Solent NHS Trust.



Our Chief Nurse says...

Hello, I'm Jackie Munro, Chief Nurse at Solent NHS Trust. We are an award-winning community, mental health and learning disability Trust in the south of England.

This guide has been designed to give you an overview of what we do, who we care for as well as the brilliant team and spectacular location you will experience in your new career with Solent, should you choose to join us. We very much hope you will!

If you still have unanswered questions, you will find our contact details, including websites and social media, at the end of this guide.

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You can watch some films about nursing in the community here:



About the job

Community nurses – who may also be referred to as district nurses – provide care in or close to people's homes.

Their expert leadership, clinical skills and knowledge enables them to support people to manage their long-term conditions and maximise their independence. This in turn can prevent their admission into hospital and enable them to be discharged more quickly.

This model of nursing is not common in other parts of the world. If you are not familiar with community nursing but are a trained nurse and would like to join this team of experts in England, please read on!

As a community nurse, some of your work will involve:

- Care planning
- Tissue viability and wound care
- End of life care, including symptom control and management of syringe drivers
- Management of catheters (male/female/supra-pubic)
- Management of patients with diabetes and long-term conditions
- Administration of injectable medications.

A typical day of a community nurse



0830

Report on duty by telephone. Visit 3 diabetic patients in own homes to administer insulin and other medication.



1000

Senior Nurse telephones requesting you to respond to patient with a blocked catheter in pain. Patient has no supplies so you need to collect supplies prior to visiting.



1100

Joint visit with Tissue viability nurse to a patient with bilateral venous ulceration and in compression bandaging.



1200

- Team Handover; review of outstanding working and reallocation work.
- Complete any outstanding documentation prior to lunch with colleague.



1400

Care planning for a palliative patient with new nephrostomy tube.



1500

Drainage of a patient's pleural chest drain and Injection of Eprex for another patient.



1600

- Complete any outstanding documentation.
- Review allocated work for tomorrow, arrange time of joint visit with colleague and ensure have supplies required.
- Complete last visit to patient who requires injection of Clexane before reporting off duty and safe at 1700.



The Solent story

At Solent NHS Trust, we all share an ambitious vision to make a difference by keeping more people healthy, safe and independent at, or close to, home.

People, values and culture drive us. The best people, doing their best work, in pursuit of our vision.

People dedicated to giving great care to our service users and patients, and great value to our partners.

We aspire to be the partner of choice for other service providers. With them we will reach even more people, and care for them through even more stages of their lives.

Ultimately it is the people we care for who will tell us if we are successful and who will help shape our future care.



We know our vision is ambitious, but we have excellent foundations. These are what we do all of the time, they are how we:

Deliver great care

- Involving service users in shaping care and always learning from their experiences
- Working closely with partners to join up care
- Treating people with respect, giving equal emphasis to physical and mental health
- Ensuring we provide quality services, which are safe and effective

Make Solent a great place to work

- Supporting people to look after their health and wellbeing
- Improving the workplace by listening to ideas and acting on feedback
- Supporting and developing leaders who enable people to be at their best

Deliver the best value for money

- Working with partners to spend money wisely
- Involving people in decisions about spending money
- Enabling services to have more time to provide care



Our shared values support the development of a strong working culture.

