



Beacon Hospital

RECRUITMENT NEWSLETTER



Welcome to
Beacon Hospital's
Recruitment Newsletter

About Beacon Hospital

Here at Beacon Hospital we pride ourselves on being one of Europe's most technologically advanced private hospitals and are delighted to be able to offer new and innovative services, which are available exclusively to us in Ireland. Along with these new and ground-breaking techniques, we also offer patients access to our full-service acute hospital and expert Consultants, across all fields, without lengthy waiting times.

We are constantly reinvesting and expanding our services, facilities and pool of expertise and we currently have over 1,400 Consultants, nurses and healthcare professionals delivering the highest standard of clinical care in our state-of-the-art campus. With 161 beds and 9 operating theatres,



we provide rapid access to effective treatment of both common and complex conditions and treat over 120,000 patients annually.

Our multi-disciplinary teams provide 24 hour care in orthopaedics, cardiology, women's health, urology, cardiothoracic surgery, vascular surgery, plastic & reconstructive surgery, ENT, neurology, general surgery, health screening, physiotherapy, comprehensive cancer care, paediatrics, radiology, endoscopy and emergency medicine.

Our consultant-led Emergency Department is open 6 days a week and is supported by the full resources of the hospital. Our 8-bed medical-surgical intensive care unit (ICU) and 6-bed high dependency unit (HDU) are designed to provide specialised patient care and recovery.

We are home to Beacon for Kids, Ireland's first private paediatric service. Beacon Hospital operates satellite locations in Wexford, Mullingar and Drogheda. In September 2018 we also opened our new Cardiology Clinic in Dublin 8.

Operating at the forefront of innovation, we are an acute teaching hospital, consistently first in Ireland to offer leading treatment options.



If you are thinking of coming to work at Beacon Hospital this newsletter will give you an insight into how great our hospital is and you will hear from some of our staff as to why they love working here.

Fiona Kirwan
Director of Nursing

This is Modern Medicine



For more information visit www.beaconhospital.ie

Contact: trish.courtney@beaconhospital.ie | 00353 1 293 6094 | beaconhospital.ie/careers | Beacon Hospital, South Dublin, Republic of Ireland.



A PROFESSIONAL NURSING CAREER AT BEACON HOSPITAL

Fiona Kirwan, Director of Nursing

At Beacon Hospital we offer nursing careers in a dynamic and progressive environment where patient care is at the centre of all we do.

We recognise the need for innovation and investment into new technologies to allow us provide the best outcomes for patients.

Beacon Hospital offers continued education and support to all members of our nursing team to have them up to speed in the latest medical advancements in today's culture of Modern Medicine.

Our ethos is one of continued development, recognition and career progression. We highly value our Nursing staff and understand the need to

promote from within allowing our staff fulfill their career potential and career goals within our organisation.

Aside from offering a highly competitive salary we also offer educational support, financial and study leave, career progression and the opportunity to diversify into other areas of nursing that you have an interest in.

We have an open-door policy to ensure that staff feel they always have someone to listen to them whether it's with new ideas for their department or any challenges they may be facing.

Our continual development and plans for expansion ensure that we have a constant need for more senior positions, allowing you to fulfil your career potential here at Beacon Hospital.



Anne Dempsey

Clinical Educator

Returned from Nursing in Australia


I moved home from Australia to nurse in Ireland partly because I wished to be near my family.

In Australia I worked in a modern hospital and had an ambition to find a similar hospital here in Ireland. I had just completed my Masters in nursing education and wanted to gain experience with student nurses. I was really lucky to be given this opportunity here at Beacon Hospital.

I am here over a year now and have been given countless opportunities to continue study and be supported in my role by senior management. I am fortunate that the hospital matches standards to a hospital I have worked in abroad.

Beacon Hospital is ever changing and growing allowing further growth for me as a professional. From day one working here I have felt completely supported by my manager and senior management in my role. Moving home from Australia, this was a concern of mine, as there was always stories of staff shortages in the public sector. I am very glad I have chosen Beacon Hospital as a career choice.

Our open and multi-cultural team, with over 40 nationalities, is both accepting and welcoming which is something we pride ourselves on.



