



# Heales Nurse Programme

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Heales Medical

# Problem: Not Enough Qualified OH Nurses



- In 2018, Paul and Abi discussed that OH Nurses & Advisers were like “hen’s teeth”.
- Qualifications are important – however, we had both found that, in OH, the person is more important than the qualification.
- The Glass Ceiling - the OH industry is desperate for OH qualified nurses, but it is really hard for a qualified nurse to get an opportunity in OH.



# Problems Analysed

## 01 Work-Life balance

Qualified nurses are frequently balancing family life and can be restricted geographically.

## 02 Need Experience

OH nurses need experience but cannot afford to work for free.

## 03 The Catch 22

Nurses described that they couldn't get into OH without training and experience, but were unable to get into training without having a job.

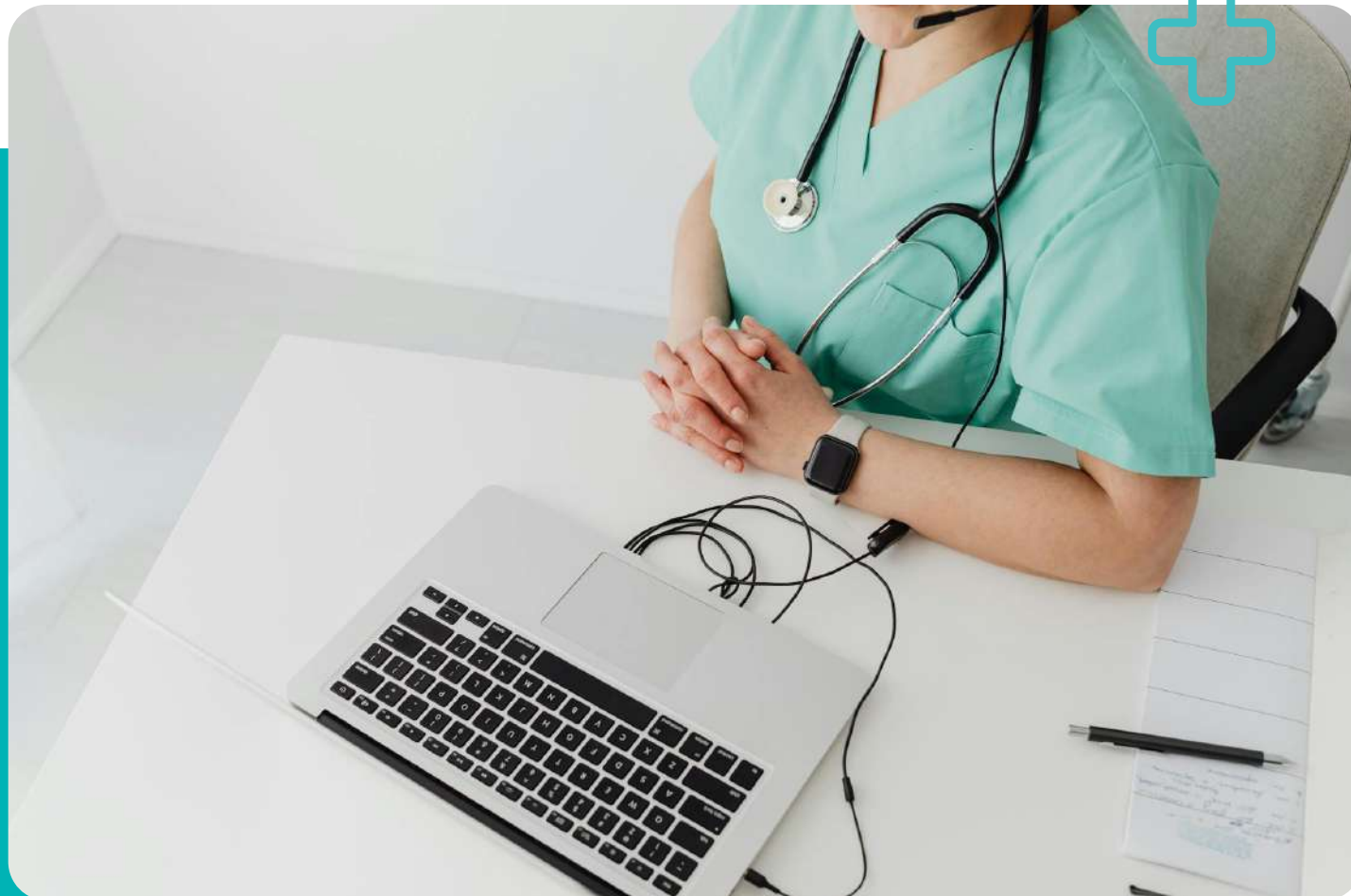
- Many nurses would love a career in OH, but they don't all want to do a degree-level qualification.

