

# NURSING & MIDWIFERY CAREERS

IN WALES





**In Wales,  
we don't  
just offer  
a career,  
we offer a  
way of life.**







# Balance

Find the work-life balance you've been looking for as a nurse or midwife in Wales.



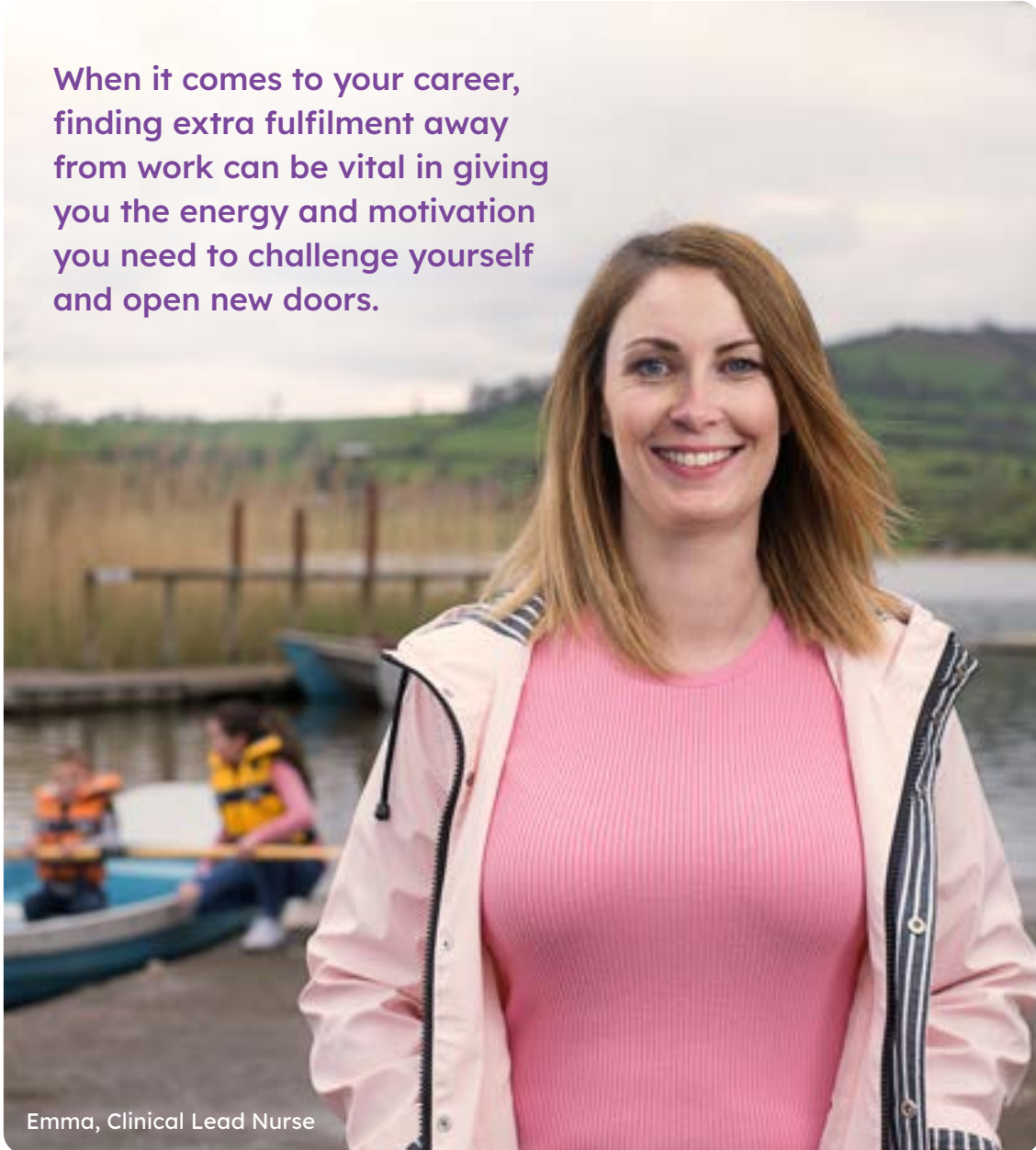
Whether you're newly qualified or you've been working for years, a move to Wales can help you get more from your career and your life.

Newly qualified? In Wales, you can find exciting career opportunities in all areas of practice and learn on the job, in highly supportive environments, with continuing professional development that will help you to meet your revalidation requirements.

Already qualified? We'll support you to gain the experience, knowledge and skills, to practise at an expert level and progress your career. You'll get the chance to shape your career, while enjoying favourable working conditions in friendly locations, in a country that truly values the contribution that you make.



When it comes to your career, finding extra fulfilment away from work can be vital in giving you the energy and motivation you need to challenge yourself and open new doors.



Emma, Clinical Lead Nurse

Blessed with a friendly sense of community, affordable housing, stunning surroundings and the potential for lots of relaxation and adventure, Wales offers you the opportunity to choose the lifestyle you want and discover an amazing work-life balance – whatever your personal responsibilities and stage of life.

