



Welcome Regional Ethnic Diversity Collaborative Workshop

Wednesday, 26 February 2025





Chair's Welcome Remarks

Beena Tharun

Co-Chair, NIPEC Project Board Ethnic Diversity





Post your views to   [@nipec_online](https://twitter.com/nipec_online)
[#NIPEC25](https://twitter.com/nipec_online)

Visit our project page

[Ethnic Diversity -equal access to education and leadership opportunities for all | NIPEC \(hscni.net\)](https://www.hscni.net/ethnic-diversity-equal-access-to-education-and-leadership-opportunities-for-all)

***Photographs will be taken during the course of today's workshop.
Please advise Tracey or a member of NIPEC staff if you do not wish to
feature in any publicity material.***



Regional Ethnic Diversity Collaborative 2024





Beena Tharun, Assistant Service Manager Belfast HSC Trust Co-Chair NIPEC Project Board –Ethnic Diversity



- ❖ 1 of 13 RNs recruited from India in 2002
- ❖ Worked as a Band 5 Staff Nurse in a Medical Surgical Ward for 15 years
- ❖ When my children grew up, I started to focus on my career and got my Band 6 post in 2017
- ❖ Through developing further leadership and management skills I achieved my Band 7 post in 2020
- ❖ 8A temporary post in 2022 in which I became permanent 18 months later
- ❖ My aim is staff retention and keeping my team happy by providing a positive and safe work environment





Keynote Address

Tshamano Mushapho

Endoscopy Service Manager & Lead Nurse WHSCT



Regional Ethnic Diversity Collaborative Workshop

Tshamano Mushapho
26.02.2025

Western Health and Social Care Trust



Western Health
and Social Care Trust

The Journey to Northern Ireland



Current role within HSC

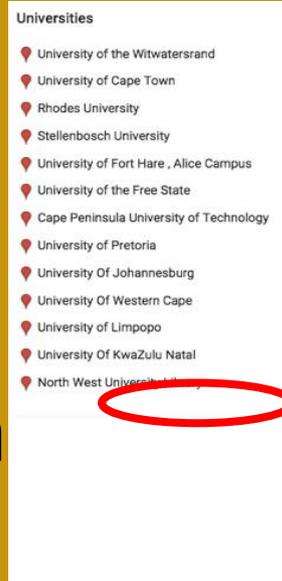


- Endoscopy Service Manager and Lead Nurse Band 8B
- Member of the collaborative group
- Worked in various roles in both WHSCT and NHSCT
- 2022 Finalist RCN Health & Social Care Leader



Educational achievements

- Diploma in Nursing -South Africa
- BSc (Hons) Nursing (top up degree)-
(Letterkenny, Ireland)
- BSc (Hons) Nursing management-(RCSI)
- PG Dip in healthcare management-RCSI
- MSc Nursing – Ulster University (2018)



Challenges

- Access to post grad education
- Weather
- Accent



Take your guide with you
Download a pdf



How till spake Norn Iron (A guide to local phrases) more than a year ago

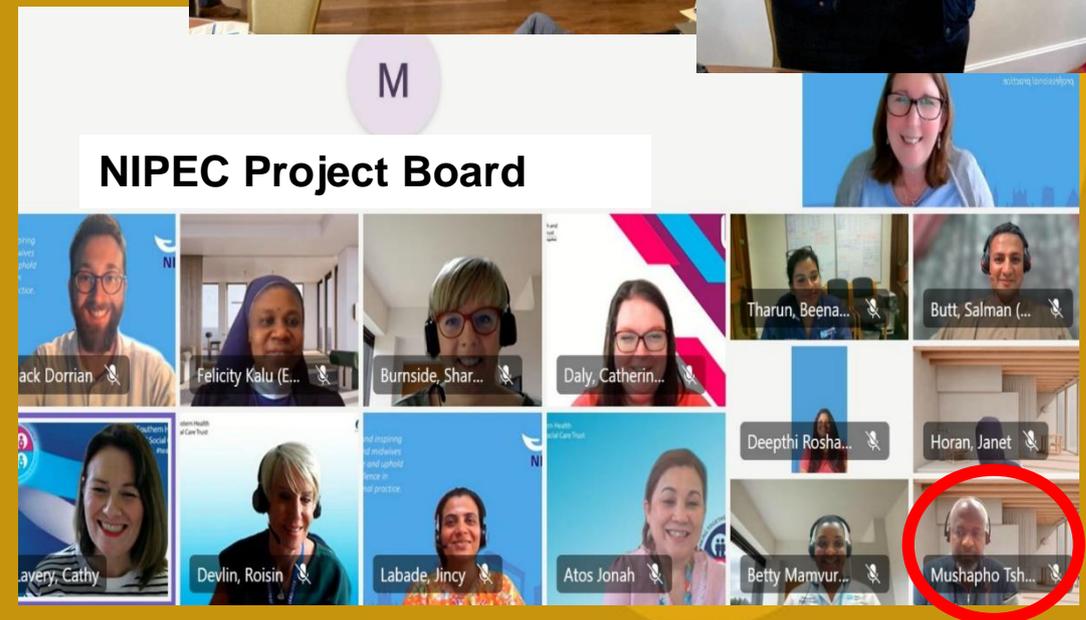
share    | post a comment Like 703

There's no better way to [get to know the city](#) and its people than to mingle with the locals and engage in a bit of light-hearted 'banter'.



Why are we here?

- Help improve access- engaging CNO
- Provide information
- Agitate for change
- Amplify our voices



Why bother/why the hassle?

- We all have a moral obligation to ensure that those who come after us do not go through the same challenges
- Lets focus on things that we can change
- It is through education that we would be able to achieve a true representation that we all seek within HSC executive & senior management roles

I THANK YOU/ Baie Dankie

Go raibh
maith
agaibh

Siyabonga

Ndi a Livhuwa

Salamat

Nanni

Asante

Dhanyawaad

Muckle
Thanks





Interesting & Fun Facts

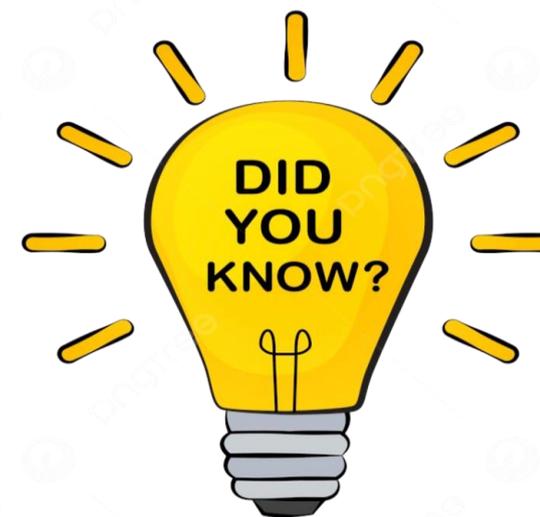
Biji Jose, Deepthi Roshan, Jonah Atos, Winston Orong
NIPEC Professional Officers Ethnic Diversity



GLOBAL FUN FACTS

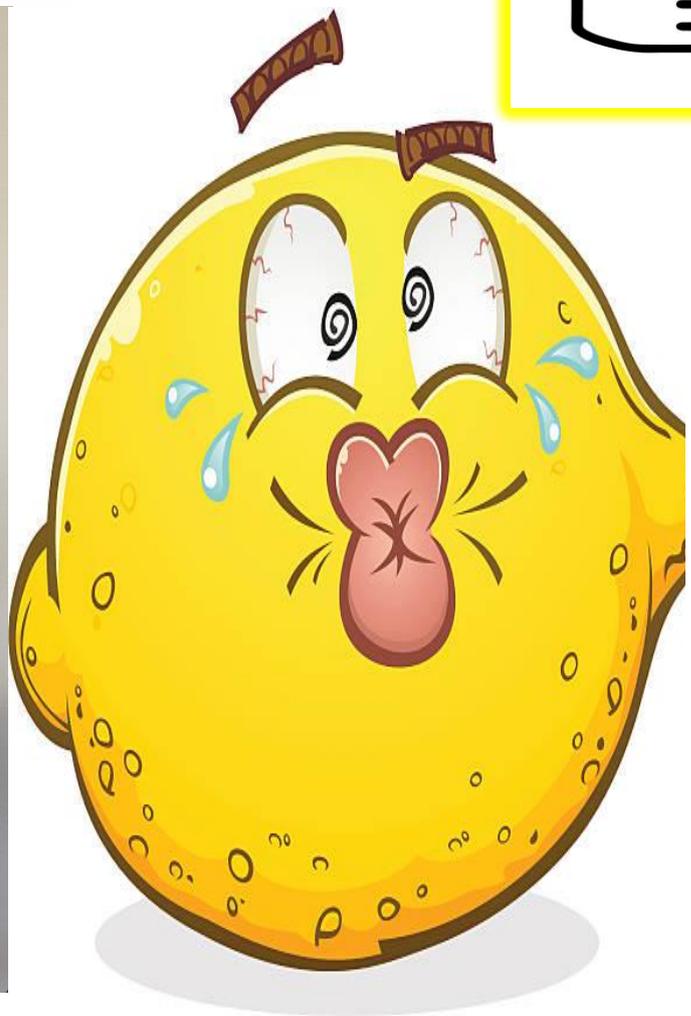
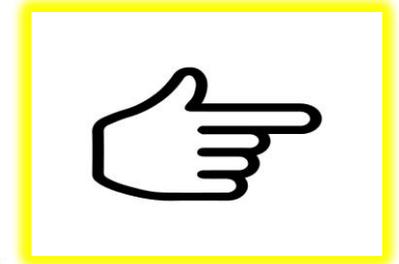


FUN FACTS



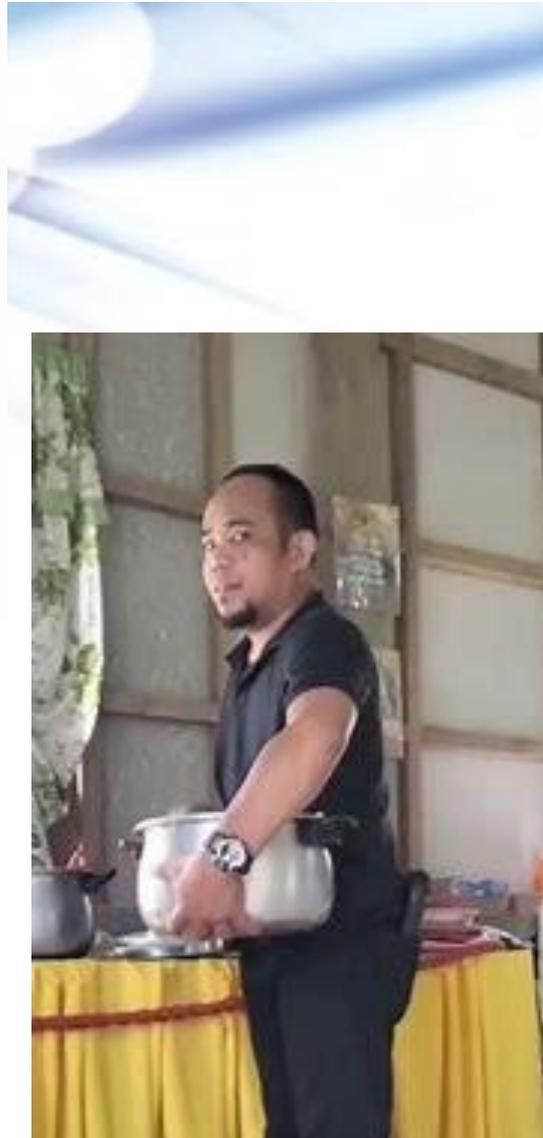


How do we Filipinos point at something?





