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Introduction

Nurses play a crucial role in the healthcare industry, and their employability is an essential factor for the healthcare organisations. Employers expect nurses to possess excellent communication skills, critical thinking, decision-making abilities, and the ability to work well in a team. The employment relationship between healthcare organisations and nurses is highly regulated, including contractual obligations, labour laws, and professional standards. Before recruitment, like any other profession, the aspiring nurses are required to go through an interview with the representatives of the employers. Unlike other HR managers, the interviews are the senior nurses of the organisation, who assess the employability of the aspiring nursing student. This report will discuss a personal reflection of a nursing student on such an interview from the perspective of the interviewee. Further discussion will be presented on the employment of nurses in a healthcare organisation, exploring the relationship between the regulations that govern the employment relationship and the essential qualities that employers expect from nursing staff.

The employment relationship

The employment relationship between nurses and their employers in the healthcare sector is governed by various laws and regulations that set out the rights and responsibilities of both parties. Employers are responsible for providing a safe working environment, competitive wages and benefits, and opportunities for professional development (Jun et al., 2021). Nurses, on the other hand, are responsible for providing high-quality care to patients, adhering to professional

standards, and following organizational policies and procedures. The employment relationship is based on mutual respect and trust, with the ultimate goal of providing the best possible care to patients (Ahlstedt et al., 2021).

Its regulation

The employment relationship between nurses and their employers in healthcare organizations is governed by laws and regulations, including The Health and Safety Act 1974, which places a duty on employers to ensure the health, safety, and welfare of their employees (Edwards et al., 2021). This legislation requires employers to provide a safe working environment and take steps to prevent work-related injuries and illnesses.

The employer's responsibilities

Under The Health and Safety Act 1974, employers have a responsibility to ensure the health, safety, and welfare of their employees by providing a safe working environment, identifying and mitigating risks, providing adequate training and supervision, and consulting with employees on health and safety matters (Woolham et al., 2019).

The employee's responsibilities

Under The Health and Safety Act 1974, employees have a responsibility to take reasonable care of their own health and safety, as well as that of their colleagues and any other individuals affected by their work. Employees are also required to comply with the health and safety policies and procedures put in place by their employer (Civera & Freeman, 2019).

The recruitment process

Recruiting nurses for a healthcare organization is a crucial process as it involves identifying and selecting the best candidates who have the necessary skills, knowledge, and experience to provide high-quality care to patients (Wei et al., 2019). The recruitment process typically involves the following stages:

Advertisement:

The first stage of the recruitment process is to advertise the job vacancy. This can be done through various channels such as job boards, social media, the organization's website, and other relevant platforms. The advertisement should provide details about the role, the requirements, and the application process. It should also include information about the organization, its values, and its mission.

Job description:

The job description outlines the role, responsibilities, and requirements of the nurse position. It should provide a clear and concise description of the job, including the duties and responsibilities involved, the necessary qualifications, and the desired experience. The job description should also include information about the work environment, such as working hours, location, and any relevant benefits.

Person specifications:

Person specifications describe the ideal candidate for the role. It should include information about the necessary qualifications, skills, and experience required for the position. This information helps in identifying suitable candidates for the role and assessing their suitability during the selection process (Frey et al., 2021).

Application forms:

