

NQN System Rotations Programme

Information Pack

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What is the NQN System Rotations Programme?

The NQN System Rotations programme is an innovative recruitment project supported by Health Education England (HEE), Joined Up Care Derbyshire (JUCD) and the University of Derby. It has been designed by a dedicated project team, incorporating the feedback of current student nurses.

The programme is made up of three 6-month rotations, lasting 18 months in total across the Joined Up Care Derbyshire system. Successful candidates to the programme are guaranteed a permanent position upon completion of the rotations programme. It is currently open for both Adult and Mental Health NQNs.

For adult nurses, clinical areas include:

- Community nursing, including Rapid Response
- Community hospitals
- Practice nursing
- Wound clinics
- Urgent treatment centres
- Acute Hospitals (Royal Derby Hospital & Chesterfield Royal Hospital)
- Hospice care
- Dementia/End of Life
- Care homes
- School nursing
- Mental health (both inpatient and older adult)



There are two pathways for mental health nurses:

Pathway 1 – Mental Health (Inpatient)

(Note rotations not in this order – these are the three areas you will cover in 18 months)

Rotation One:

North: Functional Placement – Hartington Unit, Chesterfield Royal Hospital
(Working hours over the 24-hour day 7 days a week)

South: Functional Placement – Radbourne Unit Royal Derby Hospital
(Working hours over the 24-hour day 7 days a week)

Rotation Two:

North: Organic Placement – Walton Unit, Walton Hospital, Chesterfield
(Working hours over the 24-hour day 7 days a week)

South: Organic Placement – Cubley, Kingsway Hospital, Derby
(Working hours over the 24-hour day 7 days a week)

Rotation Three:

North: Forensic/Rehab – Kingsway Hospital, Derby
(Working hours over the 24-hour day 7 days a week)

South: Forensic/Rehab – Kingsway Hospital, Derby
(Working hours over the 24-hour day 7 days a week)

Pathway 2 – Mental Health (Older Adult)

(Note rotations not in this order – these are the three areas you will cover in 18 months)

Rotation One (Inpatient):

North: Organic Placement – Walton, Walton Hospital, Chesterfield
(Working hours over the 24-hour day 7 days a week)

South: Organic Placement – Cubley, Kingsway Hospital, Derby
(Working hours over the 24-hour day 7 days a week)

Rotation Two (Community):

North/South: Older Adult CMHT

Rotation 3 (Community):

North: DCHS Older Adult Day Services

South: DHCFT Older Adult Day Services

What are the benefits of joining the programme?

With so many options available to NQNs, you might be wondering what the benefits of a rotations programme are to you. There are many...

- Paid a Band 5 salary, currently £27,055 (pro-rata for part time staff)
- Permanent job within JUCD upon the completion of the rotations.
- Part-time working opportunities: minimum 30 hours
- Increased knowledge and experience in a wide range of different clinical environments
- Opportunities to achieve various competencies in different settings
- Increased resilience and confidence
- Bespoke workshops to prepare for senior and leadership positions
- Engagement with the University of Derby's research team, studying this exciting recruitment opportunity to explore its impact on recruitment and retention
- Career launchpad
- Increase in quality of patient care

Support is a vital element in retaining NQNs in the nursing profession. That is why we offer...

- 12-month Preceptorship programme with DCHS
- Monthly support from the Project Team's dedicated Practice Learning Facilitator for the entirety of the rotations.
- Professional Nurse Advocate support
- Bi-monthly workshops
- Clinical simulation sessions
- Project Team line management, drop-ins and support
- Supportive clinical areas that have worked with the project team.



The simulation was great for reflection and promoted/developed critical thinking and problem-solving skills. I hope there will be more of these, I really enjoyed it.

NQN System Rotations Programme

Frequently Asked Questions

Applications and Interview Process

This programme is currently open to newly qualified nurses within their first 18-months of qualification, looking to join the NQN System Rotations Programme. Expressions of Interest from students interested in joining the programme are always welcome. Please express your interest by completing [this Microsoft Form](#) and we will contact you with updates and information about the programme and application process as they occur.

Part-time & flexible working hours

To provide all rotation areas with an appropriate resource, normal working hours will be 37.5 hours per week. Applications from candidates who wish to work part time (no less than 30 hours) will also be accepted.

You will need to be flexible with your working pattern. Working patterns will vary between rotations, working over 24- hour days over seven days a week.

Rotations

Rotations last for a total of 18 months, consisting of three rotational workplaces for a duration of no longer than 6 months each. There will be a period of local induction within each rotation.

The rotations are designed to include a range of clinical environments and, should you be shortlisted for interview, you will have the opportunity to express your preferences for these areas. However, these cannot be guaranteed and are subject to availability at the time of your rotation. You will also have the opportunity to choose a geographical area, in either the north or the south of the county, but flexibility will be required.