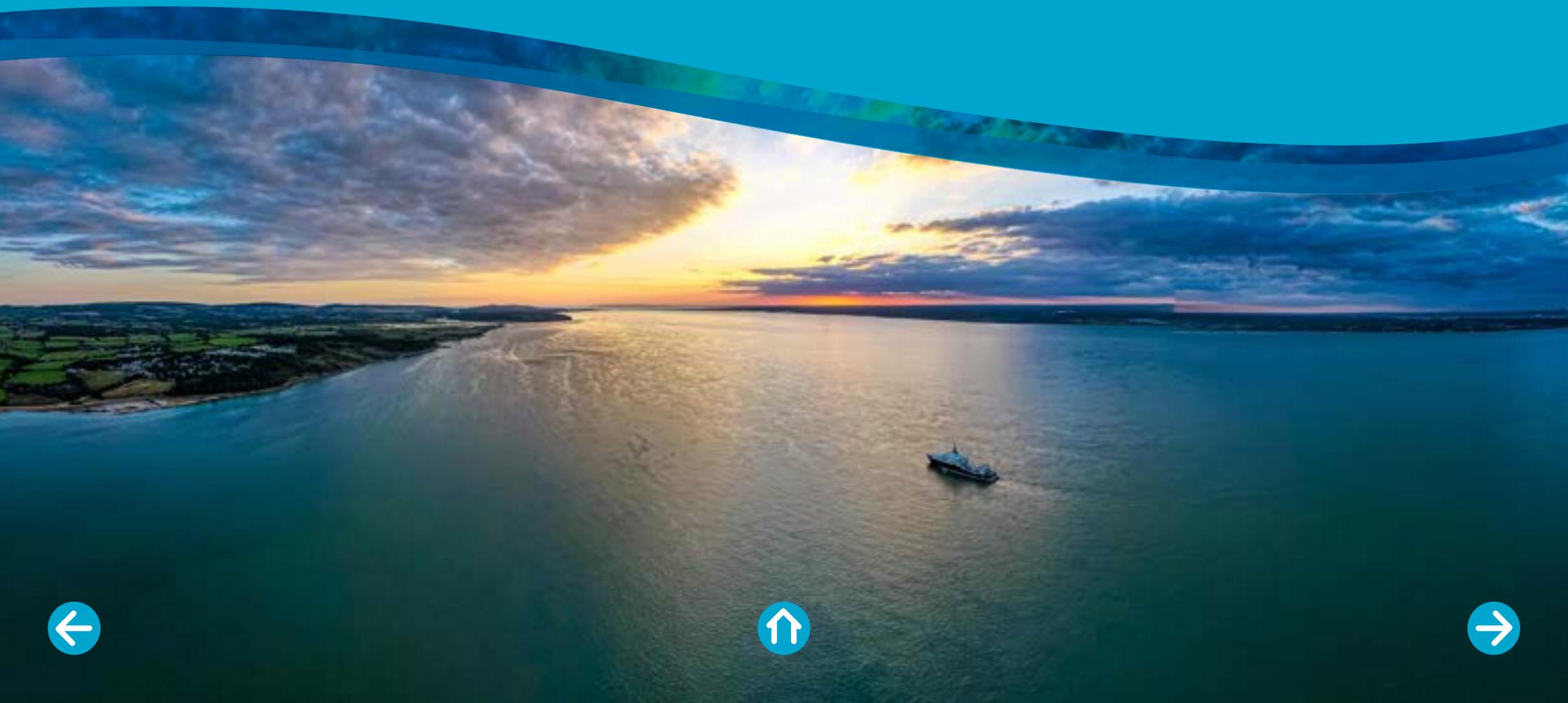
They breathe life into our organisation – guiding and inspiring all of our actions and decisions. They enable us to be better at what we do and create a great place for our staff to work, whilst ensuring we provide the highest quality of care to our patients.

Listen to a video from our Chief Executive, Sue Harriman



Our geographical area

Solent NHS Trust provides a range of community and specialist mental health services for children, young people and adults across Portsmouth, Southampton, the Isle of Wight and other parts of Hampshire.



About Portsmouth

Portsmouth is an iconic and historic maritime city on the south coast of England, in the county of Hampshire and at the heart of the Solent NHS Trust region.

As a waterfront location, Portsmouth is overflowing with appeal to prospective visitors, workers and residents.

Ideally located, Portsmouth has fantastic road and rail transport links to the rest of the south coast and the UK, but also onwards to the Isle of Wight, France and Spain by ferry.

Over the last decade, Portsmouth has truly become a destination city – with Gunwharf Quays Designer Outlet offering a range of shops, restaurants and apartments on the charming waterfront.

At the water's edge stands the award-winning, 170-metre-high Emirates Spinnaker Tower.

Venturing beyond Portsmouth, there's the beautiful neighbouring Southsea. With its sweeping seafront and views across towards the Isle of Wight, Southsea has a relaxed and welcoming feel.

For the countryside walkers, mountain bikers and horse riders, there's the stunning South Downs National Park north of Portsmouth and Southsea.



About Southampton

Southampton is a city and port in Hampshire. It is located on the southern coast of Great Britain, approximately 70 miles (110 km) south-west of London and 15 miles (24 km) west of Portsmouth.

Southampton is noted for being the departure point for the RMS Titanic. The Spitfire, a single seat fighter plane used in World War 2, was built in the city.

More recently, Southampton is known the home port of some of the largest cruise ships in the world. The city is also one of the largest retail destinations in the South of England.

Some notable employers in the city include the National Health Service (NHS), University of Southampton, Ordnance Survey, BBC South, Associated British Ports and Carnival UK.

The unitary authority area of Southampton had a population of 253,651 at the 2011 census, making it one of the most populous cities in Southern England. Southampton forms part of the larger South Hampshire conurbation.