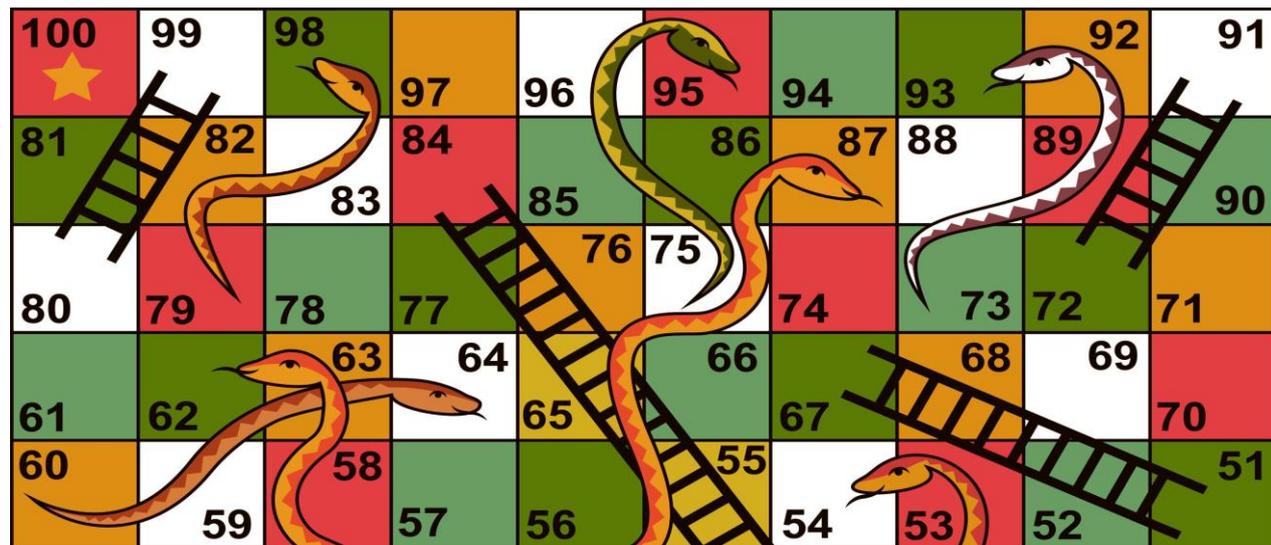
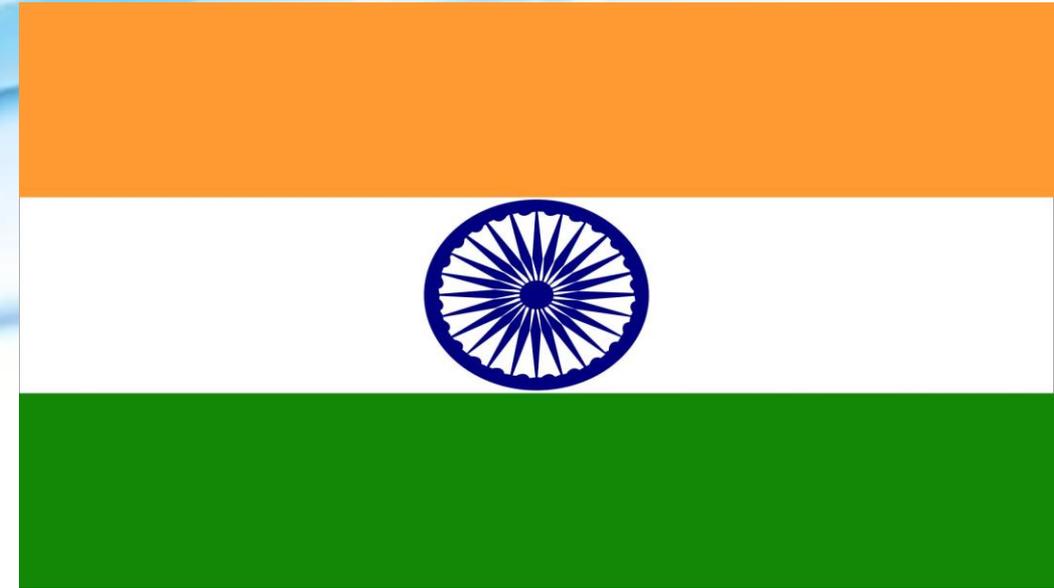
What do Filipinos do at the end of the party?



Fact about Taj Mahal



Games Fun Fact



IRISH FUN FACT

NIPEC







Coffee Break





Cultural Competency Framework

Cathy Lavery

Co-Chair, NIPEC Ethnic Diversity Project Board, SHSCT



Cultural Competency Framework

This is a regional piece of work which has been led by the 5 HSC Trusts to benefit Health and Social Care across Northern Ireland.

The Framework seeks to bring together a collection of resources for HSC staff which are an interactive, introductory training supporting all along their cultural competency journey recognising, understanding and promoting diversity across society.

Includes:

- online E-learning programme that is hosted on the LearnHSCNI training platform
- supported by 'The Little Book of Cultural Competency' which is an aid memoir for staff to continually embed this work into their daily practices.
- Alongside this, Face to face training and workshops is also provided within Trust settings.

A Cultural Competency Framework to Guide Health and Social Care
Embrace diversity, foster inclusion - become more culturally aware

An illustration showing five stylized human figures of various ethnicities and ages. From left to right: a man with glasses and a beard, a woman with a headscarf, a man with a beard, a woman with glasses, and a man with a beard. They are holding hands or standing close together, symbolizing diversity and inclusion.

New E-learning training module on 'An Introduction to Cultural Competence' is now available via <https://learn.hscni.net>.

The training module is supported by the 'Little Book of Cultural Competence' which is available in both printed and digital format.

HSC Health and Social Care

A graphic showing silhouettes of a diverse family (two adults and several children, one in a wheelchair) standing against a background of vertical rainbow-colored stripes.

COURSE

An Introduction to Cultural Competence

The purpose of this resource is to provide you with a starting point to learn about cultural

In progress



Inspirational Story

Dr Muhammad Salman Butt
Lecturer/Course Director – Physio
Ulster University



Personal Profile



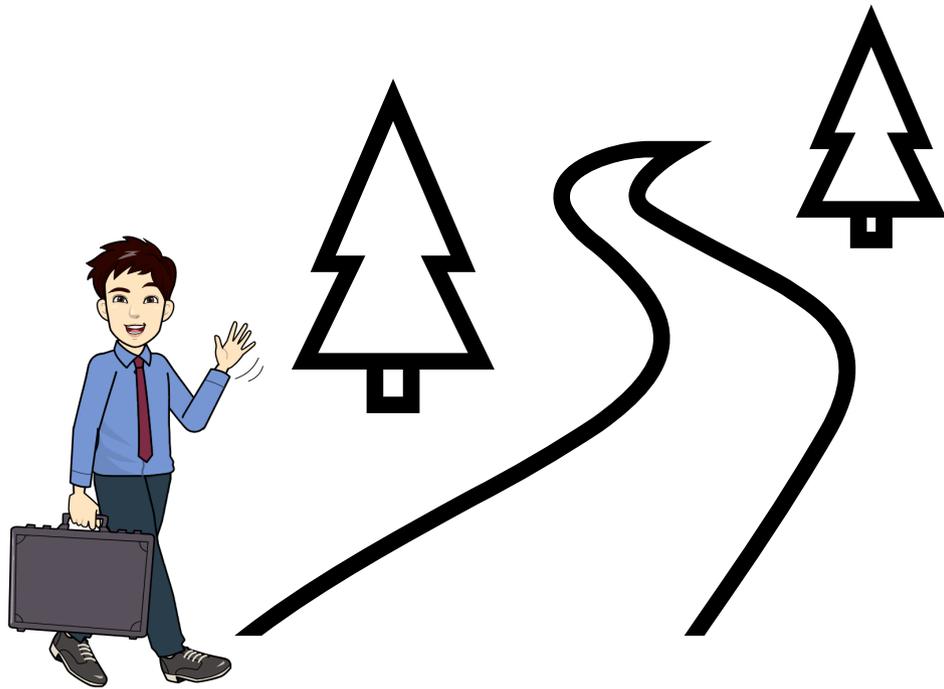
Muhammad Salman Butt
Lecturer in Public Health,
Course Director MSc Health Promotion and Public Health
School of Nursing and Paramedic
Ulster University
Country: Pakistan

 <https://orcid.org/0000-0002-4673-0805>

 57226280857

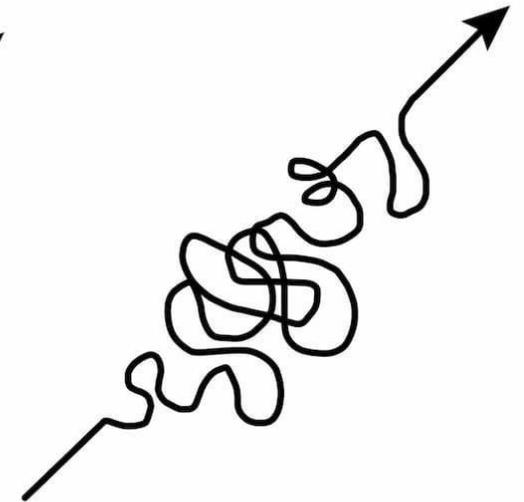
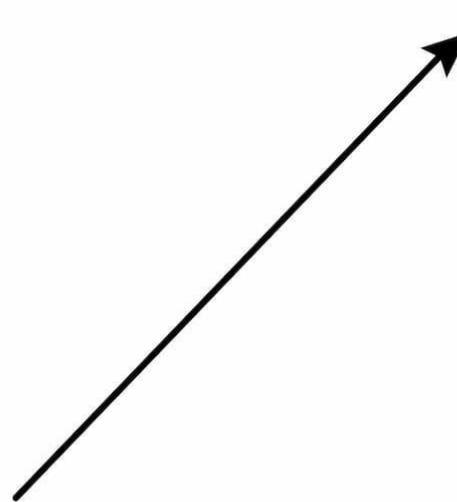
 <https://www.researchgate.net/profile/Muhammad-Salman-Butt-3/research>