Sindhu Jose


Theatre Nurse, Clinical Nurse Manager
Relocated from India to Ireland

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I'm really enjoying being in Ireland and working here in Beacon Hospital. It's a great experience and I would recommend anyone from India, or any other country, to come over and work here.

I joined the Theatre Recovery Team back in 2006 when the hospital first opened and I am really happy working as part of the team for 13 years.

I really like working here as it's a great bunch of people from all different countries and cultures working together as one team, it's like a family.



Jed Rickland

RN Cath Lab, Cardiology
Moved from Abu Dhabi to Ireland

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As a Filipino nurse I was working in Abu Dhabi before I joined the Beacon Hospital team. While working in Abu Dhabi I came across an advert online for positions in Beacon Hospital. I was hesitant at first as I was thinking it could be difficult to relocate to another new country. I applied anyway and I was amazed at how the Recruitment Team did everything for me, from the visas to my accommodation and my flight tickets. All I had to do was prepare myself and my dependents and turn up to work!

Team Culture:
 Ireland suffered a storm a while back with a huge amount of snow which made it difficult for me to get into work. Our CEO helped us all and was our driver for the days ensuring we got to and from work safely, he personally picked us up and dropped us home. This support alone was hugely appreciated and entirely different to anything I have ever experienced before, it was very nice!

The name Beacon means leading. Here in Ireland we are the tip of the top, the cream of the crop, the equipment and facilities that we have here...they're just brilliant!



STATE-OF-THE-ART MODERN THEATRES

Kate Fitzpatrick, Director of Surgical Services

Beacon Hospital is home to 9 of Ireland's most technologically advanced and modern theatres.

Our newly renovated theatres offer the latest in surgical equipment (including the da Vinci Robot) in spacious and progressive working conditions.

We regularly perform ground-breaking and complex surgeries in the disciplines of Cardiology, Neurology and Spinal amongst others.

Our surgeons regularly perform surgeries such as complex open heart surgery, complex neurological surgeries such as the removal of deep seated brain tumours, advanced Orthopaedic surgeries such as same day discharge hip replacement surgery, cutting edge stroke prevention procedures and surgeries for correction of Scoliosis.

We are the only theatre department in Ireland to offer ENT balloon technology and have performed the highest number of robotic colorectal procedures in the country.

Beacon Hospital's theatre department is a serious setting where the most advanced surgeries take place but has an exciting and enjoyable environment with a professional and cohesive team all working to the highest clinical standards.



Lorraine Cunningham

Nurse Manager, Endoscopy Unit

Returned to Ireland from the UK

I have been working here at Beacon Hospital for over 3 years, since returning home from the UK after nursing there for 9 years. Not only did Beacon Hospital give me a wonderful opportunity in a nursing management role, but the transition and processes to move home by the HR Department were really efficient. I was able to start my job straight away when I moved which was absolutely fantastic in enabling me to continue supporting my family.

The Management of the hospital since day one have been really supportive. It's not very often that you hear of your CEO and Director of Nursing come and personally introduce themselves to you on your first day. Since that day I have felt really welcomed, not only by management, but also by my colleagues throughout the hospital.

Another thing I love about working here is the emphasis the management put on quality and standards that we provide for our patients. We are a JCI (Joint Commission International) accredited hospital and I have had huge involvement in preparing for that. The Unit I work in has also gone through its own accreditation in the last year. This was a really fulfilling experience which also helped my professional development as a nurse.



Paula Vernon

Quality & Safety Manager

**Transitioned from Nursing
into Office Management**

I began working at Beacon Hospital in the Emergency Department. During my time here I have been able to utilise my experience, both clinical and non-clinical, and been encouraged to take part in professional development which enabled me to transition from a bed based position to an office based position.

I currently work as the Quality & Patient Safety Manager in line with the standards guidelines and policies to ensure that our patients are kept safe.

The main thing I love about working in Beacon Hospital is my colleagues, some are more recent additions and some have been here a long time but they really are a great bunch of people to work with.