Nearby Southampton Airport also offers short flights to many European destinations.



About Hampshire and Isle of Wight

Hampshire is a county in South East England.

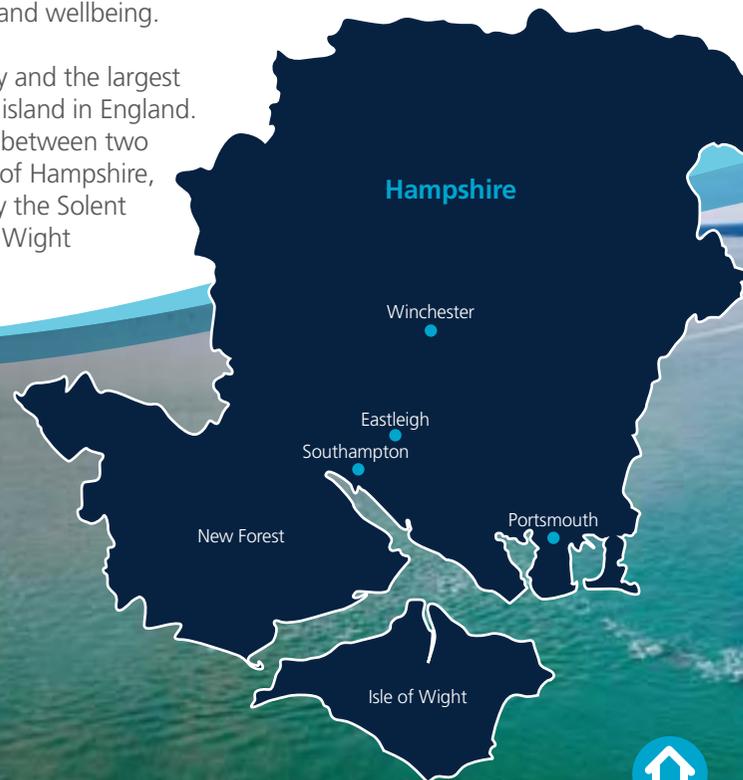
Its two largest cities, Southampton and Portsmouth, are administered separately as unitary authorities and the rest of the county is governed by a combination of Hampshire County Council and non-metropolitan borough councils.

Hampshire and the surrounding area is proudly home to diverse communities. Engaging and celebrating the differences and bonds between residents, workers and visitors within these communities is vital for everyone to thrive in terms of health and wellbeing.

The Isle of Wight is a county and the largest and second-most populous island in England. It is in the English Channel, between two and five miles off the coast of Hampshire, from which it is separated by the Solent (a strait between the Isle of Wight and Great Britain).

The island is known for its mild climate, coastal scenery, and verdant landscape of fields, areas of open chalk hills as well as steep-sided coastal gorges flowing to the sea.

The quickest public transport link to the mainland is the hovercraft from Ryde to Southsea; three vehicle ferry and two catamaran services cross the Solent to Southampton, Lymington and Portsmouth.



Through the seasons

Located on the south coast of England, Hampshire and the Isle of Wight boast picturesque rural, urban and coastal locations which all look stunning in their own ways with the arrival of each season – spring, summer, autumn and winter. Here’s a little insight into what you can expect from your new location as you work and relax throughout the year.

Spring

From March to May, temperatures are on the increase from a few degrees celsius on average up to mid teens.

When you’re outdoors, you will notice lots of brightly coloured flowers in bloom such as daffodils and tulips.

The length of daylight hours is also rising, from around 4 to 6 by the end of spring.



Summer

British summertime runs from June to August, and is a really popular period for people to go on their main annual holidays. Many head to the seaside to enjoy the fresh air and the coastal views.

It is light for around 6 to 7 hours each day, with temperatures averaging from the mid-teens through to mid to high twenties in celsius.



Autumn

Between September and November, much of the landscape throughout Hampshire and the Isle of Wight turns from lush greens to amazing ambers and brown shades as the temperatures drop to between 5 and 20 degrees celsius on average.

Daylight gradually declines too by the end of November.



Winter

From December to February, bright, clear, cold skies can be seen across the Solent region, with scarves, hats and gloves a common sight to combat the colder temperatures of between a few and ten degrees on average.

It’s the season to keep warm from the frost and snow, and enjoy a log fire with a warming drink if you can.



Why choose us...