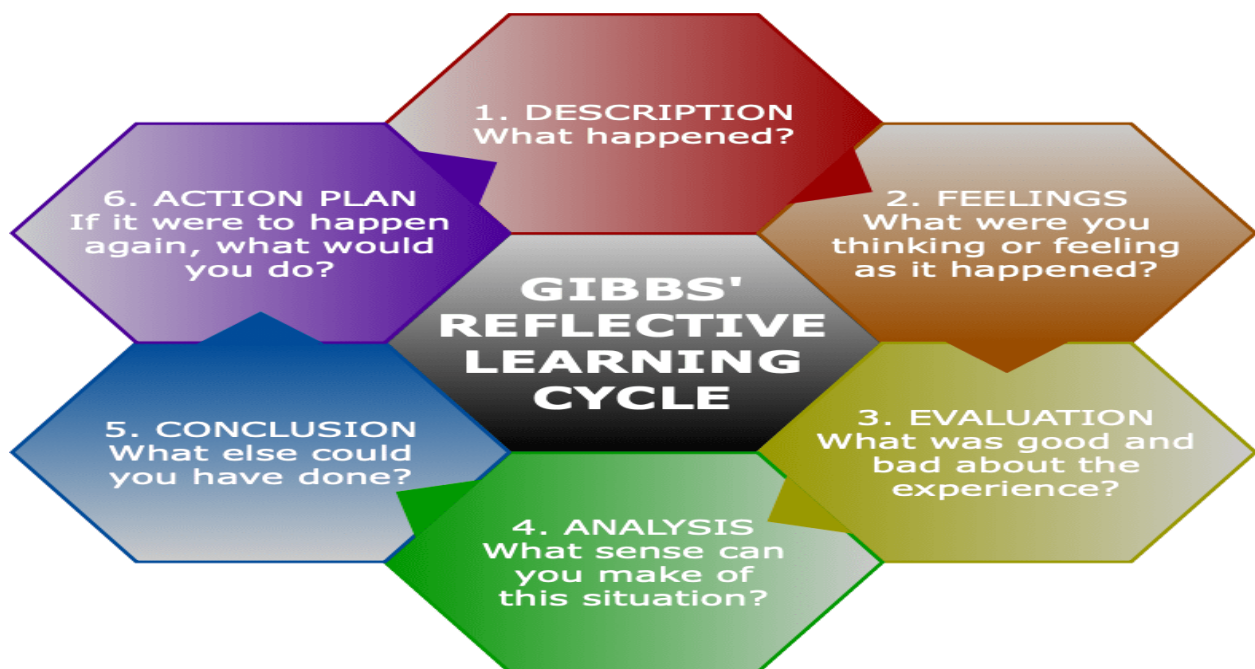
The application form is a crucial part of the recruitment process as it provides candidates with an opportunity to demonstrate their skills, knowledge, and experience relevant to the job. The application form should be easy to understand and complete (Zhang & Tu, 2020). It should include sections for candidates to provide their personal details, education and qualifications, employment history, and references. The application form may also include questions about the candidate's suitability for the role, such as their strengths, weaknesses, and relevant experience.

Shortlisting:

Once the application period is closed, the next stage is shortlisting. This involves reviewing the applications received and identifying the most suitable candidates for the role. The shortlisting process typically involves assessing the candidate's qualifications, skills, and experience against the job description and person specifications. Shortlisted candidates may be invited for further assessment, such as an interview or skills test (Mthimunya & Daniels, 2019). The interview - reflection on the role play

The interview is the first direct interaction and first formal communication of the potential employee to the employers. This is also the last step of the recruitment process. As long as an aspiring individual passes the interview by providing a valid and satisfactory answer to the representatives of the employer, the organisation proceeds with the recruitment process. Following, here is a reflection of the interview that I role-played with my classmate for this assignment.

I am writing this reflection from the perspective of the interviewee and using Gibbs reflective cycle to frame my reflection.



Description: During the interview, I was able to confidently articulate my personal ambition to become an adult nurse and to bring positive outcome in the life of the patients who I care for. I shared my experience and qualifications, including my GCSE, level 4 in health and social care and previous work experiences as nursing assistant and customer service centre manager. I was able to effectively communicate my understanding of the recruitment and selection process for this role while also asking about the specific orientation and training requirements of this organisations for the new nurses.

Feelings: At the beginning of the interview, I was nervous about my performance; however, because of the positive attitude and friendly behaviour of the interviewer, I started to restore confidence. I was proud when I talked about my qualifications and knowledge when I observed the interviewer appreciating them.

Evaluation: According to my observation, my overall interview went well. I could effectively communicate my aspiration and qualifications for becoming an adult nurse. However, I could have provided more specific examples of my experience in adaptability in new working situations, teamwork, and patient care.

Analysis: While analysing my performance during the interview, I realised that I could have been more prepared regarding the question about my weakness as a person. I could have reviewed common interview questions and practiced my responses beforehand to ensure that I was confident

in my answers. I also realised that I could have benefited from more specific examples and anecdotes to support my qualifications and experience.