Mary Sheelan

Clinical Coordinator, Endoscopy Unit

How Beacon Hospital Facilitated my Further Education

In 2015 I decided to further my education and settled on a post graduate diploma in Healthcare Management. The reason I chose healthcare management was that there was no one specific area of nursing that I wanted to specialise in. I felt that the Healthcare Management course would give me a better idea of how a hospital is run and would also give me insight in whether I may like to pursue a career in management.

The first year of my course involved 6 modules with 3 days in college every 5-6 weeks. Beacon Hospital accommodated my working around this and allowed me study leave ahead of my assignments before the end of each of these modules.

Beacon Hospital facilitated my doing this course by making a financial contribution to my course fee and also by providing me with study leave days.

After completing my first year, I decided to continue on and do the second year in order to be awarded my Masters. For the Masters I had to complete a Quality Improvement Project in the work place. I spoke with members of Beacon Hospital's Quality team in deciding what projects were being implemented in the hospital that I could work on. I chose to do the quality improvement project on improving effective communication in the hospital by implementing the ISBAR communication tool.

Over the two years if I ever had queries about assignments no matter who I asked from the ward managers to the Quality Department everyone was willing to help, which made the whole process easier.

The hospital is very good at supporting career progression. I was a staff nurse when I started the first year of college and have since worked as Clinical Coordinator on the wards and in the Endoscopy Unit and am currently acting as CNM 2 in the Endoscopy Unit.



SUPPORTING YOU IN YOUR NEW CAREER

Trish Courtney, R.G.N. Nurse Recruitment

Join our team in one of Europe's most technologically advanced hospitals and have the career you have always dreamed of.

Changing jobs can be daunting so the recruitment team at Beacon Hospital are always at hand to answer any of your questions and put your mind at rest. If relocating from another country we understand how stressful that can be so

we help with flights, visas and accommodation and simplify the process for you so you have nothing to worry about. Should you be considering a career at Beacon Hospital please feel free to give me a call or email me directly if you have any questions and I would be more than happy to provide you with the information you need or help you in any way I can.

Trish.courtney@beaconhospital.ie 00353 1 293 6094



Emma Heggie

CNM2, Cardiology

Joining Beacon Hospital from a public hospital

I joined Beacon Hospital following 13 years in a large public teaching hospital so it was a huge decision for me to leave my last employment.

I had applied to 4 different hospitals. The reason I chose Beacon Hospital was that I found Trish in recruitment extremely helpful and friendly. I found the whole process easy to understand and very proficient. The attitude to staff in Beacon Hospital is one of respect. They are understanding of family commitments and really try to facilitate staff where possible.

The real deciding factor for me was when I walked around the hospital, people talked to me in the lift, said hello, made eye contact. I am really happy with my decision, the level of care is excellent, tests and scans are done in a timely fashion. I rarely leave work now feeling frustrated!

STAFF COMMUNICATIONS

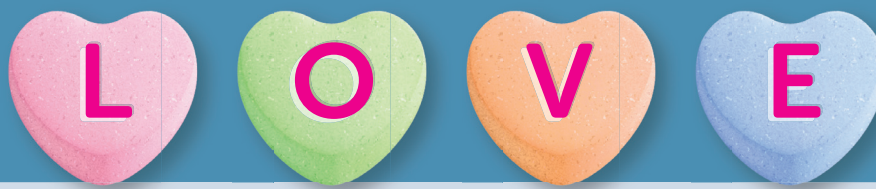
One of our key values at Beacon Hospital is communication. We believe in open communication between all departments and teams at all times.

As well as regular Nurse Manager meetings we keep staff up to date with all the goings on in the organisation via regular email updates, staff newsletters and town hall meetings.

Here are some samples of our newsletters which ensure all staff within Beacon Hospital stay connected!



WHY OUR STAFF



WORKING HERE



CULTURE

"There are people from so many countries and cultures working together here, I really like it. It's like a family."



PEOPLE

"One thing I really love about Beacon Hospital are the people. They are a great team, there's a real sense of camaraderie and everybody working together to get things done."



EXCITING

"If you want to be somewhere where it's all happening, full of exciting developments...This is it."



GROWTH

"In-house promotions, giving younger nurses a real chance to get their careers going."



CARE

"I came from public to private system and the quality of care here is just amazing!"



