



**Nicky
Butcher**

Assistant Clinical
Services Manager,
Emergency
Department and
Minor Injuries

What does your job entail?

I am effectively a lead nurse. I ensure that my departments/wards adhere to infection control policies/guidelines. I ensure safe staffing levels, and make sure that I raise posts, and recruit in a timely manner. I make sure that there is safe and effective patient care, and my nurses update skills/revalidate. I have responsibility to maintain budget, and to make sure that there is good usage of equipment and pharmacy supplies. I ensure that my areas have correct staffing levels, and raise posts when staff leave. I also ensure that NICE guidelines are followed.

How did you get into this line of work?

I applied first as a temporary expression of interest and have worked temporarily in three different posts for more than a year, both in Causeway, and then Antrim Hospital.

Outline your career to date

I trained in my thirties, after I had my family. My first post as a staff nurse, was in Medical 1 in Causeway, I worked there for ten years as a Band 5 and Band 6 Clinical Sister. I then went to Patient Flow in Causeway and worked in the team for five years. I then went to Assistant Clinical Services Manager in a temporary capacity but have recently been made permanent in Causeway, over the medical wards.

Tell us about your qualifications and training

I left school and did a social psychology and sociology degree. I then did a graduate diploma in social admin and policy. I then completed a graduate diploma in nursing at Magee, after I had my family.

What qualities are required for your job – personal and professional?

You need compassion, this is vital for the role, as a nurse, and very much as a manager. You need to be resilient and have a self-belief, you need to be accountable and have confidence in decision making. You also need to be a good role model, and supportive to staff.

Tell us an interesting fact about yourself

I studied mostly languages at school, Latin, German, French and Spanish, and am still pretty good at translating Spanish, yet ended up doing nursing after raising a family.

Who has inspired you most in your life?

My dad always promoted a sense of self belief, and a good work ethic, he also made me believe that I could achieve whatever I set out to do.

What advice would you give your 16-year-old self?

Maybe study biology, instead of a language, as when I started my nursing, I found it difficult, but I don't regret not doing nursing until later in life, as it made me the person I am today.