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NUAUVK - LACEY ALEXZANDER

Following-on from The Study Skills Handbook, this book enables students to think about personal, academic and career goals and to plan a path to success. Rich in activities that develop valuable career skills, this edition has a new chapter on Understanding your Personal Performance, and updated information on job applications.

This public inquiry report into serious failings in healthcare that took place at the Mid Staffordshire NHS Foundation Trust builds on the first independent report published in February 2010 (ISBN 9780102964394). It further examines the suffering of patients caused by failures by the Trust: there was a failure to listen to its patients and staff or ensure correction of deficiencies. There was also a failure to tackle the insidious negative culture involving poor standards and a disengagement from managerial and leadership responsibilities. These failures are in part a consequence of allowing a focus on reaching national access targets, achieving financial balance and seeking foundation trust status at the cost of delivering acceptable care standards. Further, the checks and balances that operate within the NHS system should have prevented the serious systemic failure that developed at Mid Staffs. The system failed in its primary duty to protect patients and maintain confidence in the healthcare system. This report identifies numerous warning signs that could and should have alerted the system to problems developing at the Trust. It also sets out 290 recommendations grouped around: (i) putting the patient first; (ii) developing a set of fundamental standards, easily understood and accepted by patients; (iii) providing professionally endorsed and evidence-based means of compliance of standards that are understood and adopted by staff; (iv) ensuring openness, transparency and candour throughout system; (v) policing of these standards by the healthcare regulator; (vi) making all those who provide care for patients , properly accountable; (vii) enhancing recruitment, education, training and support of all key contributors to the provision of healthcare; (viii) developing and sharing ever improving means of measuring and understanding the performance of individual professionals, teams, units and provider organisations for the patients, the public, and other stakeholders.

Using an international approach, this book demonstrates the way that the intersection of gendered and ethnic identities operate at work and home. It provides an authoritative account of ethnicity and gender at work, and the theoretical underpinning explanations.

Highly Commended in the Society of Educational Studies Book Prize This book explores how economic changes and the growing importance of educational qualifications in a shrinking labour market, particularly effects marginalized young men. It follows a group of young working-class men in a de-industrial community and challenges commonly held representations that often appear in the media and in policy discourses which portray them as feckless, out of control, educational failures and lacking aspiration. Ward argues that for a group of young men in a community of social and economic deprivation, expectations and transitions to adulthood are framed through the industrial legacy of geographically and historically shaped class and gender codes. These codes have an impact on what it means to be a man and what behaviour is deemed acceptable and what is not.

Effective use of time is more than making better use of your calendar. It calls for many management skills: setting goals, decision-making, problem-solving, managing relationships, effective communications, handling paperwork, etc. A proven time management model for anyone who wants to make effective use of his or her business time.

Survive placements and practice with this essential guide for all student nurses. Providing words of wisdom and advice from real-life student nurses, Communication Skills for Nurses is a handy, portable, and fun introduction to the key communication and interpersonal skills you'll need on placement and as a registered nurse. Special features: Developed by students, for students Clear, straightforward, and jargon-free Explains how to use your interpersonal skills effectively, communicate with patients with specific conditions, and handle both criticisms and compliments Features tips and advice from real life nursing students Examples and questions based on real life nursing

and healthcare situations

This research explores the evidence on the level, pattern and causes of unemployment among people with a criminal record (PwCR) in the UK, with a focus on the recruitment stage of the hiring process and the impact of knowledge of a criminal record on the decision to employ. The Police Act of 1977 introduced 'Basic Disclosure' which authorised employers, with the consent of the individual, to access information on job applicants' and employees' criminal records. A new piece of legislation, the Rehabilitation of Offenders Act, soon to come into force, will alter that ability, and for some PwCR, the Act will allow them to put their criminal record entirely behind them. The causes of unemployment among PwCRs is assumed to be high. However research shows that part of this group - those in prison, and those under probation supervision - exhibit characteristics associated with employment difficulties, such as low qualifications and drug and alcohol abuse. Irrespective of criminal record, this group would be expected to suffer above average levels of unemployment. What impact, then, does the criminal record alone have?

Fundamentals of Health at Work is an engaging re-assessment of workplace health, with particular emphasis on the neglected issues of the social context of the working environment and the impact on individuals of their workplaces. In looking at the historical context of the subject and at the concepts of health and illness, a selective series of tho

Hal is a boy with a very important mission from Earth: "Please find us the Sun - it has gone from the sky." Can Hal find the Sun before he comes back down to Earth with a bump? An out-of-this-world story that will take you on an exciting voyage through our solar system. Download the full eBook and explore supporting teaching materials at www.twinkl.com/originals Join Twinkl Book Club to receive printed story books every half-term at www.twinkl.co.uk/book-club (UK only).