MODERN

"It's amazing to work in such a modern hospital with all the latest high-tech equipment"



SUPPORT

"There is plenty of support from staff and management and plenty of people here to guide you along the way!"



CAREER

"Career wise, there is always room to grow and progress here in Beacon Hospital which is so important."



RESPECT

"I never see it as a job but as being part of a team. I never have a issue going the extra mile as it is always noted and comes back."



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CAREER PROGRESSION

Michael Cullen, CEO

Beacon Hospital is a firm believer in promoting from within and rewarding staff who show ambition to grow and progress in their careers.

Through external education funded by Beacon Hospital and in-house development, Beacon Hospital strives to professionally develop its employees to facilitate them to achieve their ultimate career goals from within the organisation.

Beacon Hospital supports staff education, both financially and by providing study leave. This is just one of the benefits offered to all nursing staff throughout the hospital. We have nursing staff currently undertaking education both in clinical and non-clinical skills. Staff looking to increase their clinical knowledge regularly take part in university accredited

Masters level courses. Other clinical staff looking to move into office based roles within the organisation take part in university accredited courses pertaining to the area they will be moving into.

You can read more about our career progression stories throughout this newsletter. Some of our success stories include a nurse who entered the organisation as a staff nurse in the Emergency Department and is now Head of our Patient and Quality Department.

Another of our nurses who began her Beacon Hospital journey as a staff nurse has since completed her Masters in Healthcare Management and is now Clinical Coordinator and acting CNM2 of our Endoscopy Unit.



We pride ourselves in the care we give to our patients and we embrace the hospital's Mission Statement where the patient is at the heart of all we do. Our focus is to deliver a quality and evidenced based care to all our patient's. We are JCI and VHI accredited.



ICU AT BEACON HOSPITAL

Anne Brady, ICU Nurse Manager

Beacon Hospital is proudly home to one of the country's most progressive and dynamic Intensive Care Units. We see a wide case mix which includes, but is not limited to, Cardiothoracic Surgery, Neurosurgery, Scoliosis Corrections, GI Surgeries.

Our state-of-the-art facility is kitted with the latest in equipment, has all been updated in the past year, in order to provide the highest standard of care to critically ill patients. We are lucky to have a very supportive CEO and Senior Management Team in terms of both facilitating Clinical Resources and recruitment.

Our ICU is clinically managed by a team of dynamic Intensivists in conjunction with our exceptional ICU Nursing team. We have a daily multidisciplinary team rounding on all ICU patients and are strong believers in our results proven enhanced recovery programs.

Beacon Hospital's onsite ICU Facilitator provides all ICU staff, new and long term, with clinical mentorship and orientation programs.

Our culture of quality improvement and openness creates a working environment of willingness to embrace new challenges and therapies with clinical support and training.

As our department is constantly evolving there is ample room for career progression and the management team will facilitate this in any way they can.

Our ICU is proud to have robust infection control practices and liaises daily with our Infection Prevention Control team for clinical practice development and audit.

At Beacon Hospital ICU, we pride ourselves in the care we give our patients and we embrace the hospital's Mission Statement which states that the patient is at the heart of all we do. Our focus is to deliver a quality and evidence-based care to all coming through our doors. We are both JCI and VHI accredited.



Did you know?

Did you know that over 93% of our patients would recommend us to a friend?



Beacon Hospital

SOCIAL EVENTS & CULTURE

Aside from being one of the most technologically advanced hospitals in Europe, Beacon Hospital has a culture of camaraderie and teamwork where respect and professional courtesy are at the centre of all interactions.

Beacon Hospital believes in treating the staff well and encouraging different departments to get to know each other better, in the way of further developing our 'one team' environment which is beneficial to both staff and patients.

Each summer the CEO Office organises a summer party for staff and their families. Staff are encouraged to attend this party and to also bring their partners and children. It is always a great day where people get to know each other. Plenty of food and drinks are supplied with a huge amount of entertainment organised for the children throughout the day.

Christmas sees the return of our Staff and Children's Christmas parties. The staff Christmas party is famous throughout the organisation and really represents the start of the festive season. As well as bands and DJs there is plenty of other fun entertainment on the night to ensure everybody has a great time!

