**FHS – GUIDANCE UNDERTAKING CLINICAL EMPLOYMENT ALONGSIDE STUDIES**

For healthcare students undertaking employment in clinical settings alongside studying for a professional qualification, such as working in a bank role. A bank role can be an excellent opportunity to gain experience in a healthcare environment. Furthermore, it can help a student develop their clinical skills and build a pathway or route into a specific area of clinical employment post-study. This type of work can fit around your studies, it can be flexible and seen as an ideal solution to supplement income whilst gaining invaluable work experience. As a student nurse you may have the opportunity to join the local staff bank to work as a Healthcare Assistant or Care Support Worker in an acute and mental health settings.

To support 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 organization requirements.

* A student who undertakes an employed role alongside their studies **must** adhere to the current European Working Time directives which can be found here [Maximum weekly working hours: Overview - GOV.UK (www.gov.uk)](https://www.gov.uk/maximum-weekly-working-hours)
* Students need to be aware of the additional stress/tiredness/fatigue that a combination of bank shifts can have on their ability to work safely and effectively, as well as being an active participant in their studies.
* Students should prioritise their studies including placements which form part of their programme, above paid employment outside of their studies.
* Students will need to understand their role while working on the bank. There is a potential for confusion relating to professional boundaries and scope of practice, especially when a student undertakes bank employment in the area where they are placed as a student. Some disciplines have specific conditions regarding this. For example: An ODP student who has a role on the bank, can work on a ward, but not within the operating theatre/environment where their placement is undertaken, this reduces the risk of limitations of role change on different shifts.
* A student working as a bank support worker, cannot undertake duties/tasks that a healthcare student may undertake as part of their training.
* A student seeking such employment should only do so if they have at least a year’s healthcare experience. If however the student has no previous experience of caring, they should not apply until Year 2 of their programme. The only exception to this rule is a trust/organization have HCA apprentices or previous employees’ who are completing the undergraduate programme, as they have previous experience with the trust.
* Students need to be proactive if they wish to apply for bank work, they must source vacancies and apply in the same way as everyone.