Health care is everywhere under tremendous pressure with regard to efficiency, safety, and economic viability - to say nothing of having to meet various political agendas - and has responded by eagerly adopting techniques that have been useful in other industries, such as quality management, lean production, and high reliability. This has on the whole been met with limited success because health care as a non-trivial and multifaceted system differs significantly from most traditional industries. In order to allow health care systems to perform as expected and required, it is necessary to have concepts and methods that are able to cope with this complexity. Resilience engineering provides that capacity because its focus is on a system's overall ability to sustain required operations under both expected and unexpected conditions rather than on individual features or qualities. Resilience engineering's unique approach emphasises the usefulness of performance variability, and that successes and failures have the same aetiology. This book contains contributions from acknowledged international experts in health care, organisational studies and patient safety, as well as resilience engineering. Whereas current safety approaches primarily aim to reduce or eliminate the number of things that go wrong, Resilient Health Care aims to increase and improve the number of things that go right. Just as the WHO argues that health is more than the absence of illness, so does Resilient Health Care argue that safety is more than the absence of risk and accidents. This can be achieved by making use of the concrete experiences of resilience engineering, both conceptually (ways of thinking) and practically (ways of acting).

Human Resource Management for the Hospitality and Tourism Industries takes an integrated look at HRM policies and practices in the tourism and hospitality industries. Utilising existing human resource management (HRM) theory and practice, it contextualises it to the tourism and hospitality industries by looking at the specific employment practices of these industries, such as how to manage tour reps or working in the airline industry. It initially sets the scene with a broad review of the evidence of HRM practice within the tourism and hospitality industries. Having identified the broader picture, the text then begin to focus much more explicitly on a variety of HR policies and practices such as: • recruitment and selection: the effects of ICT, skills required specific for the industry and the nature of advertising • legislation and equal opportunities: illegal discrimination and man-

aging diversity • staff health and welfare: violence in the workplace, working time directives, smoking and alcohol and drug misuse • remuneration strategies in the industry: the 'cafeteria award' approach, minimum wage and tipping Human Resource Management for the Hospitality and Tourism Industries is illustrated throughout with both examples of best practice for prescriptive teaching and discussion, and international case studies to exercise problem solving techniques and contextualise learning. It incorporates a user friendly layout and includes pedagogic features such as: chapter outlines and objectives, HRM in practice - boxed examples, reflective review questions, web links' discussion questions and further reading. Accompanying the text are online supplementary lecturer materials including downloadable figures from the book, PowerPoint slides, further cases and extra exercises and points for discussion.

Providing complete coverage of the 2009 Edexcel IGCSE mathematics specification, this engaging book makes the information accessible for every student. It contains exam practice throughout, with revision questions and practice exam questions.

This Handbook provides an authoritative overview of current issues and debates in the field of health care management. It contains over twenty chapters from well-known and eminent academic authors, who were carefully selected for their expertise and asked to provide a broad and critical overview of developments in their particular topic area. The development of an international perspective and body of knowledge is a key feature of the book. The Handbook secondly makes a case for bringing back a social science perspective into the study of the field of health care management. It therefore contains a number of contrasting and theoretically orientated chapters (e.g. on institutionalism; critical management studies). This social science based approach is a refreshing alternative to much existing work in this domain and offers a good way into current academic debates in this field. The Handbook thirdly explores a variety of important policy and organizational developments apparent within the current health care field (e.g. new organizational forms; growth of management consulting in health care organizations). It therefore explores and comments on major contemporary trends apparent in the practice field.

Covering both core and option units, with an accompanying CD-ROM containing further IT units, this full-colour candidate handbook matches the NVQ Business and Administration standards.

Build smart cybersecurity systems with the power of machine learning and deep learning to protect your corporate assets Key FeaturesIdentify and predict security threats using artificial intelligenceDevelop intelligent systems that can detect unusual and suspicious patterns and attacksLearn how to test the effectiveness of your AI cybersecurity algorithms and toolsBook Description Today's organizations spend billions of dollars globally on cybersecurity. Artificial intelligence has emerged as a great solution for building smarter and safer security systems that allow you to predict and detect suspicious network activity, such as phishing or unauthorized intrusions. This cybersecurity book presents and demonstrates popular and successful AI approaches and models that you can adapt to detect potential attacks and protect your corporate systems. You'll learn about the role of machine learning and neural networks, as well as deep learning in cybersecurity, and you'll also learn how you can infuse AI capabilities into building smart defensive mechanisms. As you advance, you'll be able to apply these strategies across a variety of applications, including spam filters, network intrusion detection, botnet detection, and secure authentication. By the end of this book, you'll be ready to develop intelligent systems that can detect unusual and suspicious patterns and attacks, thereby developing strong network security defenses using AI. What you will learnDetect email threats such as spamming and phishing using AICategorize APT, zero-days, and polymorphic malware samplesOvercome antivirus limits in threat detectionPredict network intrusions and detect anomalies with machine learningVerify the strength of biometric authentication procedures with deep learningEvaluate cybersecurity strategies and learn how you can improve themWho this book is for If you're a cybersecurity professional or ethical hacker who wants to build intelligent systems using the power of machine learning and AI, you'll find this book useful. Familiarity with cybersecurity concepts and knowledge of Python programming is essential to get the

most out of this book.

