

Guidance for healthcare students (inclusive across all health programmes) undertaking clinical employment alongside studies

For healthcare students undertaking employment in clinical settings alongside studying for a professional qualification, such as working through a bank, can be an excellent opportunity to gain experience in healthcare environments. Furthermore, it can help students to develop their clinical skills and build a pathway or routes into specific areas of clinical employment post-study. As this type of work can be fitted in around healthcare studies, this flexible type of work is seen as an ideal solution for healthcare students to supplement income as well as gain invaluable work experiences. For example, student nurses are often likely to apply to join the local staff bank and work in roles such as Healthcare Assistant or Care Support Worker in acute and mental health settings.

To support healthcare students who wish to seek such employment opportunities the following guidance has been produced in collaboration with local practice learning partners.

Please note these are general principles and students who wish to undertake employment alongside their studies should ensure they check local trust arrangements and specific organisation requirements.

Any student who undertakes an employed role alongside their healthcare studies must adhere to the current European Working Time directives which can be read in the FHS Working hours in practice guidance document and is available on the University of Hull placement team website ([click Here](#) for link to the website). Students need to be aware of the additional stress and tiredness/fatigue that a combination of bank shifts alongside university studies can have on their ability to work safely and effectively as well as being an active participant in student activities.

Students must prioritise their studies above employment outside of their studies and any healthcare placements as part of their programme.

Students will need to understand their role while working on the bank. There is the potential for confusion that may be caused relating to professional boundaries and scope of practice, especially when a student takes up bank employment in the area where they are placed as a student. Some disciplines have specific conditions regarding this. For example, ODP students who have a role on the bank could work on wards but not within the operating theatre/environments where their placements are held, to reduce the risk of limitations of role change on different shifts. Students also

need to be reminded that if they are working as a bank support worker, they cannot undertake duties/tasks that a healthcare student may undertake as part of their training.

Generally speaking, students seeking such employment should do so if they have already have at least a year's healthcare experience or if they have no previous experience in caring they should wait until they are in year 2 of their undergraduate training programme. The only exception is where a trust/organisation have HCA apprentices or previous employees who are on the undergraduate programme, as they already have experience with the Trust therefore they would be supported to continue this.

Students need to be aware that if they want to apply for bank work as nursing assistants, they will have to check websites for any vacancies, and that they must apply as anyone else would.