The Children's party is an event not to be missed by any of your little ones. This day is always a huge hit and is talked about for months. Last year saw not only Santa come along to give presents to all the children but also two live Reindeer, Rudolph and Dancer were there to say a fluffy hello to all and have their pictures taken.

As well as the big celebrations, Beacon Hospital marks the smaller occasions by treating staff to put a smile on their faces. International Nurses day saw all staff treated to a free breakfast or lunch of their choice in Brambles restaurant as well as cupcakes and sweet treats. Valentine's Day saw sweets and heart chocolates delivered to each department with Easter seeing each member of the team given an Easter egg to enjoy.

All of these things, and more, help to ensure that members of Beacon Hospital staff feel valued and appreciated in their line of work.



Celebrating Nurses Day - Every year we have a party to make sure our nurses know how special they are to us.



10 Year Anniversary Awards - A big awards ceremony for staff when they are here 10 years



Christmas Kids' Party - Our annual fun family party where all the kids get to meet Santa



Staff Family BBQ - Lots of fun, outdoor games and yummy food



Valentine's Day - Sweet treats and heart shaped balloons for staff and patients



One Team - a collaborative team of nurses and doctors working cohesively together



THIS IS MODERN MEDICINE

Suzanne Garvey, Director of Hospital Operations

At Beacon Hospital we pride ourselves in continuous investment in the most up-to-date equipment on the market.

The recent upgrade of our Radiology Department sees us maintain our position as the most technologically advanced radiology department in Ireland and the GE (General Electric) European showcase radiology unit.

We have recently become the first hospital in Ireland to invest in the latest in Medtronic Neuronavigation System, the S8. This system allows Consultant Neurosurgeon, Mr Mohsen Javadpour, to perform more complex brain surgeries within the Beacon hospital theatres including removal of deep-seated complex brain and skull-based tumours, both benign and malignant.

Our 8-bedded ultra-modern Intensive Care Unit boasts the latest in equipment on hand for our team of Consultants in Intensive Care Medicine along with our ICU Specialist Nurses. Our ICU runs jointly with our High Dependency Unit (HDU) 24 hours a day, 7 days a week.

We are proud to offer Robotic Surgery over a number of disciplines including Gynaecology, Urology, Gastroenterology and General Surgery. Our da Vinci Robot is surgeon-directed and offers controlled precision using minimally invasive techniques which, in turn, results in quicker recovery time and shorter hospital stays for our patients.

We have performed many complex spinal surgeries for cases of Scoliosis

on paediatric patients. Our specialist Consultant Spinal Surgeons carry out these procedures with the assistance of our highly qualified theatre nurses. This is a life changing surgery for the patient and we are delighted to be able to provide such an important service.

Our complete cardiology service offers Cardiac Consultants for patients of all ages from paediatrics to adults. Our two brand new Cath Labs allow our Consultant Cardiologists to perform a wide range of procedures including common stenting procedures in a modern, safe and innovative environment. Our Cardiothoracic Surgeons have the latest equipment in our newly expanded and upgraded theatre department.

We have recently introduced a cutting-edge Stroke Prevention procedure for patients with Atrial Fibrillation. This procedure is called Left Atrial Appendage and is carried out by Consultant Thoracic Surgeon Ms Donna Eaton. The procedure is an alternative to pharmacological treatment for patients who are unable to tolerate certain drugs such as warfarin or other anticoagulants. Studies have so far shown a success rate of over 98% for this minimally invasive ultra-modern procedure.

We are also the only centre in Ireland to offer ENT balloon technology and Pectus Bracing. These treatments are non-invasive modern options which eliminate the need for more traditional invasive surgeries and scarring. You can read more about these procedures on our website.

These are just a few of the new and modern additions to our constantly growing and expanding state-of-the-art facility.



Did you know?

Beacon Hospital is a teaching hospital and regularly has med students, nursing students and physiotherapy students here on placement.



BENEFITS OF EMPLOYMENT AT BEACON

Michael Farrell, Director of HR

There are many benefits associated with joining the workforce in one of Europe's most dynamic and technologically advanced hospitals. Not only is the hospital modern, progressive and forward thinking but management are open to discussion and happy to hear of suggestions from staff on the ground to further improve practice and efficiency.