Our offer and welcome package if you receive a job offer with Solent NHS Trust

As part of your welcome package Solent NHS will pay for:

- The cost of the standard visa fees
- Flight and airport transfers to accommodation in Portsmouth or Southampton
- OSCE Bootcamp – (including travel, food, and accommodation to training centre)
- OSCE exam (Two (2) x attempts, including travel to test centre and accommodation)
- Three (3) months' fully furnished single occupancy accommodation in Solent NHS property + groceries for two weeks (this cannot be substituted for a cash alternative)
- SIM card for phone
- Reimbursement of COVID testing kits, for quarantine– if applicable
- Loan of £500 net cash advance (if required) instalments to be recovered over a 6-month period

The Trust will support you through the OSCE programme which consists of:

- Bespoke induction programme – supernumerary, online and face to face teaching
- 1 week intensive bootcamp style programme with follow up face to face sessions to consolidate learning
- OSCE (Part 2 of NMC Test of Competence)
- 4 days PMVA training (Prevention and Management of Violence and Aggression), for mental health staff only
- Dedicated supernumerary period to help bridge the gap of becoming a staff nurse in the UK
- Preceptorship programme – year-long course to support the individual in learning to excel as a newly UK registered healthcare professional

Your offer of employment is subject to you passing the OSCE within eight months' of your arrival in the UK as per the requirements of the UK Visa & Immigration Service.

The Trust is committed to the professional development of its staff, and the expectation is that you will demonstrate the same level of commitment and remain in the Trust's employment for at least three years once you have received your registration.

Contractual repayment clauses

As you may expect, the resource and costs associated with international recruitment are significant, so we have a repayment clause in our contracts of employment, to recover upfront costs should you, unfortunately, choose to leave our organisation before three years.

You will be expected to repay the costs incurred during your programme as follows:

- Time of leaving the Trust / withdrawing from the programme Amount to be repaid
- During the programme 100% of costs incurred to date
- Within 1 year of NMC registration 70% of total costs
- Within 2 years' of NMC registration 50% of total costs
- Within 3 years' of NMC registration 25% of total costs



Pastoral and professional support

We will offer you a comprehensive plan for induction, pastoral and professional support.

We have a dedicated team of colleagues who can help you settle in your new home or progress with your training. Your new colleagues, along with the professional support team will help you settle in your new role – providing you with any support you may need.

Our pastoral and professional support team will get to know you as an individual. This starts from meeting you when you first arrive in the UK and providing you with a welcome food pack and bedding and fluffy towels!

Our team are there to help with any issues and also signpost you. If you are starting to miss your 'home' meals, they will certainly signpost to international shops or restaurants, as one example of the support you can be assured of when you join Solent NHS Trust.



I will be with you each step of your journey from travelling to UK to settling in socially. I will help you to get confident and independent. I will get to know you as an individual when you arrive in Portsmouth.”

Rajashree (Raj) Kulkarni, Activity Coordinator



Help with driving in the UK

We are working with a local driving instructor to help you become familiar driving on UK roads or obtain a British Driving Licence.

Support you can expect includes:

- Theory training (for both learner and qualified drivers) – Provided via an online application for theory and hazard perception.
- Theory training for qualified drivers eligible to drive using their licenses
- Theory training for drivers who may drive on their own license for a period of one year
- Learner driver will be provided with theory training

You will be able to start your theory prior to arriving in the UK.

Costs

The cost to apply for UK provisional license is £34 online or £43 by post. There is no additional fee to apply for a full license. This is provided upon completion of the practical test. Candidates must complete the theory test prior to applying for the practical test. The cost for a Theory test is £23, the cost for a practical test is £62 (plus instructor time).

