

Working as a nurse trainer in social care

Charlotte Hilburn qualified as a registered nurse in 2009 and worked for the NHS in the community for several years before becoming a nurse trainer in 2014. She works for Independence Matters, a social enterprise that provides a wide range of support services tailored to the needs of adults with learning and physical disabilities, young people in transition and older people, including people with dementia, and their families.



Whilst working in the community, Charlotte found she became “task oriented” and sees working in social care as giving her the opportunity to explore the reasoning behind best practices. Charlotte says that, “Most nurses I speak to seem to think if you want to work in social care as a nurse you have to be in a nursing home or you can’t keep your registration. Both of these things are false! There are several different roles a nurse can do in social care which retain registration.”

Charlotte’s current role as a nurse trainer is helped by the experience she gained in the community of working across sectors and building working relationships across health and social care.

Charlotte explains her role, “I’m the nurse trainer for the company. I’m responsible for the creation and delivery of any health care training for all staff in the company. On a day to day basis I deliver training to staff in health-related topics and skills such as medication, diabetes, epilepsy end of life etc. I’m also responsible for ensuring any health-related tasks are being done safely and effectively across our services and are in line with local and national guidance.

“I’m the only nurse for the company, so I have a very crucial role in ensuring staff are confident and competent to carry out health tasks. Care workers are increasingly being asked to carry out more and more health tasks in their role. I must ensure training is relevant, up to date and suitable for our carers.

“I’m still able to have contact with the people who use our services which is important for me as a nurse. Although I don’t carry out direct care for these individuals, I play a key role in shaping their care and ensuring we provide safe and effective health care for them. I see my role as ‘an inbetweenner’, I’m a nurse who teaches health tasks, but I work in social care, so I’m in a privileged role which sits like glue to merge health and social together.”

To find out more about nursing in social care, please visit www.skillsforcare.org.uk/nursinginsocialcare