 s.butt@ulster.ac.uk



SUCCESS

SUCCESS

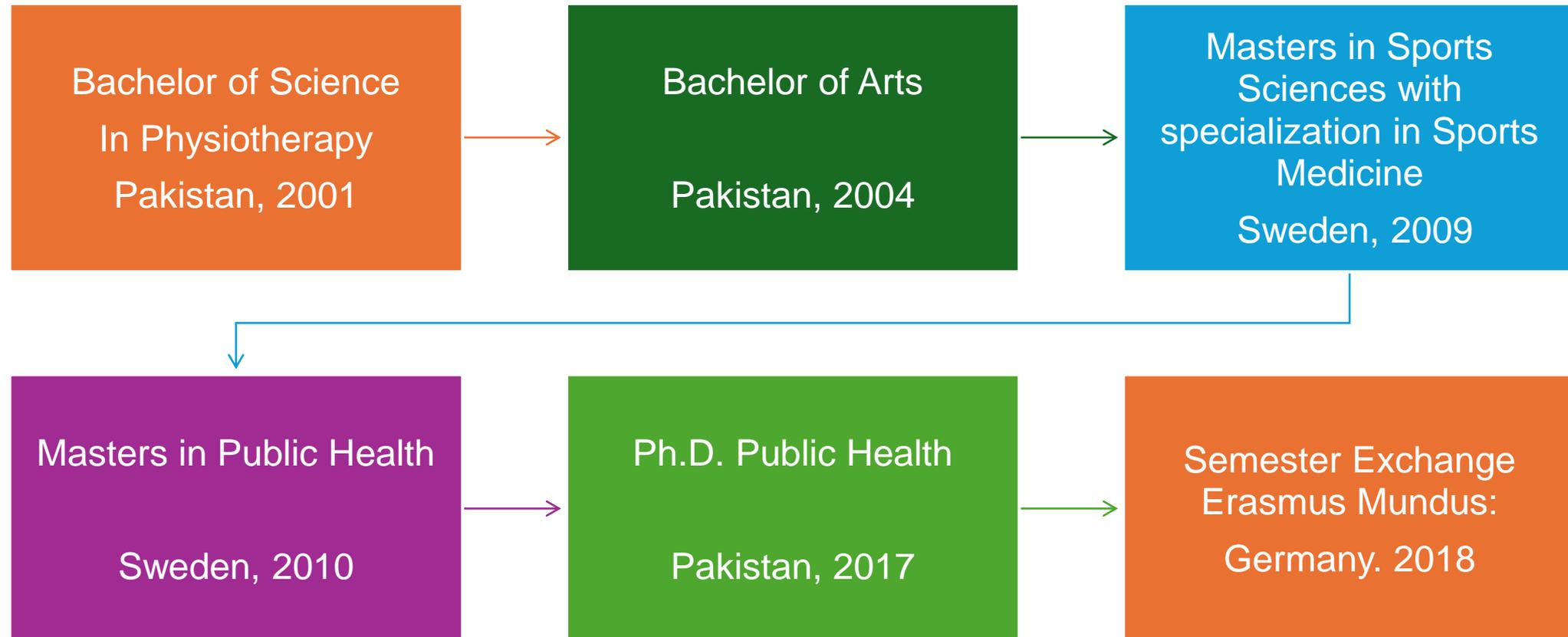


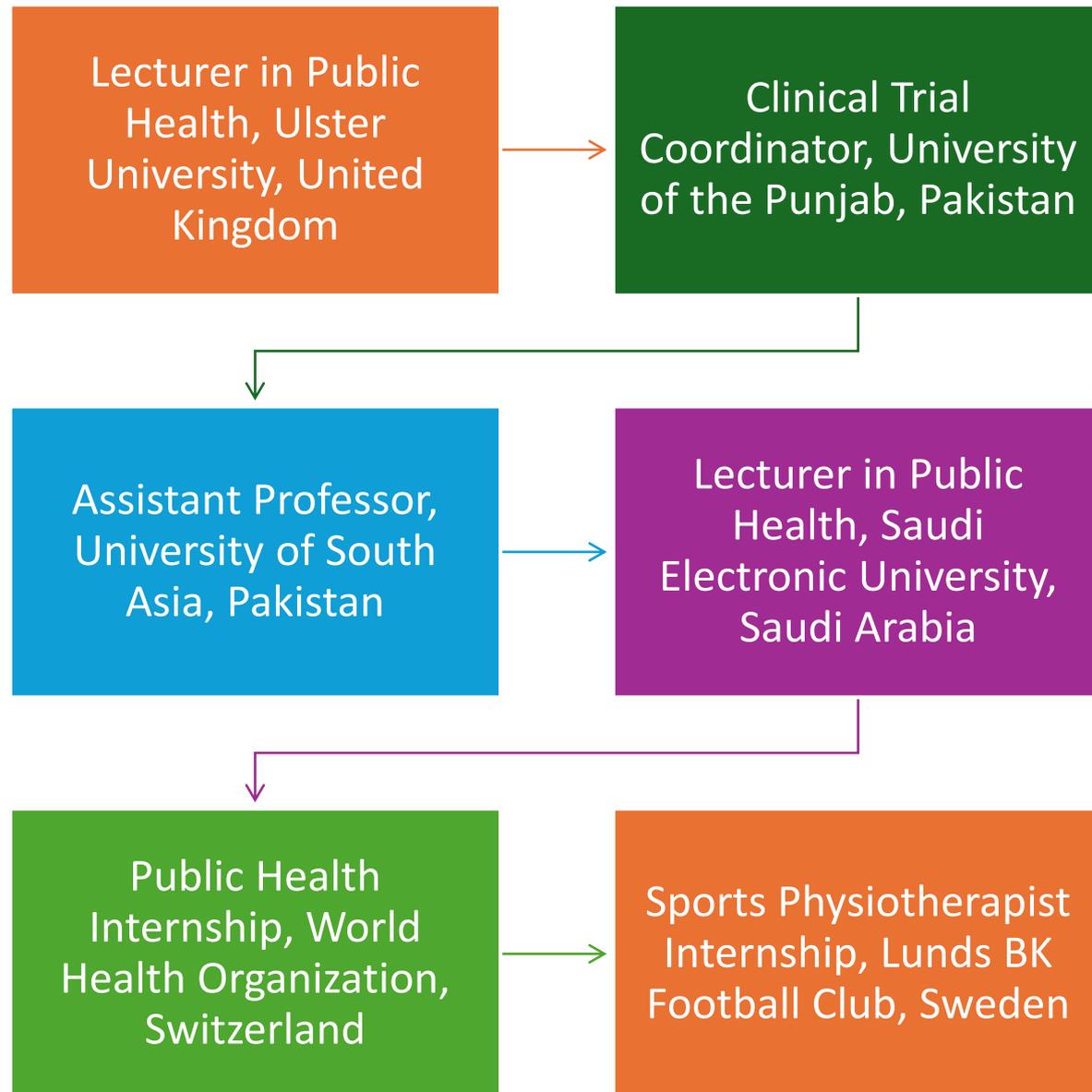
what people think
it looks like

what it really
looks like

Road to Success

Education





Working Experience

PEER REVIEWED RESEARCH PUBLICATIONS

BMC Public Health
RESEARCH
Open Access

Benefits of physical activity on reproductive health functions among polycystic ovarian syndrome women: a systematic review

Muhammad Salman Butt¹, Javeria Saleem¹, Rubena Zakar¹, Sobia Aram¹, Muhammad Zeeshan Khan² and Florian Fischer^{3*}

Background: Polycystic ovary syndrome (PCOS) is among the predominant endocrine disorders of reproductive aged women. The prevalence of PCOS has been estimated at approximately 6–20%, affecting 15 million people worldwide. The systematic review aimed to synthesize the evidence on the effects of physical activity on reproductive health functions among PCOS women.

Methods: The systematic review includes randomization controlled trials (RCT) on physical exercise and reproductive functions among women with PCOS. Studies in the English language published between January 2010 and December 2022 were identified on PubMed. A combination of medical subject headings in terms of physical activity, exercise, menstrual cycle, hyperandrogenism, reproductive hormone, treatment, and PCOS was used.

Results: Overall, seven RCTs were included in this systematic review. The studies investigated the effects of physical activity on various androgen and insulin-related reproductive functions and hormonal and menstrual improvement. The inclusion of physical activity alone or in combination with other therapeutic interventions improved reproductive outcomes.

Conclusion: The reproductive functions of women with PCOS can be improved with physical activity. Furthermore, physical activity can also reduce infertility, as well as social and psychological issues among women.

PROSPERO systematic review registration: CRD420231722.

Keywords: Exercise, Physical activity, Polycystic ovary syndrome, Reproduction

children
ORIGINAL ARTICLE
Open Access

Double-Blind Parallel Treatment Randomized Controlled Trial of Probiotics' Efficacy for Children Experiencing Severe Acute Malnutrition in Southern Punjab, Pakistan

Munazza Batool¹, Javeria Saleem¹, Rubena Zakar¹, Samiullah Iqbal², Ruhma Shahzad³, Muhammad Salman Butt¹, Shuhroz Haider⁴ and Florian Fischer^{4*}

Background: The prevalence of malnutrition among children under five is alarmingly high in Pakistan. However, there are ready-to-use therapeutic foods (RUTF) available which may be used to treat children with severe acute malnutrition (SAM). This study aims to assess the efficacy of probiotics as a synergistic additive to RUTF to enhance bioactivity and antimicrobial measurements in children with uncomplicated SAM living in Southern Punjab, Pakistan. A double-blind parallel treatment randomized controlled trial was conducted on 204 children aged 6–59 months. Participants were randomized and allocated to the placebo (n = 102) or experimental arms (n = 102) in a 1:1 ratio. One group of children was pre-treated with RUTF and 4 g probiotics, while the other group was given RUTF and starch as a placebo. Participants recruited for both arms were given treatment for eight weeks, and then their biochemical and anthropometric outcomes were evaluated. A substantial difference between the mean weight, mid-upper-arm circumference, haemoglobin, haematocrit, platelet count, mean corpuscular volume, mean corpuscular haemoglobin, and albumin was revealed. During the two-month follow-up phase of the trial, children who were enrolled in the treatment group gained about 20% of their initial weight (pre-study mean weight = 5.44 ± 1.15 kg; post-study mean weight = 6.53 ± 1.45 kg). The analysis showed a significant difference (p < 0.005) between the control and treatment groups for MUAC and complete blood counts. Conclusively, supplementation with RUTF and probiotics has proven to be an efficient, effective, and safe therapy for children suffering from SAM to improve their growth and development indicators and reduce the dangers of malnutrition in comparison to RUTF alone.

Keywords: RUTF; probiotics; SAM; CMAA; malnourishment

BMC Oral Health
RESEARCH
Open Access

Factors Associated with Knowledge of Lactational Amenorrhoea as a Contraceptive Method

Deegha Tamkeen, Muhammad Salman Butt, Javeria Saleem, Gul Mehar, Javairi Dikharri, Muhammad Inayat

Background: A cross-sectional survey was conducted on 135 postpartum mothers residing in the Fajjapur District of Pakistan. Data were collected using a multiple purpose sampling technique from women who had given birth in the previous six months, were amenorrhoeic, exclusively breastfed their children, and had lived in the district for the previous two years. Data on sociodemographic profiles and a maternal health-related survey were collected using a self-administered questionnaire.

Results: A total of 135 postpartum women aged (38 ± 5.58 years) were selected after the screening of 80 reproductive age group women in the district. Our study participants were recruited at 88.7%, lived in the extended family (89.9%), had a parity 2 ± 1 (59.2%), and had a gestational weight delivery (70.4%). A total of 58.6% of mothers were exclusively breastfeeding, extended family planning (consisting 14.4%), and had no information about amenorrhoea (80%). Chi-square analysis showed mother education, family income, lactational intention, mode of delivery, and parity strongly emerged as significant factors (p < 0.005) in relating lactational amenorrhoea as a contraceptive method.

Conclusion: Women were lacking knowledge of LAM as an effective contraceptive method. Literacy, low socioeconomic status, duration of the pregnancy, parity, mode of delivery, and site of delivery are the important factors to address the LAM knowledge gap of mothers.