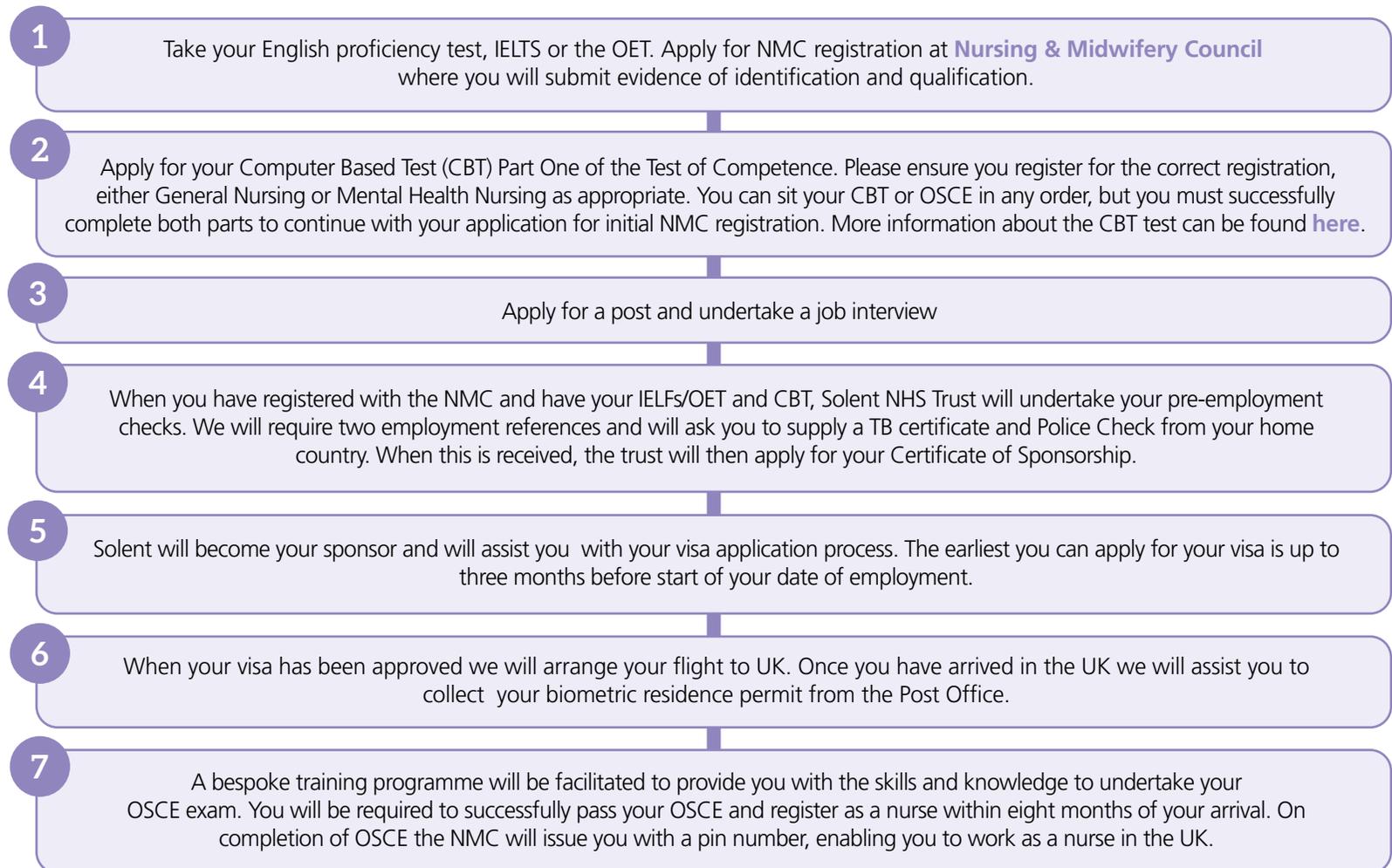
Practical tests

Candidates will be accompanied on a test by an instructor, for an hour before the test and the hour of the test.



The process

We have given you a lot of information in this guide, which we hope you've found useful. The following flow chart summarises the process for you:





Frequently asked questions

Who is the Nursing & Midwifery Council (NMC)?

NMC is the professional regulator for nurses and midwives in the UK, and nursing associates in England. Find out more about the NMC [here](#)

Why should I create an online account with the NMC?

The NMC has in recent years updated its overseas registration process, putting the whole application and streamlining requirements online.

Applicants create an NMC online account that will stay with them throughout their registration with the NMC. They will use the account to submit their registration application, upload copies of evidence required and pay relevant fees. They are also able to track the progress of their application through their account.

What is the Objective Structured Clinical Examination (OSCE)?

The OSCE is based on UK pre-registration standards. Applicants are required to act out scenarios that nurses or midwives are likely to encounter when assessing, planning, delivering and evaluating care.

What is the test of competence?

The test of competence is a test against the NMC's proficiency standards and has two parts:

- Computer-based test (CBT), a multiple-choice examination that assesses theoretical knowledge and, is accessible around the world for applicants to access in their home countries
- OSCE tests practical skills and knowledge. It is accessible around the world and is taken at designated CBT test centres.

Will I need to pass the CBT first to progress with my application?

Yes. Upon successful completion of the CBT, Solent NHS Trust – or any other sponsoring organisation you are working with, can assign a certificate of sponsorship (CoS) to the overseas nurse. They can then apply through UK Visas and Immigration (UKVI) for a Health and Care Visa as a skilled migrant worker under the skilled worker route.