## 04 OH Qualifications

OH qualifications are expensive and a huge time investment, getting a place on a course without an OH job is difficult.



# The Solution



## OH Nurse Training

Providing practical OH nurse training within the job

- Smaller Organisation
- Person Centred: delivered at the clinic or near their base



## Geographical Areas

Identify geographical areas where we needed nurse clinics

We found 4 areas: Weston-super-Mare, Reading, Brighton and Norwich.



## Breakdown

Breakdown what OH services they needed training in and who could deliver the training.

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# Training Programme

Qualified nurses needed clinical training and organisational training.



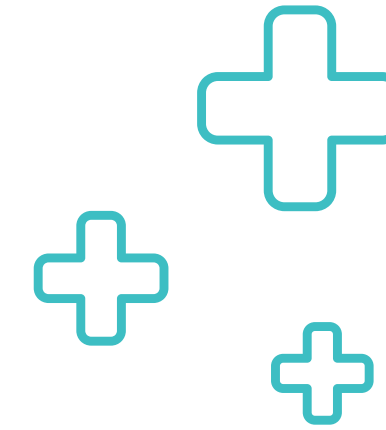
## Clinical

Immunisations, phlebotomy, audiometry, spirometry, NSI, pre-employment and management referrals.



## Organisational

Using the system, integrating into Heales, learning what HR and managers expect from OH reports.





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# Clinical Training



What face-to-face clinics were needed, back-filling with remote OH Services

- Weston-Super-Mare
- Reading
- Norwich
- Brighton



Identifying the individual training needs for each nurse



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# Organisational Training



## Report Writing

Good feedback does not just come from clinical people.



## Target Audience

HR are our target audience.