Conclusion: The interview was a positive and educational experience for me. It allowed me to showcase my passion and qualifications for the role of an adult nurse and gave me the opportunity to learn more about the organisation and its values. However, I felt a bit lacking in my knowledge and understanding of the organisation and its procedures. Although it did not significantly affect my performance, I should make improvement in this aspect. In addition, I need to improve my understanding of the information about myself that will help in increasing my value within the organisation as an effective employee and convey this understanding during the interview.

Action plan: Moving forward, I will work on being more specific in my answers and providing relevant examples to support my qualifications. I will also ensure that I am well prepared for future interviews by practicing my responses and doing research on the organisation beforehand.

Career development

Both the employee and the employer are responsible for the career development of the employee. Career development can be facilitated through continuation of learning, frequent evaluation and provision of effective resources and support to make improvement within the scope of employment. While the employee is responsible for learning from learning materials and professional practices, the employer is responsible for providing support and essential resources to the employee to make required development. If the employee is able to develop to his/ her full potential, the organisation will reap benefits from it as long as the employee continues working for

the organisation. Development of knowledge and skills can be rewarded with increment and promotions within the workplace so that the employee can get further chances to share his or her learning experiences and knowledge among the newly appointed workforce, and together they will work efficiently to make improvement for the job position as well as the organisation.

As an aspiring nursing student, I thrive to develop my knowledge and skills through learning and gathering knowledge about the line or work, requirements of skills and effort, the changes within the healthcare industry alongside of the changing needs of the patients, and assessing my abilities and knowledge to handle such requirements in an actual workplace. I am comfortable in visual and aural learning style. I prefer live experiences to reading about them. I find it interesting and engaging to learn from the incident while I am present there or hearing about them from someone who has witnessed the situation by themselves. This way I can learn about the situation in depth and get better insight about the little aspects associated with the incident. During my working experience as the nursing assistant, I have learnt that visual and aural learning while I am present in the situation is more effective than hearing about the incident from others, as the percentage of true or actual fact continues to reduce through the circulation of words among many individuals. Therefore, I am and will be striving to learn from live experiences alongside gathering theoretical knowledge from books and other learning materials.

SWOT of strength and weakness

Strengths:	Weaknesses:

● Strong work ethic and dedication to providing high-quality patient care ● Good communication and interpersonal skills ● Excellent time management and organizational skills ● Strong academic record and a passion for learning ● Ability to work well under pressure and in a fast-paced environment ● Willingness to work long and irregular hours as required by the profession ● Empathetic and compassionate approach to patient care	● Lack of practical experience in the nursing field ● Limited exposure to different areas of nursing practice ● Inadequate knowledge of complex medical terminology ● Inexperience in working with patients with diverse backgrounds and needs ● Limited understanding of the healthcare system and policies ● Possible difficulty in handling stress and emotional demands of the job ● Possible difficulty in adapting to new technologies and healthcare practices
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Skills required to become an adult nurse

- Clinical skills such as monitoring vital signs, administering medication, and performing assessments
- Good communication and interpersonal skills for interacting with patients, families, and colleagues
- Critical thinking and problem-solving skills to provide effective patient care
- Attention to detail and accuracy in record-keeping and documentation
- Ability to work well under pressure and in a fast-paced environment

- Empathy and compassion for patients and their families.

PDP for acquiring skills for adult nurse job

Goal	Action plan	Timeline	Threats
Acquire necessary skills and knowledge to become a successful adult nurse	Attend nursing school, complete clinical rotations, take continuing education courses, join nursing associations and attend conferences, seek mentorship	4 years (nursing school), 1-2 years (clinical rotations), ongoing professional development (continuing education, networking, and mentorship)	Financial constraints, burnout, lack of motivation, lack of support from employer, and changes in healthcare policies

Conclusion

To conclude, the recruitment process for the adult nurses involves strict regulation and conditions of continuous professional learning and development. The healthcare sector continues to change according to the changing needs of the patients. It is essential for the nurses to be adaptive to a changing environment. alongside the academic development as a nursing student it is required to develop some skills that are important in professional functioning as an adult nurse. A thorough

analysis of one's own skills and abilities can help in identifying the shortcomings and put due effort in making improvements on those aspects.

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