Will I also need to pass the OSCE to progress with my application?

No. You will have up to 12 weeks from the employment start date to sit your first OSCE exam and achieve registration within eight months. You can be legally employed as a pre-registration candidate (band 4) during this preparation time.



Frequently asked questions

How can I demonstrate my English language competence?

- An approved English language test, such as International English Language Testing System (IELTS) or Occupational English Test (OET).
- If your qualification was taught and examined in English where the programme comprised 50 per cent clinical interaction with patients, families, healthcare professionals and other service users, 75 per cent of which was in English.
- If you have undertaken registered practice for at least 12 months in the last two years in a majority English-speaking country where your language was assessed to gain registration in that country.

How much will I earn

Agenda for Change Band 4

£24,882 per annum, starting salary

Agenda for Change Band 5

£27,780 per annum, following issue of NMC registration

You can find more information on salary scales [here](#)

How much can I expect to pay for accommodation, if I am renting privately?

This all varies depending on area and type of accommodation. We will be able to signpost you to landlords and estate agents who can give you indicative rental fees based on your circumstances/requirements.

Our pastoral lead will be happy to discuss options with you when you arrive.

Can I come with my family and will their flights and accommodation be covered?

Unfortunately, we are unable to fund your families' travel and accommodation expenses. However, we will be able to support you with their visa applications and help you find accommodation – or at least signpost you to landlords or estate agents. Please note, we do not pay for your family's visa application fees

Will I have an option to choose which city I will live in/work?

We will need to deploy nurses to where services will have greatest need. We will, of course, consider your preferences but it may not always be possible to deploy you to one city. As you will have read in this brochure, our Trust provides services across two main cities and so we will need to ensure we have nurses in both locations. It is also very possible to commute between Portsmouth and Southampton – very many of Trust employees do that daily.

How easy is it to get food and other products and services from my country of origin?

In the two cities of Southampton and Portsmouth, there are an increasing number of places where you can buy food and other products from other parts of the world. Our pastoral care coordinators can help you find these places.

Will I be safe working alone in the community?

Incidents against nursing staff in the community are very rare. Nurses are respected by most people in the communities we serve. Working with your team, you will be able to get support in the event you need it – for example, your team will know where you are going and you can have arrangements to check in when your visit is done. The Trust also offers you personal protection alarms, a mobile phone for your added safety and convenience.

We hear about racist and homophobic attacks in the UK? How safe will I be?

Again, incidents are very rare but the NHS has got 'zero tolerance' on violence and discrimination against staff. You can be assured that should you be unfortunate enough to be subjected to any discrimination and violence, you will get full support from the organisation and the police. All reported incidents are taken seriously and thoroughly investigated.

What support can I expect to continue practising my religious faith?

Solent NHS Trust has got a very active and vibrant Multi Faith Staff Network. Through this network, the Trust has provided safe spaces like MultiFaith Rooms at some of our major sites, and these are free for people to use during work hours for prayers, for example. The network can also help you find your preferred place of worship in the community you will be living in.

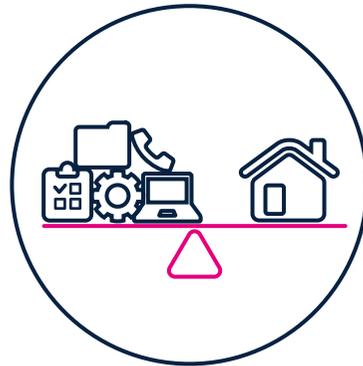


Choose community nursing



Build long-term relationships with patients

gain a deeper understanding of the journey to recovery



Work life balance

flexible working hours



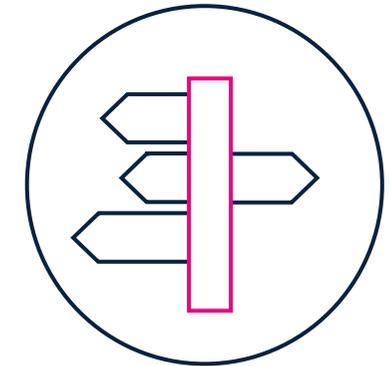
Have a holistic approach to care

we see the patient as a whole



Always learning

enhance and develop specialist skills



Independent decision making

supported by your team



What next?

If you are feeling inspired enough to join community nursing, get in touch with us today!

We encourage you to explore Solent NHS Trust's website for full information about the Trust.
You can also follow our social media channels to receive the latest updates and events.



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www.solent.nhs.uk