Keywords: Lactational Amenorrhoea; Exclusive breastfeeding; Postpartum mother

BMC Oral Health
RESEARCH
Open Access

Oral Health Perceptions and Practices of Caregivers at Children's Religious Schools and Foster Care Centers: a qualitative exploratory study in Lahore, Pakistan

Javeria Saleem¹, Muhammad Inayat², Muhammad Salman Butt¹, Rubena Zakar¹, Ubah Malik³, Madsia Iqbal⁴ and Florian Fischer^{4*}

Abstract: Oral diseases are one of the major public health problems worldwide and affect the population of all age groups. This qualitative study aimed to explore the perceptions and practices of caregivers at care centers and boarding religious schools responsible for managing children oral health.

Methods: A qualitative phenomenological approach was used to collect data from the caregivers at the children's religious schools and foster care centers. A purposive sampling technique was used to conduct focus group discussions comprising 4–7 caregivers from five foster care centers and religious schools located in Lahore, Pakistan. An interview guide was developed based on results from previous studies. The inductive approach was used to analyze data on broader oral health concepts to generate themes. In this qualitative research, a three-step thematic process was applied to develop codes that were merged to generate categories and to conclude into themes from the restricted data. Five focus group discussions were conducted at two foster care centers (FC) and three religious schools (RS). Foster care centers had children of both gender within the same premises, however, religious schools had segregated settings.

Results: The following four themes emerged from the thematic analysis: development of the desired living environment and responsibilities of the caregivers, possessing traditional personal knowledge of the caregivers, children oral health, use of regular cultural often and convenience based oral hygiene practices, and ethnomedicines, spiritual healing, and self-medication. Development and the existing living environment of the foster care centers and religious schools appeared important to manage the matters of the boarding children.

Conclusion: This qualitative study concludes that the oral health of the children at foster care centers and at religious schools depends upon the personal responses and pre-existing religious-cultural knowledge of the caregivers rather than on specialized oral health intervention approaches. The foster care centers are more involved in supervising the children to maintain oral hygiene and oral health compared to religious schools.

Keywords: Pediatric dentistry; Health awareness; Oral health; Dental health perception

AVICENNA
RESEARCH ARTICLE
Open Access

Evaluation of Occupational Exposure to Heat Stress and Working Practices in the Small and Mid-Sized Manufacturing Industries of Lahore, Pakistan

Muhammad Salman Butt¹, Kaleem Kulkarni², Javeria Saleem¹, Rubena Zakar¹, Gul Mehar³ and Javairi Dikharri⁴

Abstract: Climate change is evident around the globe causing heat stress as an emerging public health problem for people working in tropical and subtropical areas. Occupational heat stress can impact the health and productivity of small and mid-sized enterprises workers. However, this study aimed to probe the labor-related environmental conditions, and modify the working practices by judiciously using the work-rest cycle according to the international organization for occupational safety and health.

Study Design: This cross-sectional study design included eight industrial firms (open parts manufacturing, electrical, furniture, and food processing) in Lahore, Pakistan. The initial thermal assessment, including global temperature, ambient and bulb temperature, ambient temperature, relative humidity, and air velocity, were recorded during working to measure the real-time global temperature (GGT). Cross-sectional data were recorded during the working hours (07:30–15:00) and 15:00–18:00 data were recorded during the off-work hours. A self-administered questionnaire was used to measure the workers' demographic characteristics and working practices. The International Organization for Occupational Safety and Health (ILO) questionnaire was used to estimate and assess the workers' health.

Results: 167 workers aged 18–64 (n = 64) were participated in this study. Continuous work of 8–14 hours per day with a conventional rest period of 30–45 minutes was recorded as a typical working day. The ambient global temperature ranged from 26.4°C to 36.4°C. The workers were not used to wearing GGT, relative humidity, and high air velocity available. Heat according to the International Organization for Occupational Safety and Health (ILO) questionnaire was recorded in the selected small and mid-sized enterprises requiring these workers vulnerable to heat stress and related diseases. Workers also mentioned suggested that the workers were required to improve their work-rest cycle by avoiding continuous exposure to high temperatures and reducing the metabolic cost.

Keywords: WBGT; environmental factors; occupational health; ISO 7243

BMC
RESEARCH ARTICLE
Open Access

Climate change vulnerability, adaptation assessment, and policy development for occupational health

Muhammad Salman Butt¹, Javeria Saleem¹, Muhammad Inayat², Gul Mehar³ and Javairi Dikharri⁴

Abstract: Global climate change poses various threats to increased air temperatures, polluted air, and ultraviolet radiation due to ozone depletion. Increased extreme weather events, and elevated patterns of nuclear waste, these climate change factors are causing acute and chronic health problems to workers. The occupational distribution of the population is the most vulnerable to the negative impacts of climate change worldwide. Climate change related adverse health hazards in the general population is getting evident around the globe. A related focus has been placed on developing a relationship between climate change and related occupational health hazards. This policy paper aims to guide health officials and policymakers in developing a climate change mitigation policy for the occupational distribution of the population. Research magnitude dissemination of climate change related health risks is essential to developing prevention and protection factors hazards and risks. These methods will help to estimate climate change and environmental exposure, susceptibility of the exposed population, and adaptation to climate change practice and services to reduce climate change impact. Adaptation policies on international, national, and local occupational settings are required to minimize the workers and mitigate climate change related adverse effects.

Keywords: occupational health; climate change; heat stress; adaptation policies

ORIGINAL ARTICLE
RESEARCH ARTICLE
Open Access

Relationship of Maternal Body Mass Index and Socio-Economic Status with Stunting and Wasting: A Survey on Children Under Five Dwelling in Southern Punjab, Pakistan

HABASHIA TARIQ, MUHAMMAD SALMAN BUTT, AHSAN JAVED, JAVERIA SALEEM

Abstract: Objective: To assess the relationship of maternal body mass index (BMI) measurements and socioeconomic status with wasting and stunting among children under five years of age dwelling in rural areas of district Multan.

Study Design: A cross-sectional survey was evaluated on 332 children of age under five years and 187 mothers.

Place and Duration of Study: The study was conducted in Southern Punjab during the month of January–June 2019.

Material and Methods: Participants were measured for their sociodemographic and anthropometric features to calculate BMI for mothers and height for age (stunting) and weight for height (wasting) for children under five.

Results: Mothers aged (28.2 ± 5.2 years) and had a lower socioeconomic status (90.4%). The study showed an overall prevalence of stunting (22%) and wasting (26.3%) significantly higher among girls. The relationship of stunting and wasting along with the mother's BMI and socioeconomic status was non-significant p > 0.05.

Conclusion: The study revealed that maternal health and BMI had positive outcomes for child health. Socioeconomic status proved to be a non-significant factor for stunting and wasting when a mother breastfeeds their child properly.

Key Words: Wasting; Stunting; Maternal BMI; Height-for-age; Weight-for-height

Case Report
RESEARCH ARTICLE
Open Access

Telecare of an Anxious Breathless Athlete in COVID-19 Pandemic: A Case Report Study

Faryal Johnson¹, Saleem Javaria¹, Butt Muhammad Salman¹, Yaseen Yawar², Hagees Hagees³

Abstract: The COVID-19 pandemic has adversely impacted human history. It has facilitated us with new means of living standards such as social distancing, quarantine, lockdown, and work from home. The COVID-19 Pandemic has a massive impact on healthcare which obliges the health-care professionals to consult for COVID-related and non-COVID-related patients. However, there are still certain situations where Telecare should not be considered reliable. Therefore, we suggest that sufficient physical/physician consultation is important before diagnosing any condition, particularly labeling any symptom as Anxiety.

Keywords: Anxiety; COVID-19; Telecare

BMC Women's Health
RESEARCH
Open Access

Serum anti-Müllerian hormone as a predictor of polycystic ovarian syndrome among women of reproductive age

Muhammad Salman Butt¹, Javeria Saleem¹, Sobia Aram¹, Rubena Zakar¹, Ubah Malik³ and Florian Fischer^{4*}

Abstract: Polycystic ovarian syndrome (PCOS) affects up to one-fifth of women of reproductive age and causes reproductive morbidity. Some studies have recommended that an anti-Müllerian hormone (AMH) level greater than 3.5–5 ng/ml can be used for diagnosing PCOS. This study aims to analyze serum AMH levels among PCOS women of reproductive age to use AMH as a biomarker predictor along with other biomarkers.

Methods: In this cross-sectional study, a total of 88 women visiting the fertility center of a private hospital in Lahore, Pakistan, were included. Data were obtained from 33 PCOS newly diagnosed women aged 20–40 years (33.6 ± 4.64 year) meeting at least two of the Rotterdam criteria and specific inclusion criteria: ovarian volume, menstrual cycle length, ovarian morphology on ultrasound, luteinization, and hormones, granulosa, and serum AMH level were analyzed during the follicular phase 3–5 days of the menstrual cycle. Serum AMH was measured in the ovary-linked immunoassay test.

Results: A high serum AMH level (2.28 ± 4.47 ng/ml) was recorded with normal sex hormone levels. Women with oligo-/amenorrhea had a significant mean difference for luteinizing hormone (p = 0.03) and AMH levels (p = 0.03) when compared with normal of normal menstrual cycle length. PCOS women with high AMH levels (p < 0.01) showed a significant difference in ovarian morphology (p = 0.05) when compared with the normal AMH group.

Conclusion: An elevated serum AMH level can be used as a strong predictor to reflect the certainty of PCOS diagnosis among women of reproductive age when study concurs with the other biomarkers criteria.

Keywords: Anti-Müllerian hormone; PCOS; Rotterdam criteria; Hirsutism

Extreme Physiology & Medicine
RESEARCH ARTICLE
Open Access

The colder is warmer? A pre-study for wear trials of a reference clothing ensemble for EN 342 and EN 14058 for thermal manikin calibration

Kaleem Kulkarni¹, Muhammad Salman Butt¹, Amiba Haidar², Chandi Go

Abstract: The metabolic rate is subject to increase at higher step rate results from a reduced activity. Would higher step rate increase the metabolic rate? It may be possible that the garment gets stiffer in cold and thus increases the metabolic resistance. Previous research suggests that clothing offers more affect metabolic rate by 10% in various regions including the neck. This research study aims to compare the metabolic rate of the test subjects by comparing the results of different equipment that measured VO₂.

Conclusion: The extreme cold is subject to increase at higher step rate results from a reduced activity. Would higher step rate increase the metabolic rate? It may be possible that the garment gets stiffer in cold and thus increases the metabolic resistance. Previous research suggests that clothing offers more affect metabolic rate by 10% in various regions including the neck. This research study aims to compare the metabolic rate of the test subjects by comparing the results of different equipment that measured VO₂.

Research Interest Score.....122.4
Citations.....120
h-index.....5

I am the master of my fate,
I am the captain of my soul.