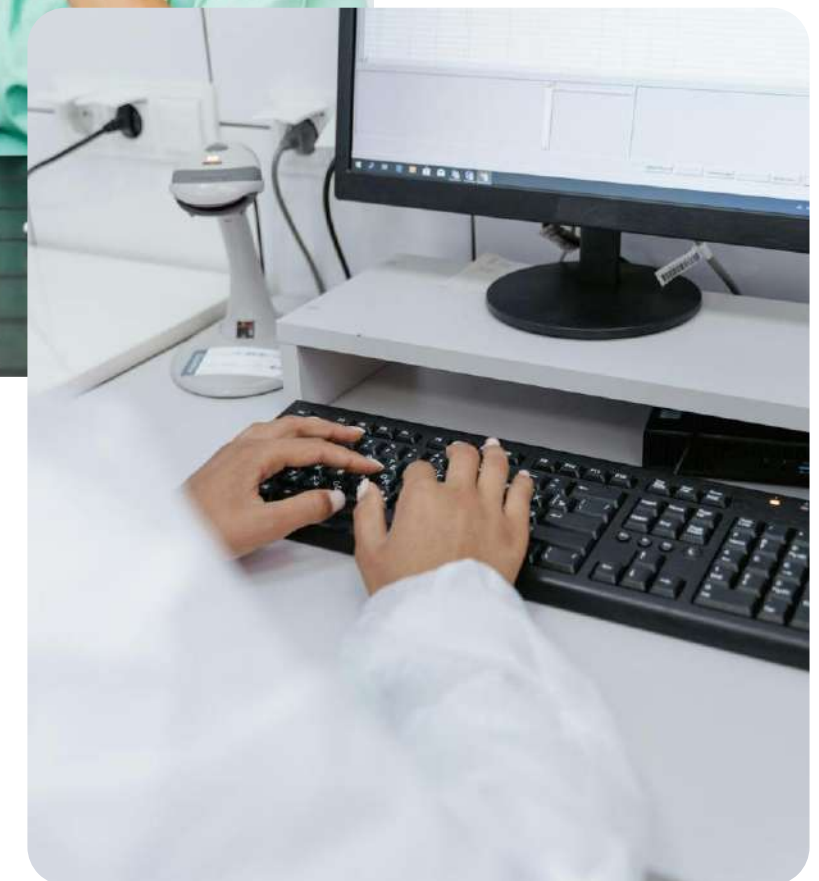
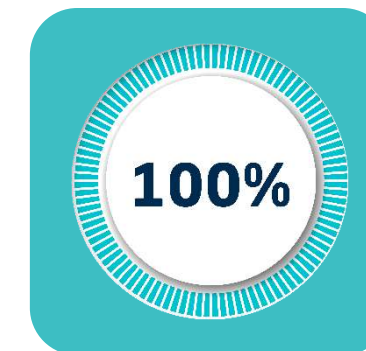
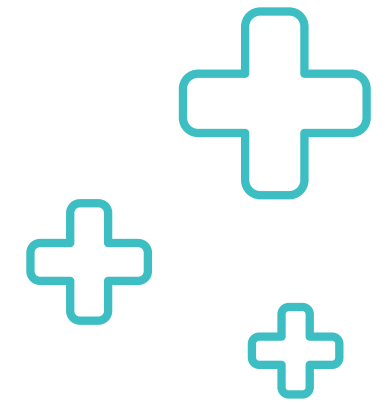
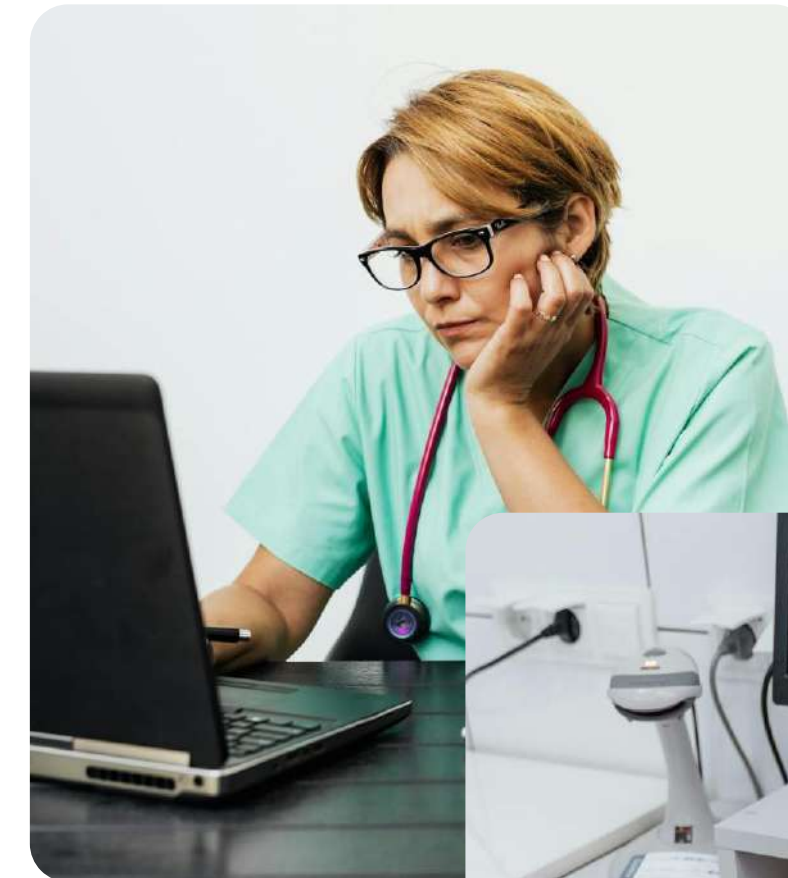
## Understanding HR advice

What advice does HR want and not want?



## HR being part of the training was key:

Give nurses this at the start of their OH training





# Where are we now?

- We have developed training programmes for each OH Service. These have evolved with feedback.
- Developed a training matrix for the team so we know who can deliver which service.
- Since the original 4, we have put approximately another 20 nurses through the programme.
- Some do want to do the course and some don't, so we pathway for both.



# What's Next?



- Developing the programme into a training platform
- Looking at accreditation with our training and development team which is a new department in Heales
- Aim: to have practical OH nurses in the industry who can undertake clinics confidently

# Let's Discuss Your Healthcare Needs

If you have any queries about the Heales nurse programme, email at

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or call us on

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