Aside from the afore mentioned, the tangible benefits include the following:

A highly competitive salary. Beacon Hospital pays a highly competitive rate of pay to successful candidates. They also offer generous pension contributions (5%) in helping you to plan for your long-term future.

Education & Continued Professional Development. Beacon Hospital is a big believer in continued education and professional development. If there is a specific area of nursing you are interested in specialising in, or an area you would like to upskill in, Beacon Hospital is happy to provide financial assistance by means of an educational grant to ensure you can complete the necessary course. Beacon Hospital also provides ample study leave to assist you with your studies during this time.

Maternity & Sick Cover. Following 2 years' service, Beacon Hospital staff qualify for full salary maternity benefit. We have a great paternity benefit for fathers too! All Staff also benefit from great sick pay, income protection and life assurance schemes. Should a staff member require hospital treatment Beacon Hospital offers a generous staff discount to them and their immediate family members should the need arise.

Relocation Packages. Generous relocation packages are available for nursing staff relocating to Ireland, or returning to Ireland for a career at Beacon Hospital. These include accommodation and travel allowances.

Some of the other benefits included as standard at Beacon Hospital are as follows:

- Introductory bonuses for nursing grades
- Annual pay review for all staff
- Excellent recognition and bonus scheme
- Free life assurance for all staff members
- Free income protection for all staff members absent for longer than 6 months (subject to 2 years service)
- Flexible working practices
- A diverse and inclusive workforce with over 38 nationalities on staff
- Generous allowances for location, qualification (Nursing) and training (NCHD)
- Excellent length of service recognition rewards
- Ample staff car parking
- Travel saver and bike to work schemes

Other benefits such as on site dry cleaning services, discounts at local cafes and businesses, and regular banking at work services help to make our staff lives that little bit easier.

Worried about making the jump and joining a new team? Don't be! We have sports and social clubs and hold regular events to help you get to know your colleagues. Events such as summer barbecues, Christmas parties and celebrations of occasions such as International Nurses Day will ensure you feel part of the team from the minute you join us.

Our location is just one more reason why you should join us. Based in Sandyford, South Dublin, Beacon Hospital is well served by public transport. With 2 LUAS stops only 5 minutes walk from the door and buses stopping outside every few minutes, we are an ideal choice for your new career. We are right beside the M50 and only 2 minutes from the N11 and with ample staff parking we take the stress out of your commute.

Child care? There are two crèches within 2 minutes walking distance of Beacon Hospital and also many schools in the vicinity both primary and post primary level.

If you are thinking of taking the leap and joining our team we would be delighted to invite you in to see our hospital and talk to you about the benefits we can offer you in your career. If you are thinking of relocating from abroad we would be happy to arrange a time to Skype call you to discuss the potential of relocating and the various packages we can offer you.



Did you know?

Beacon Hospital performs more Robotic colorectal surgeries than any other hospital in Ireland?

Benefits of working at BEACON HOSPITAL



**OPPORTUNITY TO WORK IN
A MODERN DYNAMIC HOSPITAL
WITH THE LATEST EQUIPMENT
& TECHNIQUES**



**HIGHLY
COMPETITIVE
REMUNERATION
PACKAGES**



**GENEROUS PENSION
CONTRIBUTIONS**



**A DIVERSE & INCLUSIVE WORKFORCE
WITH OVER 38 NATIONALITIES ON STAFF**

SPORTS AND SOCIAL CLUBS



OPEN MANAGEMENT

The door is open to staff to discuss anything that is on their mind. The management team is there to support.



**FLEXIBLE WORKING
PRACTICES**



**EXCELLENT RECOGNITION
& BONUS SCHEME**

**EDUCATION & CONTINUED
PROFESSIONAL
DEVELOPMENT**

We offer financial assistance
and study leave.



GENEROUS RELOCATION PACKAGES

ANNUAL PAY REVIEW



**AMPLE STAFF
CAR PARKING**



**HOSPITAL IS
WELL SERVED BY PUBLIC
TRANSPORT**



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