By training in Wales, you can unlock many exciting career opportunities with support from experienced colleagues at every stage of your development.

By practising in Wales you can take advantage of our excellent education and training facilities.

**Train in  
Wales**







# Opportunities



**“I love working with a dynamic team and making positive changes in patients’ lives.”**

**James Robinson,  
Mental Health Team Leader**

## **A lifetime of learning opportunities**

The NHS in Wales is committed to providing you with lifelong learning opportunities. This means we’ll support your continued professional development across a wide range of routes, which cover everything from workplace-based training to specialist post registration courses. Wales is a place where the learning never stops, where skills and knowledge are shared openly, innovation is embraced and your contribution is valued.

Newly qualified midwives can benefit from our all Wales preceptorship programme. This helps you to consolidate your experience in all areas of practice. Midwives are supported throughout their career by the clinical supervisor for midwives framework. This provides all midwives with a named supervisor, group supervision and one to one support for reflection opportunities and joint learning.



## NHS Wales Bursary Scheme

In Wales, we have maintained the NHS bursary for student nurses, midwives and allied health professionals. This package of support sends a clear message about how much we value our healthcare workforce in Wales.

## Higher education that ticks all the boxes

There are several higher education institutions in Wales approved to provide pre and post registration training. By choosing to train in Wales, you can access every field of nursing and midwifery – the choices are truly inspirational.

As a newly qualified nurse you can choose the clinical setting you would like to start your nursing career in – with specialist tertiary services such as burns, cardiac surgery, community teams or GP practices. As a newly qualified midwife in Wales, you can work across the full spectrum of birth environments – everything from specialist fetal medicine services to stand alone birth centres and integrated services – giving you both community and hospital based experience.

We embrace diversity, so wherever you study you'll discover a learning environment that's vibrant, friendly and inclusive.

## Graduate training you can count on

Wales was the first UK country to educate all its nurses and midwives to graduate level. So nowhere takes your professional development as seriously as us. Our high quality training is recognised around the world.

## A clear route to advanced practice

Wales has a career framework to provide you with a clear route to the post-graduate qualifications needed to advance your career. The framework is based around four core areas: (1) clinical practice (2) education (3) leadership & management (4) research & innovation.

We are also working with the Royal College of Midwives supporting an annual leadership programme, so you can develop your leadership skills and put them into practice.

## Excellent education and training facilities

You'll have access to a range of excellent conference and library facilities managed by a dedicated team of experienced staff.

## Advance your career with leading-edge research

We fund the Research Capacity Building Collaboration (RCBC), to develop research capacity within the nursing and allied health professional workforce.

The initiative provides new and experienced researchers in nursing and midwifery, the opportunity to obtain funding for research projects designed to shape the future of the profession.

In Wales, you'll get a chance to continue the traditions of the NHS in the country of its birth, and influence the future of nursing and midwifery services.

**Work in  
Wales**







Ashly, Staff Nurse

# Community



**“I’ve worked in different parts of Wales, and there’s always been this unique sense of community and belonging.”**  
**Olwen Morgan, Head of Nursing**

### **Uphold the past & shape the future**

When Aneurin Bevan founded the NHS in 1948, he did so on the principles of equality of access and the service being based on need, not on the ability to pay.

By developing your career in Wales, you’ll be able to continue these traditions and help shape the future of your profession.

Wales has launched its five year vision for the future – Maternity Care in Wales. This supports midwives to provide quality care and family centred experiences, while working and training multi-professionally to develop safe and effective services.



## Benefit from better staffing levels

Wales is the first nation in Europe to bring in legislation that protects nursing staffing levels – ensuring that nurses will have the time to care sensitively for patients.

All maternity units in Wales are expected to be ‘Birth-rate plus’ compliant – ensuring that the correct number of midwives are available for the women receiving care.

## One career, many paths

A career in Wales is full of possibilities. Midwives can progress to specialist midwife, consultant and heads of midwifery roles. Nurses can progress to clinical nurse specialist, advanced nurse practitioner and consultant nurse roles. You can also follow leadership pathways, from ward and team leadership roles, to senior positions.

## Flexible working to suit your family

By working in Wales, you can take advantage of a range of innovative working arrangements designed to help you fit your work around your life.

These include flexible working hours, childcare voucher schemes, work-life balance initiatives and on-site crèche facilities.

## Get recognised for great work

All health boards and trusts in Wales run staff achievement awards to acknowledge staff who make exceptional contributions to the running and improvement of services. The annual Chief Nursing Officer Conference, the NHS Wales Awards and the Royal College of Nursing Wales Nurse of the Year and the Royal College of Midwives Midwife of the Year Awards, all offer opportunities for you to get recognised for your dedication and innovation.



Arwel, Staff Nurse

## Get support when you relocate

If you want to come to Wales to work from a different country, our health boards and trusts can offer you a range of relocation packages to help you and your family settle in as smoothly as possible.

## Help to return-to-practice

We welcome nurses, health visitors and midwives who want to come back into the profession.