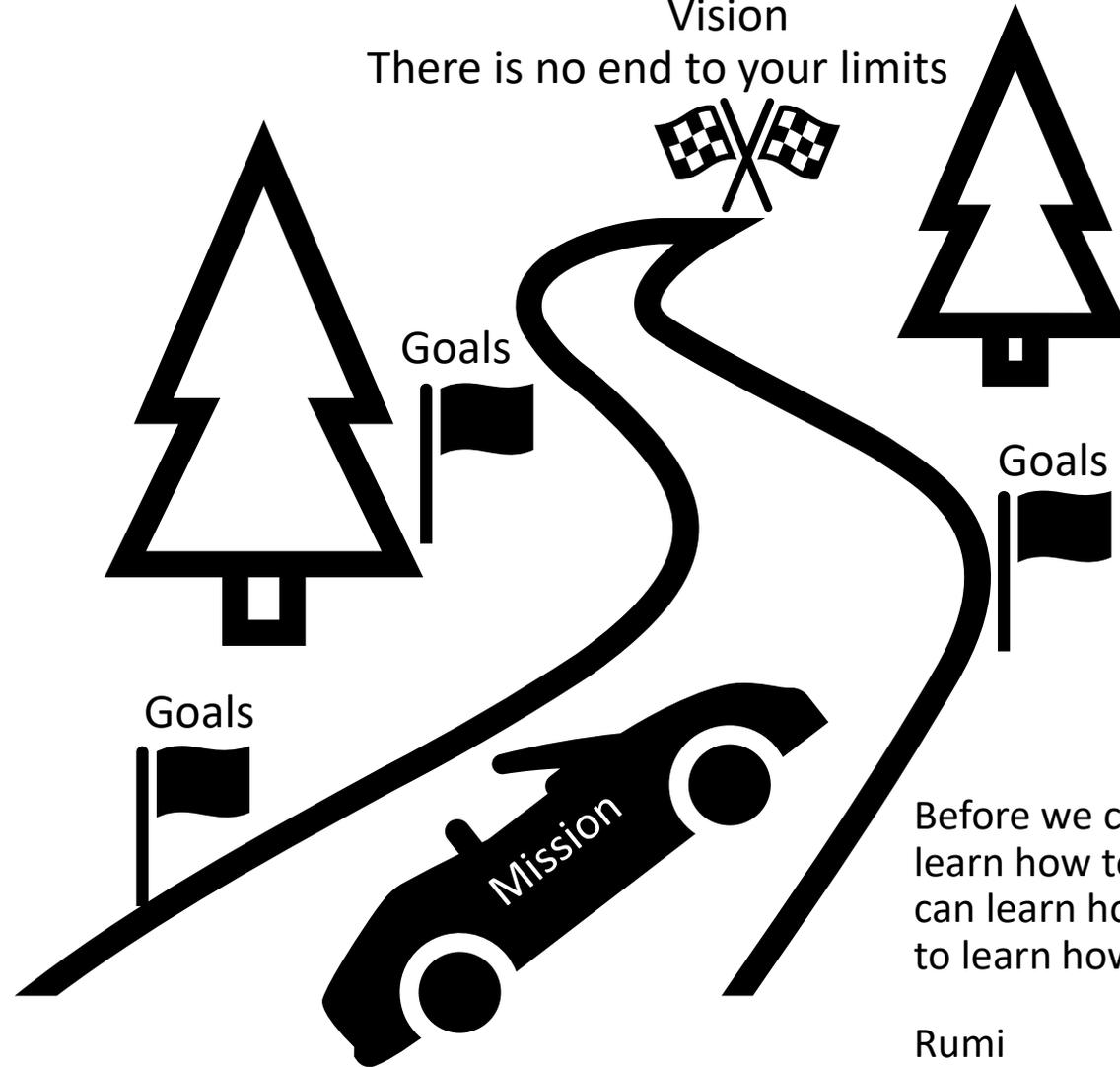
Invictus BY WILLIAM ERNEST HENLEY



Try to achieve excellence and
success will follow you



There is no end to your limits



Before we can learn, We need to
learn how to learn; and before we
can learn how to learn, We need
to learn how to unlearn.

Rumi

Future Aspiration

Professional

- Perform the role of Course Director
- Teaching

Education

- Starting Master of Education in Higher Education Practice (MEd)

Research

- Research Projects on Maternal and Child Health.

Thank you





Department of Health Priorities

Mike Nesbitt
Minister of Health





Department of Health Priorities

Mary Frances McManus
Deputy Chief Nursing Officer





Inspirational Story

Chi Zhou

Renal Nurse, WHSCT



My road to Nursing in the UK

Chi Zhou



China to UK

- China Medical University
- Graduated 2003



China to UK

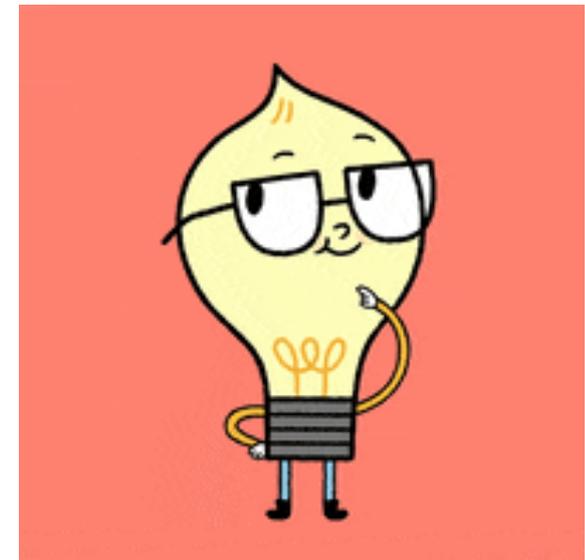
- January 2006 Senior Care Assistant
- English
- PIN



NMC

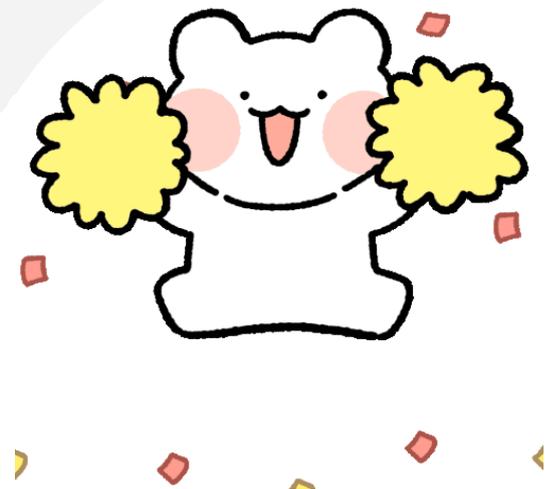
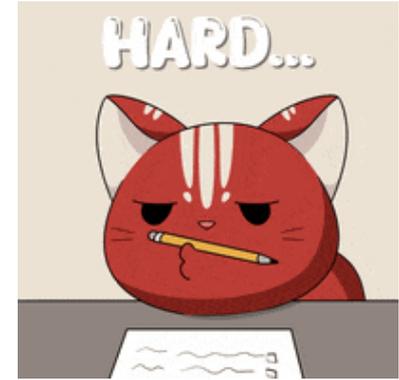
- Eligibility
- Criteria change
- Apply!!!

nmc
Nursing &
Midwifery
Council



Study and Exams

- OET
- COVID
- Passed OET May 2021
- CBT Exam Passed February 2022



Exams and Registration

- OSCE Exam
- International Nurse Co-Ordinator
- NMC - PIN



nmc
Registration
Process



- 01 Create an Account
- 02 Identity Verification
- 03 Qualification Check
- 04 Registration Check
- 05 Pay the Registration Fee

Haemodialysis Nurse

- Renal Unit
- Band 6 Specialist Nurse
- Queens University May 2024



**QUEEN'S
UNIVERSITY
BELFAST**



dobe Stock | #66085855



Achieving my goal

- Kindness of people
- Guidance and support
- Pathways to success



Inspirational Story

Fortunate Mupemhi

Midwife, WHSCT



**My Journey as an
Internationally
Educated Midwife in
Northern Ireland**

Fortunate Mupemhi



The Decision to Move to the UK



Why the UK?

- Desire to gain diverse experiences
- Learn from different cultures and healthcare systems
- Contribute to global maternal health

Pathway for Registering as an Internationally Educated Midwife (IEM) in the UK



Transitioning
from
Zimbabwe to
Northern
Ireland



ZIMBABWE TO NORTHERN IRELAND



- Travelling to the UK
- First steps in settling abroad
- Support on Arrival
- Welcomed by an internationally educated Indian nurse
- Salary advance and welcome grocery support

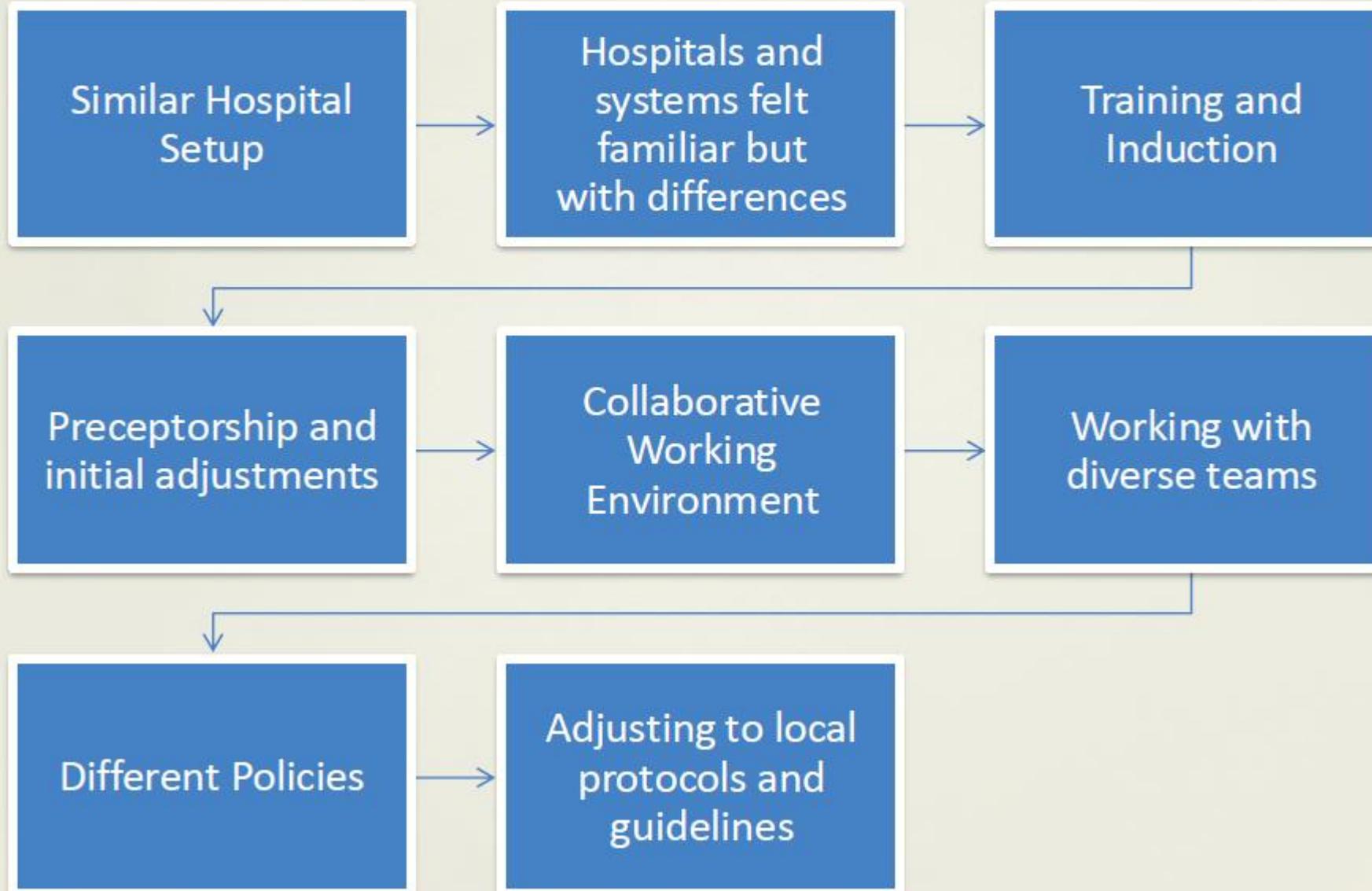


OSCE



ULSTER UNIVERSITY

Workplace transition



Challenges Faced



Equipment



- Differences in medical equipment and technology



Communication



- Accents, slang, and colloquialisms in daily interactions



Accommodation



- Adjusting to the weather and finding suitable housing



Transport System



- Navigating a new country and transport system

Achievements

- Pioneering Success
- First IEM to pass OSCE on the first attempt at WHSCT
- Skills Enrichment
- Enhanced clinical and cultural competence
- Family's Settlement
- joined by my family, all successfully settled
- Community Support
- Supported by colleagues and church mates