Clinical areas available include:

- Practice nursing
- Community nursing
- Community hospitals
- Wound clinics
- Urgent treatment centres
- Care homes
- Hospice care
- Acute hospitals
- School nursing
- Dementia/End of Life
- Rapid Response
- Mental health

Jobs on Completion

You will be expected to remain on the programme for the duration of the 18 months, after which you will be ensured a Band 5 role within JUCD. The role will be assigned to you following discussion with the project team and local operational senior team. Where more than one nurse wishes to take a particular post, a competitive selection interview will take place.

Pay and Enhancements

You will be paid at Band 5, currently £27,055, upon qualifying, pro rata for part time hours.

All time on Saturday (midnight to midnight) and any weekday after 8pm and before 6am is paid at time plus 30%. Time on Sundays and Public Holidays is paid at time plus 60%.

Line Manager Support

The Project Lead will be your overall line manager who will ensure that your rotation programme is in place, that you have carried out all mandatory training, induction and have the relevant access to claim mileage expenses and unsocial hours payments (where appropriate). They will be responsible for carrying out an annual appraisal using feedback from your rotational posts as well as the associated admin relating to your employment (recording of any annual leave, sickness absence etc.).

You will also have an appointed manager for each of your rotation areas of work who will carry out your 1:1 meetings and all first line management tasks – for example, competency development, agreeing annual leave, managing sickness absence etc.

Practice Learning Facilitator Support

You will undertake DCHS Preceptorship and you will be supported by a preceptor within each rotation. You will also attend regular developmental workshops as part of the programme and you will have access to a dedicated programme Practice Learning Facilitator, an experienced adult nurse, who will provide additional support in practice.



The support is fantastic in my first rotational area and you also have a dedicated preceptorship programme and the support of the lovely Practice Learning Facilitator to support with developing your competencies alongside your area.

Training

You will attend the Derbyshire Community Health Services (DCHS) induction and Foundations in Care programme. Additional training will be provided where required by your rotational area.

Annual Leave

The full-time equivalent entitlements are as per the following table.

Length of service	Annual Leave & General Public Holidays
On appointment to NHS	27 days + 8 days (5.4 weeks)
After 5 years NHS service	29 days + 8 days (5.8 weeks)
After 10 years NHS service	33 days + 8 days (6.6 weeks)

Part time employees will have their annual leave (and general public bank holidays) entitlement calculated in hours, on a pro-rata basis based on their contracted hours per week as a percentage of the full time equivalent.

Vehicle Insurance - Business Use for Community

You must be able to travel around the county. Business cover on your vehicle insurance will be required for working within community nursing teams.

Mileage

For the purpose of claiming mileage, your base will be your rotational area. However, if you are based in the community, you can claim mileage from your base to patient visits as per EASYPAY guidance.

For more details or if you have any questions, please contact us.

Email: dchst.NQNrotationalpathway@nhs.net

Phone: 01246 253044

Web: <https://joinedupcareers.co.uk/careers/nqn-system-rotation-programme>



I didn't know what area I wanted to work in and I was torn between wanting acute experience but loving community nursing, so this opportunity was just perfect for me as I get to experience both. I also wanted a rotation because it offers me exposure to a wide range of

Joined Up Careers Derbyshire

Joined Up Careers Derbyshire

Newly Qualified Nurse (NQN) System Rotations Programme

The NQN System Rotations programme is an innovative recruitment project supported by Health Education England (HEE), Joined Up Care Derbyshire (JUCD) and the University of Derby. It has been designed by a dedicated project team, incorporating the feedback of current student nurses.

The rotations last **6** months and there are **3** rotational workplaces during the programme.



We are collaborating on a research paper with the University of Derby.

DCHS works in collaboration with HEE, JUCD and the University of Derby.



The aim of the programme is to aid staff recruitment and retention, increase experience, upskill staff and develop leaders of the future.



We support our nurses with:

- DCCHS preceptorship
- Simulation sessions
- Bi-monthly developmental workshops
- Access to a professional nurse advocate
- Monthly support from a practice learning facilitator (adult nurse).



There are various rotations, the programme is system wide across the whole of Derbyshire:

- Derbyshire Community Health Services
- University Hospital of Derby and Burton
- Chesterfield Royal Hospital
- Derbyshire Healthcare
- Ashgate Hospice
- Care Homes.



Workplaces include opportunities to rotate into but not limited to:

- Community nursing
- Community hospitals
- Hospice care
- Acute hospitals
- Wound clinics
- Urgent Treatment Centres
- Practice nursing
- Dementia/End of Life care
- School nursing
- Mental health.



Find out more E: dchst.NQNrotationalpathway@nhs.net or T: 01246 253044

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Contact Us

We are always happy to provide information or answer any questions.
Please feel free to contact us:



dchst.NQNrotationalpathway@nhs.net



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