A £1,000 bursary is available for nurses, health visitors and specialist community public health nurses who train in Wales. A £1,500 bursary is also available for midwives who undertake a return to practice course in Wales.

Benefitting from a strong sense of community, affordable housing, great schools and loads of ways to relax and have fun, Wales is a great place to work and live either on your own, or with your family.

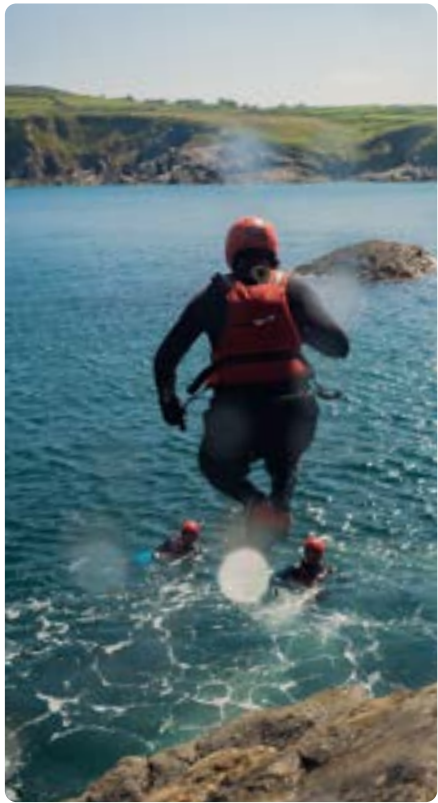
**Live in  
Wales**













## A country of compelling contrasts



Harlech Beach, Snowdonia

Compact but diverse, Wales is a country where picturesque communities, unspoilt coastlines, stunning countryside and vibrant cities combine to offer you all the relaxation and family adventure you need.

(LEFT PAGE) FROM LEFT TO RIGHT: Manorbier Tenby, Cardiff Bay Mermaid Quay, Wales Millennium Centre, Merthyr Mawr Food Festival, National Lido of Wales in Pontypridd, Coasteering in Pembrokeshire, Llandoverly Town, Red Kite Feeding Station in Brecon Beacons, Cardiff City Centre.

### Urban living

Fast emerging as one of Europe's most energetic capitals, Cardiff offers world-class shopping, stylish dining, beautifully kept parks and all the other advantages you'd expect from modern urban living. Newport is a city rejuvenated by investment, Swansea appeals with its beach suburbs and the city of Wrexham offers historical buildings and is the gateway to north Wales.

### The great outdoors

There are three National Parks in Wales. But wherever you go, nature is all around you. From lush mountains to dramatic river valleys, deserted beaches to rugged cliff tops, the natural landscape offers a stunning backdrop whether you're in the mood for adventure, looking to unwind or simply following your daily routine.

### Beach life

From the world-renowned Gower coast in the south, to the beautiful Llŷn Peninsula on the edge of Snowdonia National Park in the north, Wales is home to many of the UK's best beaches – all accessible along a continuous 870-mile coastal path that reveals coves, headlands and bays overflowing with wildlife.

### Castles & legends

Castles define the Welsh landscape just as much as our hills and valleys. There are 641 in total – imposing, fairy-tale and tumbledown – each offering a glimpse into the past and the chance for you to explore the legends within their walls. Going back even further, there are also dozens of pre-historic sites to see, including some of the best-preserved Neolithic wonders in the UK.





Wales is packed full of possibilities. From heart-racing adventure to simple family pleasures, and everything in between, there's no end to the ways you can fill your spare time.





### Adventure on your doorstep

For kids (both small and big), Wales is the perfect playground. Explore pristine rock pools or go pony trekking across our beaches or up some gently rolling hills. We have accessible beaches – many are dog friendly all year round – perfect to provide you and your family with as much fun as you can handle.



### Your entertainment capital

With its high-end designer stores, high-street favourites and charming Victorian arcades, it's easy to see why Cardiff is on the map as a destination for world-class shopping. Throw in laid-back live music venues, an ultra-modern waterfront, family-friendly museums and an open-air theatre in the shadows of the castle and you won't be able to stay away.



### Dining to suit all tastes

From Michelin-starred restaurants to farmers' markets, cosy neighbourhood cafés to award-winning country pubs, Wales is a place where you can enjoy delicious food whoever you're with, whatever your budget and whatever you like to eat.



### Family fun with a difference

Sometimes, kids crave something a bit different. If you like to arrange family days out with a twist, Wales is home to the fastest zip line in the world plus an underground trampoline that's suspended 180 feet in the air.

**FROM TOP TO BOTTOM:** Preseli Hills, Mermaid Quay in Cardiff, Llandovery Town, Zip Tower in Aberdare.

In Wales, we don't just offer a career,  
we offer a way of life.

## TrainWorkLive | Wales

[trainworklive.wales](http://trainworklive.wales)  
[trainworklive@wales.nhs.uk](mailto:trainworklive@wales.nhs.uk)



GIG  
CYMRU  
NHS  
WALES

Addysg a Gwellu Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

Transforming the workforce for a healthier Wales