



My career journey at Papworth

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Agenda

- My background experience and exposure
- Share my story of journey at Papworth hospital
- To raise awareness of challenges
- To seek support from management
- To encourage others
- Ways of facing challenges and difficulties

My hospital in India



- Trained in India Aug 1984
- Celebrated 100 yrs
- Inpatient 2133
- Outpatient 8830

Royal Hospital in Oman



Royal Papworth Hospital





Positions held at Papworth

Ban 5 on TDW

July 2006

Band 6 nurse on CMU

November 2007

Band 6 Education nurse on CMU

2008

Band 6 PH specialist nurse

September 2009

Ban 7 Lead nurse for National Pulmonary Endarterectomy Service

July 2010

Enthusiastic and ambitious

Positives

- Held various positions
- Supported by some managers and consultants
- Contributed to service improvements
- Streamline PEA pathway to improve patients experience
- Communicating and networking with wide range of professionals nationally and internationally
- Attended and presented in national and international conferences

Negatives

- Abusive words
- Being ignored because of my colour
- Undermined
- Underestimated
- Misunderstood as being rude
- No support when needed
- Dismissed
- Feedbacks

Confidence, courageous, Focused , proactive , face challenges assertively

Challenges in 3 Cs

Communications : some are better than others and it is across the trust and across different nationality

Fear of speaking up for self

Fear of misunderstanding

Fear of disagreeing or challenging issues and systems

Cultural issues

Family bonding – back in India and in England, social life

Work place - respect to seniors, annual leave requirements , child care(not our practice)

two people from same family working in the trust

Career progression

Criteria for senior positions : seniority, communication, clinical competence,

Feedbacks : being positive than focusing on feedbacks, encouragements areas for developments,

“opportunities are now here” : “Opportunities are now here” rather than “Opportunities are no where”

It should work both ways





Employee

- Do not assume people should know you well, look for opportunities to prove self
- How do we approach the challenges to reach the opportunities
- Do not give up , put extra effort if needed to prove the capabilities
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- Seek support if needed
- Be courageous to speak up
- Take opportunities if offered
- Time management and taking breaks
- Ask for clarity if you do not understand i.e abbreviations and phrases



Employer

- Staff are very committed, competent and quick to learn skills to perform the role confidently and competently
- Equal opportunities to develop skills required and create positive feeling by appreciation (it can vary in different areas)
- Listen to ideas and engage (staff come with experience and exposure)
- Understand the cultural differences : Flexible to certain areas but strong in certain cultural backgrounds i.e family , annual leave
- Understand that speaking up is not rude rather it is disagreeing or challenging process or system : try to understand , not ignore or dismiss



Thank
you!!