Future Aspirations

Career Progression
Goals

- Diabetic Midwife
Specialist

- Ultrasound
Scanning

- Midwifery
Intensive Care

Sharing Knowledge
and Skills

- Inspiring African
and Caribbean
communities

- Becoming a role
model for others

Supporting Future
IEMs

- Assisting with
OSCE practice and
mentorship

YouTube Channel

- Sharing
experiences and
guidance with a
wider audience





Thank
You



Closing Thoughts



- Appreciate the opportunity to share my journey



- Grateful for the lessons, challenges, and growth



- Open to questions and discussions





Inspirational Story

Rosa Cueto

Perioperative Nurse, BHSCT



To Gather Again



**My Transformation
Journey**

Nursing Profession

Rosa Saligumba Ferrer
4 — Hope

Rose is an adherent of admirable virtues. She believes that "destiny is not a matter of chance, but it is a matter of choice, is not a thing to be wanted but a thing to be achieve". This guides this girl of dexterity to pursue her decided course in the future.





MY FAMILY- MY CAPPING CEREMONY

www.bbc.com/health/2018/08/180816_nightingale_lady_lamp

Florence Nightingale

The Lady with a Lamp





HSC Belfast Health and Social Care Trust
caring supporting improving together

HSC Values

One team, many nationalities

We are proud of our globally diverse and inclusive workforce

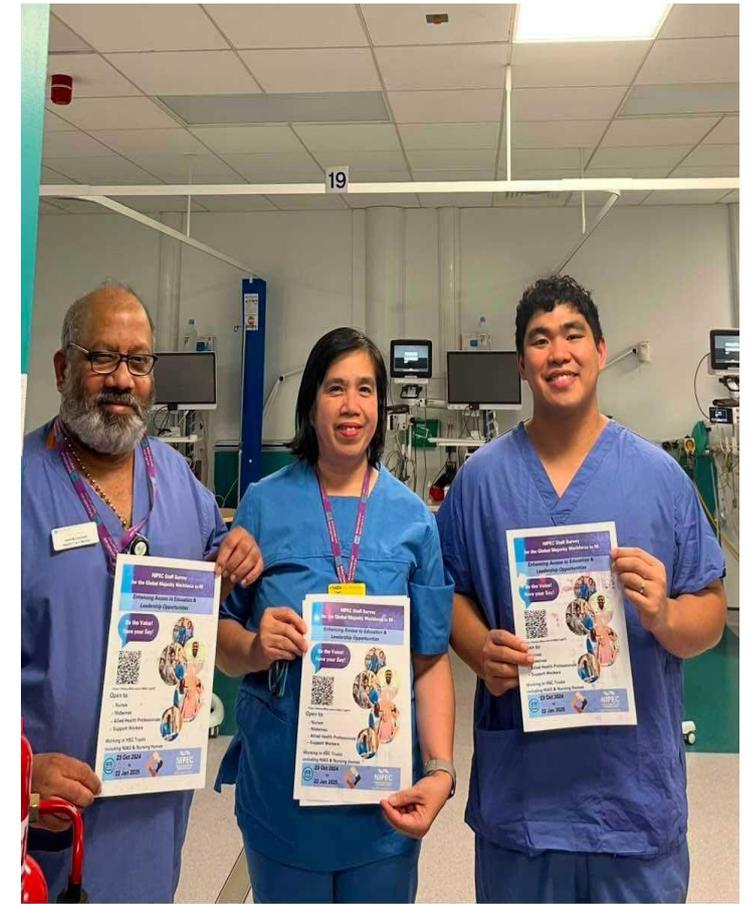
Working together we will promote good relations between people of different race, religion or political opinion

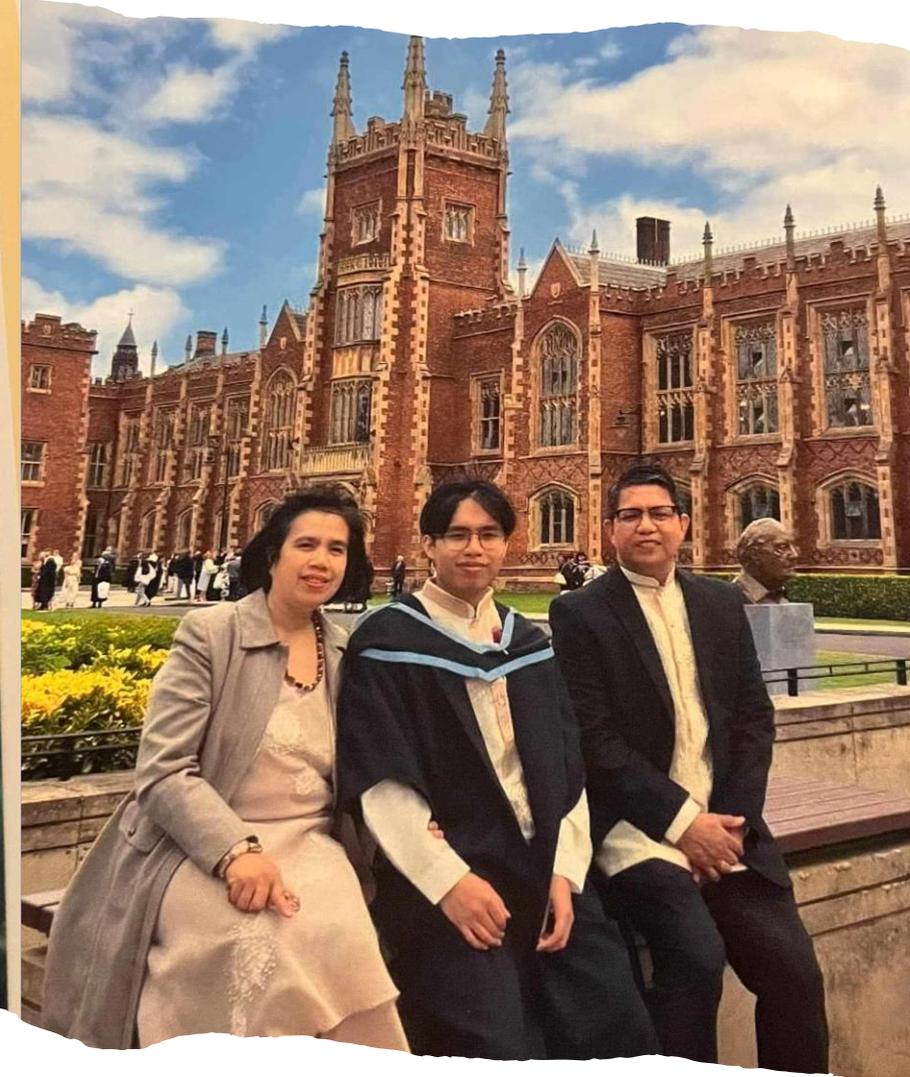
Belfast Trust
Belfast Health and Social Care Trust

Making a Difference



This is a large informational poster. At the top left is the HSC logo. To its right, the text reads 'Health and Social Care' in a large font, followed by 'Progress Development Programme for Global Majority Staff'. Below this, a circular inset image shows healthcare workers in a clinical setting. To the right of the inset, a text box explains: 'This programme aims to support global majority and ethnically diverse staff to develop and progress in their role. It is open to any staff member who identifies as from a global majority or ethnic background.' At the bottom left is the 'Supporting your Learning Journey' logo, and at the bottom right is the 'HSC Belfast Health and Social Care Trust' logo with the tagline 'caring supporting improving together'.





MY OWN FAMILY...



FILIPINO NURSES ASSOCIATION-UNIT

REGIONAL DIRECT WALES, SCOTLAND AND NORT

NORTHERN IRELAND COUNTRY DIRECTORS



Roy Galit
Director and Deputy Nurse Manager
BFS Healthcare LTD



Rosa Cueto
Recovery Nurse
Royal Victoria Hospital BHSCT

REGIONAL DIRECTOR



Jonah Atos
International Nurse Coordinator
Western Health & Social Care
Trust

His Plans

“For I *know* the *plans*
I have for you,” declares the
Lord, “Plans to *prosper*
you and not to harm
you, plans to *give*
you a *hope* and
a *future.*”

JEREMIAH 29:11



To bring smile in
someone's life
is the most
beautiful act of
kindness.

-SANGEETA RANA





Inspirational Story

Richard Bakasa

Assistant Director, NHSCT

Acute MH & Inpatient Services/ Divisional Nurse

MH, LD & CW





Inspirational Story

Deepthi Roshan

Patient Flow Co-ordinator, SHSCT
NIPEC Professional Officer – Ethnic Diversity & Inclusion



