

Karen Mary Howell

A highly effective manager, leader and team player. Self motivated, a completer finisher and a skilful communicator with a high level of interpersonal skills. An initiator and effective teacher/trainer, eager to encourage, motivate and lead by example. Confident marketing skills with innovative strategies and creativity.

EMPLOYMENT DETAILS

June 2007 to October 2011 – Manager of a Nursing Home, Eastbourne.

- Overall responsibility of a 60 bedded nursing home.
- Leadership and management of 120 staff.
- Recruitment and retention of all staff.
- Budget holder.
- Responsible for Marketing the home, coordinating and maintaining PR, ultimately leading to excellent occupancy levels.
- Responsibility for ensuring staff are trained and competent to deliver high standards of care.
- Management of staff rota.
- Maintaining good relationships with external agencies.

August 2004 to June 2007 – Deputy Manager in a Nursing Home, Eastbourne

- Overall clinical responsibility of 60 bedded nursing home
- Responsibility for setting and maintaining high standards of care
- Management responsibility for the nursing staff, including RGNs and HCAs
- Management of the day to day running of the clinical service
- Implementation of all related clinical National Care Standards
- Implementation of End of Life Care programmes, and project management of this developmental work.

June 2003 to August 2004 - G grade Senior Sister, Gloucestershire Hospitals NHS Trust

- Senior ward-based management of 28 bedded surgical urology ward
- F grade supervisor and mentor, supporting Acting F grade in this role
- Development of F grade Supervisory Role
- Key mentor for 2 wards, offering support and mentorship to staff members

- involved with students, and supporting and coordinating staff on 4 year development cycle programme
- Development and implementation of student programmes.

February 1999 to June 2003 - G grade Urology Nurse Specialist, Gloucestershire Hospitals NHS Trust

- Provision of clinics mainly for outpatient attenders: urodynamic investigations, flow clinics, prostate biopsies, ad-hoc urology speciality clinics
- Continence advice for all hospital patients and staff
- Training hospital and community staff in urology and continence issues
- Development of Bi-monthly "continence news" providing relevant information to staff across the Trust
- Further development of a nurse led, county wide erectile dysfunction clinic
- Project work - developed protocol for new Emergency Surgical Assessment Unit for patients first six hours of care

January 1999 to February 1999 - Site service management, Gloucestershire Hospitals NHS Trust

- Co-ordinating admissions, discharges and transfers of patients across the hospital

July 1998 to January 1999 - E grade Staff Nurse, surgical ward, Gloucestershire Hospitals NHS Trust

- Managing ward and staff in absence of more senior staff
- Care of general surgical patients
- Student mentorship

December 1997 to July 1998 - Agency Nursing, BNA

- Working in a number of different environments (hospitals, Nursing Homes, EMI units, etc)
- Working on own initiative and developing self management skills

November 1990 to December 1997 - Staff Nurse, Eastbourne Hospitals NHS Trust

- Working on general surgical wards, urology wards and including a six month secondment to the Accident and Emergency Department

- Securing an E grade in October 1991
- Implementation of team nursing
- Triage Nursing
- Teaching and assessing NVQ Health Care Assistants
- Assessing, teaching and mentoring junior staff and students
- Management of the ward in the absence of more senior staff
- Assessing, planning, implementing and evaluating care of patients

EDUCATION/QUALIFICATIONS.

October 2008 – June 2009 – Work based learning modules – Level 3 – 20 and 30 credits.

February 2007 – June 2007 – Enrolled on Research module. Level 2. B grade pass. 20 credits.

October 2006 – January 2007 – Promotion of continence. Level 3. 'A' grade pass. 20 credits.

July 2006 – Submitted APEL claim. Level 2. 'B' grade pass. 70 credits.

February 2006 – June 2006 – Developing Leadership and Management skills, Level 2. 'A' grade pass. 20 credits

October 2005 – January 2006 – An Introduction to Study Skills and IT, level 2. 'A' grade pass. 10 credits

September 2005 – Enrolled onto BSc (Hons) in Professional Practice Award.

June 2005 - Applied to undertake BSc (Hons) in Professional Practice. Awaiting a response

March 1999 - Basic Urodynamics course

September 1995 to July 1996 - City and Guilds 7307- Teaching in further education

March 1994 to July 1994 - Registered Nurse Development Module

February 1992 to July 1992 - ENB 998 - Teaching and Assessing

September 1987 to October 1990 - Registered General Nurse Training

September 1985 to June 1987 - A level - sociology, psychology
O level - psychology

September 1980 to June 1985 - O level - English Language, sociology
CSE grade 1 - Maths, biology.

VOLUNTARY WORK

Prior to relocating back to Eastbourne, I was involved in a Sex Education Programme in secondary schools in Gloucester. This involved visiting schools with a team and delivering a multi-media sex education presentation to various different year groups, as part of their PHSE module.

PERSONAL INTERESTS

I am an active member of a local Christian Church. I enjoy socialising with my friends, walking and spending quality time with my family.

CONTACT DETAILS

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