A guide to prepare you for interviews.

Financial Accounting and Reporting is the most up to date text on the market. Now fully updated in its fourteenth edition, it includes extensive coverage of International Accounting Standards (IAS) and International Financial Reporting Standards (IFRS). This market-leading text offers students a clear, well-structured and comprehensive treatment of the subject. Supported by illustrations and exercises, the book provides a strong balance of theoretical and conceptual coverage. Students using this book will gain the knowledge and skills to help them apply current standards, and critically appraise the underlying concepts and financial reporting methods.

Safety has traditionally been defined as a condition where the number of adverse outcomes was as low as possible (Safety-I). From a Safety-I perspective, the purpose of safety management is to make sure that the number of accidents and incidents is kept as low as possible, or as low as is reasonably practicable. This means that safety management must start from the manifestations of the absence of safety and that - paradoxically - safety is measured by counting the number of cases where it fails rather than by the number of cases where it succeeds. This unavoidably leads to a reactive approach based on responding to what goes wrong or what is identified as a risk - as something that could go wrong. Focusing on what goes right, rather than on what goes wrong, changes the definition of safety from 'avoiding that something goes wrong' to 'ensuring that everything goes right'. More precisely, Safety-II is the ability to succeed under varying conditions, so that the number of intended and acceptable outcomes is as high as possible. From a Safety-II perspective, the purpose of safety management is to ensure that as much as possible goes right, in the sense that everyday work achieves its objectives. This means that safety is managed by what it achieves (successes, things that go right), and that likewise it is measured by counting the number of cases where things go right. In order to do this, safety management cannot only be reactive, it must also be proactive. But it must be proactive with regard to how actions succeed, to everyday acceptable

performance, rather than with regard to how they can fail, as traditional risk analysis does. This book analyses and explains the principles behind both approaches and uses this to consider the past and future of safety management practices. The analysis makes use of common examples and cases from domains such as aviation, nuclear power production, process management and health care. The final chapters explain the theorem

A practical guide to the principle services of facilities management, revised and updated The updated third edition of Facilities Manager's Desk Reference is an invaluable resource covering all the principal facility management (FM) services. The author—a noted facilities management expert—provides the information needed to ensure compliance to current laws, to deliver opportunities to adopt new ways of using built environments, and to identify creative ways to reduce operational occupancy costs, while maintaining appropriate and productive working environment standards. The third edition is fully updated and written in an approachable and concise format. It is comprehensive in scope, the author covering both hard and soft facilities management issues. Since the first edition was published it has become a first point of reference for busy facilities managers, saving them time by providing access to the information needed to ensure the safe, effective and efficient running of any facilities function. This important book: Has been fully updated, reviewing the essential data covering the principal FM services Is highly practical, ideal for the busy FM practitioner Presents information on legal compliance issues, the development of strategic policies, tactical best practices, and much more Is a time-saving resource that brings together essential, useful, and practical FM information in one handy volume; Written for students and professional facilities managers, Facilities Manager's Desk Reference is designed as a practical resource that offers FMs assistance in finding solutions to the myriad demands of the job.

This booklet provides guidance for those who have any involvement with the operation and management of health and safety in swimming pools: primarily pool owners (including local authority clients), pool operators (including management contractors), architects, engineers, designers, man-

ufacturers and constructors. Aspects of this guidance will also apply to pool hirers. Its aim is to provide guidance on the risks associated with swimming pool operation and the precautions which may be taken to help achieve a safer environment for people who use swimming pools and employees who work at them. The revision brings the guidance up to date with changes in health and safety law and new developments in relation to equipment, facilities and supervision arrangements. Anatomie.

Although construction is one of the most labour-intensive industries, people management issues are given inadequate attention. Furthermore, the focus of attention with regards to HR has been on the strategic aspects of HRM function - yet most problems and operational issues arise on projects. To help redress these problems, this book takes a broad view of HRM, examining the strategic and operational aspects of managing people within the construction sector. The book is aimed at project managers and students of project management who, until now, have been handed the responsibility for human resource management without adequate knowledge or training. The issues addressed in this book are internationally relevant, and are of fundamental concern to both students and practitioners involved in the management of construction projects. The text draws on the authors' experience of working with a range of large construction companies in improving their HRM operational activities at both strategic and operational levels, and is well illustrated with case studies of projects and organizations.

You will build a truly successful career only if you manage your time effectively and plan your personal development properly. There are many books on time management and personal development. However, John Adair's wide experience of management development in the business, military and academic spheres adds a rare degree of insight, depth and context to practical advice. John Adair's books have sold hundreds of thousands of copies. This book encapsulates his writing on how to establish clear long-term goals and link your daily action planning to their achievement. It provides you with the tools, techniques and framework for continuing personal development.