Empowering Through Care: My Dual Journey as an Internationally Educated Nurse

Deepthi Roshan



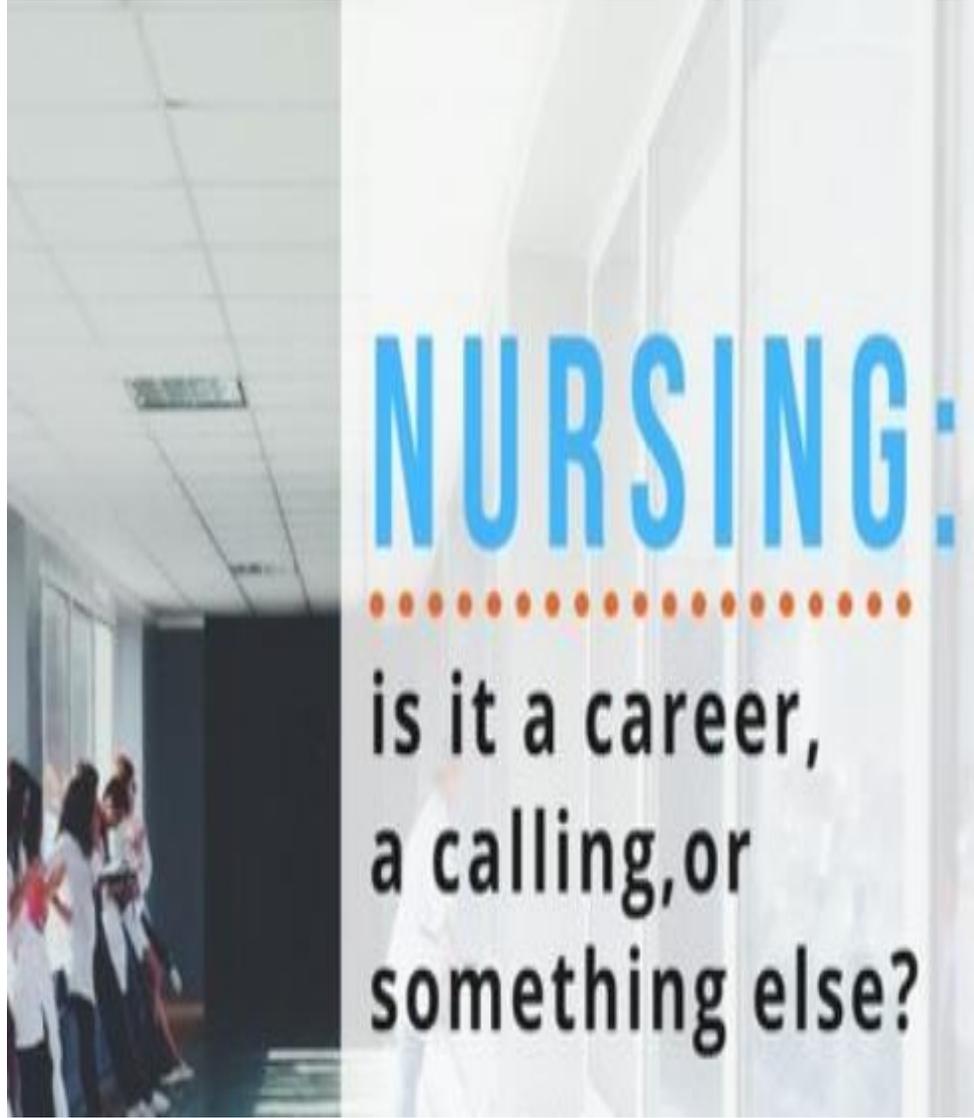
“Nursing is an **art**;
and if it is to be
made an art, it
requires as
exclusive a
devotion, as
hard a
preparation, as
any painter’s or
sculptor’s work.”

-Florence Nightingale

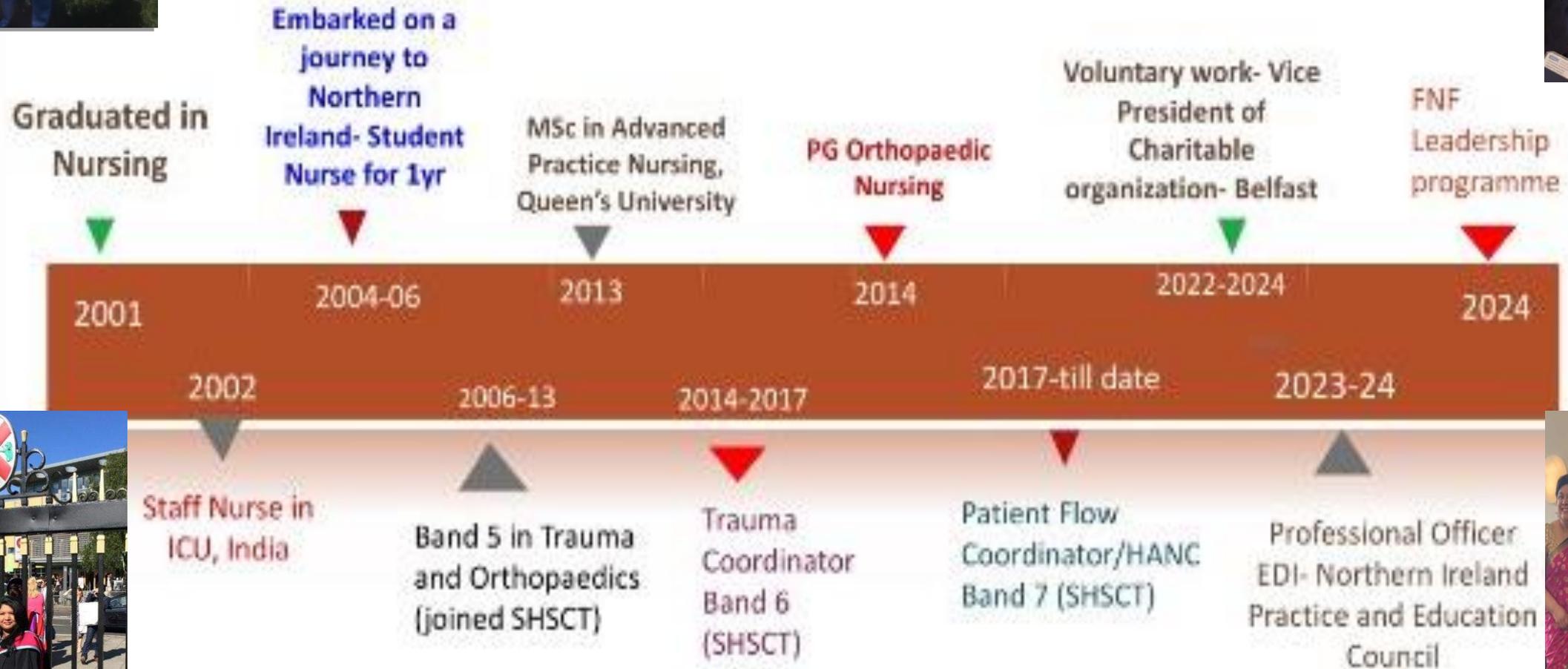


THE CAMPAIGN FOR NURSING'S FUTURE

Johnson & Johnson



My Career Journey



Projects

Masters in Advanced Practice Nursing: Nurses' Experience in Caring for Elderly Patients with Delirium (2013)

Regional Delirium Tool Development- 4AT tool (June 2015-April 2016)

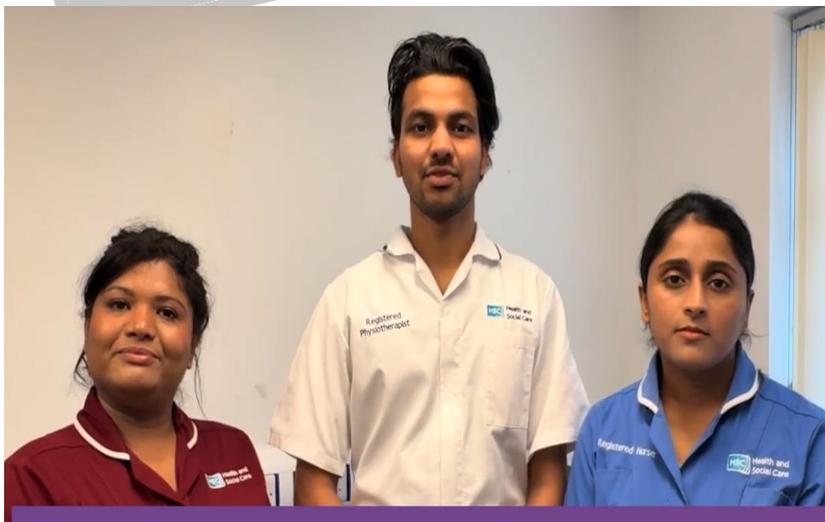
National Hip Fracture Database (NHFD) -the blue book gold standard-NOF Fracture Surgery within 6hrs (2015-2017)

KIWI Project (Oct 2017- March 2018): assisted doctors with the Kardex, insulin, warfarin, and IV fluid prescription processes

NIPEC (since October 2023): Enhancing Educational and leadership opportunities for Ethnically diverse staff

Patient Flow Improvement as part of the 100% challenge and reducing waiting times in the Emergency department (July 2017- August 2018)

NIPEC Journey



SHSCT



HSC Jobs.hscni.net
The official website for Health & Social Care Jobs in N Ireland

Home Employers Working in HSCNI+ Pay & Benefits+ Help & FAQ's+ Login Register

All Categories All Organisations All Pay Band Keyword Search

Deepthi Roshan
Patient Flow Coordinator and Hospital at Night Co-ordinator @ Southern Health & Social Care Trust



Deepthi works for the Southern Health and Social Care Trust (SHSCT) on a dual role as a Patient Flow Coordinator and as a Hospital at Night Co-ordinator.

Hi Deepthi, Can you tell us how about your job as a Patient Flow Co-ordinator and what you do from day to day

As a Patient Flow Co-ordinator my primary responsibility is to optimize the movement of patients throughout the healthcare system, ensuring efficient and effective care delivery. On a day to-day basis, I coordinate with various departments within the hospital, monitor bed availability, manage patient admissions and discharges, and collaborate with healthcare professionals to streamline the patient flow process.

What experience/education is required in order to perform this role?
To perform this role, you should be a Registered Nurse with a practical experience of at least 5 years in healthcare settings, preferably in roles related to patient care coordination, is beneficial. Strong organizational and communication skills are essential and to adapt to the dynamic nature of healthcare environments.

What is the biggest challenge in your role?
One of the biggest challenges in this role is navigating and resolving bottlenecks in the patient flow process. Balancing the demand for healthcare services with available resources, such as beds and staff, requires strategic planning and quick decisions.

LATEST JOBS IN NURSING & MIDWIFERY

- Multidisciplinary Team Administrator
[GP Federations](#)
- LAS ST3+ Trauma and Orthopaedics
[South Eastern Health & Social Care Trust](#)



Windrush Leadership Programme



WELCOME TO THE FNF ACADEMY

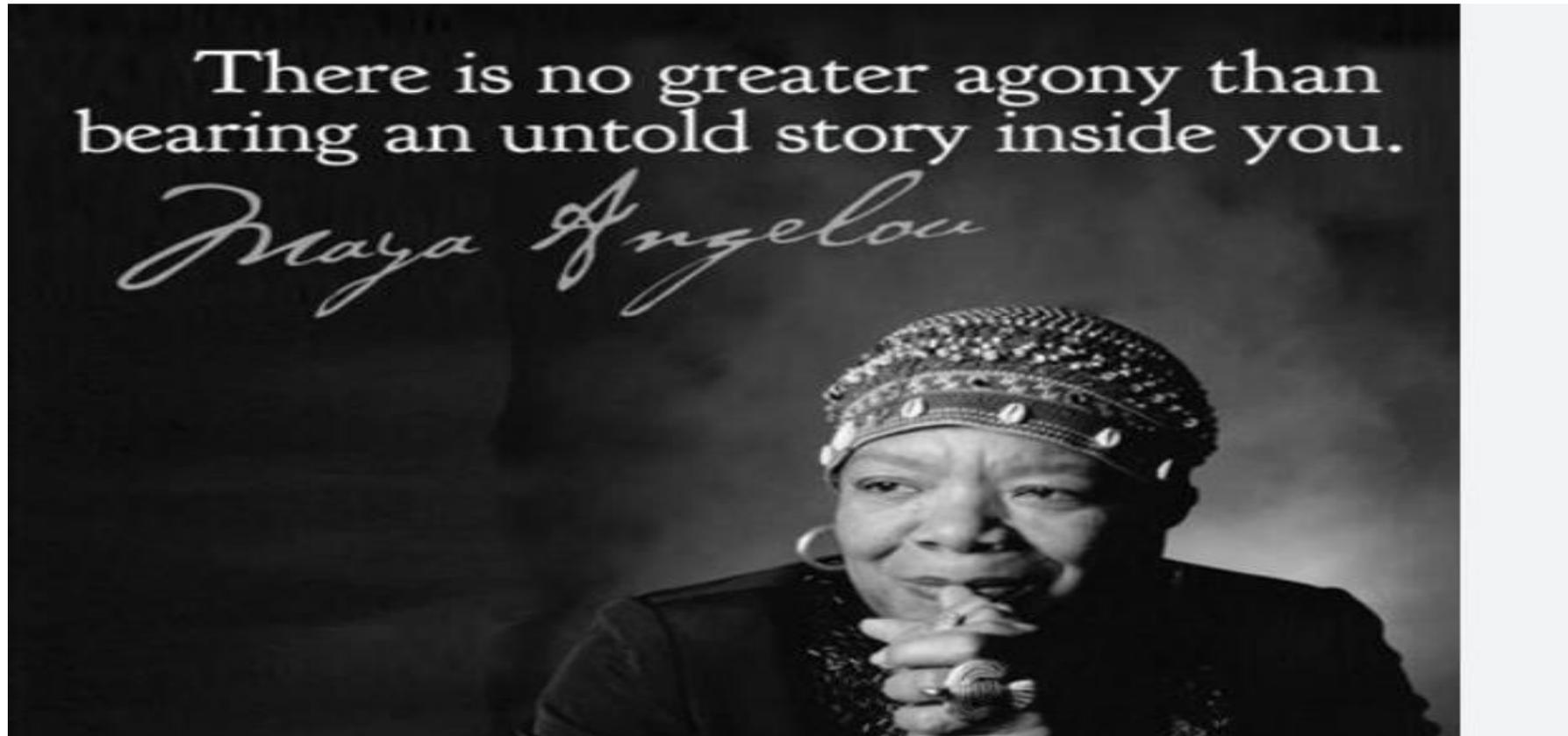
The FNF Academy provides the best choice for nursing and midwifery leadership development, ongoing support and independent thought leadership. Here you will find all of our online programmes and modules that offer a breadth of learning interventions to suit every nurse and midwife at all stages of your career.

<h3>ONLINE</h3>  <p>Our commissioned online programmes</p> <p>Healthcare Support Workers as IPC Champions, Internationally Educated Nurses and Midwives, Allied Health Professionals and more!</p> <p>ONLINE PROGRAMMES</p>	<h3>LEADERSHIP</h3> <h2>WINDRUSH</h2> <p>Everything you need to attend your FNF Leadership Programme.</p> <p>Windrush, Mary Seacole, INMA as well as all of our regional programmes</p> <p>LEADERSHIP PROGRAMMES</p>	<h3>MEMBERS</h3>  <p>Are you a member? This is your area to find all the benefits, including webinars, newsletters and free online modules.</p> <p>This page is password protected</p> <p>MEMBERS</p>
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A Glimpse into my QI Project-

Empowering Internationally Educated Nurses: Enhancing Support, Engagement, and Inclusivity



Purpose:

Address concerns of Internationally Educated Nurses (IENs) feeling unheard and undervalued.

Action Taken:

Conducted a focused study to identify challenges and develop evidence-based strategies for effective support.

Objective:

Address inequities and systemic barriers faced by IENs through targeted strategies.



Key Actions and Outcomes:

REINFORCING SUPPORT SYSTEM FOR INTERNATIONALLY EDUCATED NURSES
Awareness Session

05TH NOV 2024

Boardroom Trust HQ

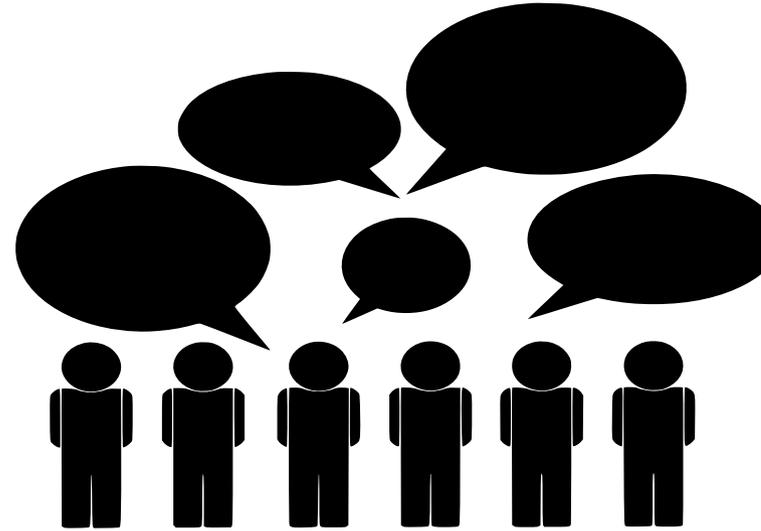
2:00PM TO 4:30PM

Facilitated by Deepthi Roshan

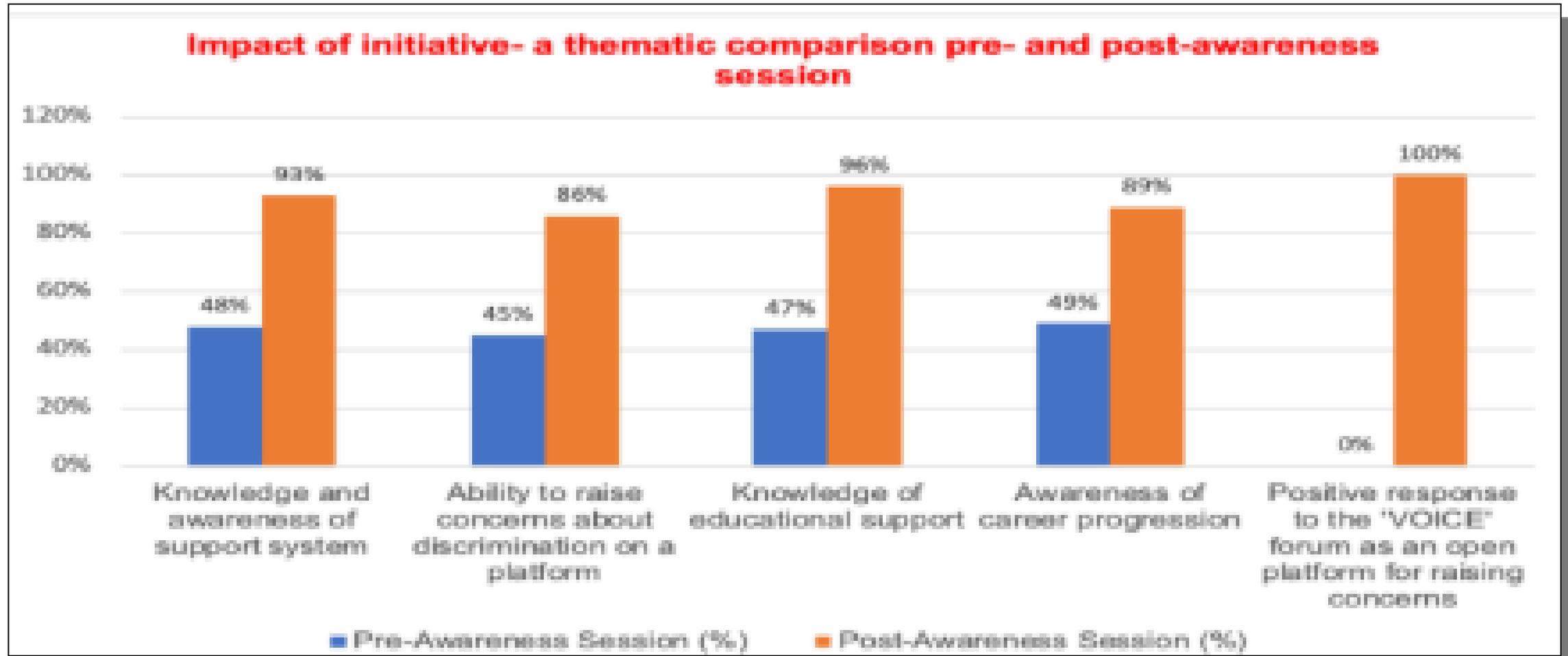
What's Included?

- Further Education guidance
- Career Guidance
- Information & Resources
- Staff Network- REACH
- Voice Forum - Chat Session

Join in for a Session of information, Insight and Awareness!



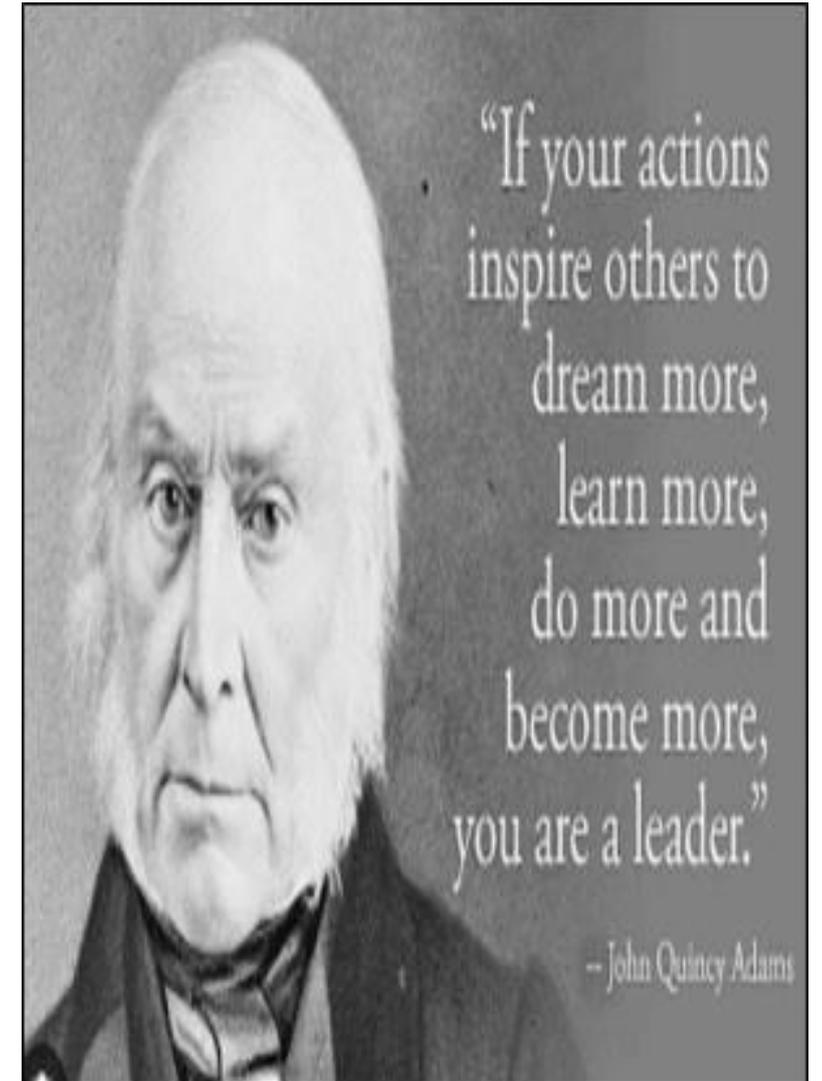
Impact:



Awareness Sessions- Piloted sessions enhanced understanding of resources, with over 20% positive feedback (post-survey)

My Leadership Journey

LEADERSHIP IS NOT ABOUT A TITLE OR A DESIGNATION.
IT'S ABOUT IMPACT, INFLUENCE AND INSPIRATION.





Leadership





You are in a competition with no one but yourself. Resist the urge to be better than another and focus on yourself. The day you stop racing with others, is the day you win your own race.

MotivationalQuotes

Thank you !




NIPEC

