

## **NQN Nurse FQA's**

### **What is Preceptorship?**

“Preceptorship is a period of structured transition to guide and support all newly qualified practitioners from student to autonomous professional in order to develop their practice further” (NHS England 2022).

At RHN this process includes supervised working and weekly teaching sessions facilitated by clinical education team, clinical professionals/managers. Teaching sessions cover topics such as clinical practice, communication and teamwork, leadership, personal and people development. The Preceptorship programme is for 6 months, as part of the preceptorship Nurses will be required to complete Registered Nurse competencies on the ward supported by their allocated preceptor.

For more information on preceptorship please see NMC preceptorship guidance; [Principles of preceptorship - The Nursing and Midwifery Council \(nmc.org.uk\)](https://www.nmc.org.uk/resources/principles-of-preceptorship/)

### **How will I be supported in my role as a Newly Qualified Nurse?**

When you start as a newly qualified Nurse the first week is induction to the hospital and ensuring you have Manual Handling and Basic Life Support completed. Once on the wards newly qualified Nurses are in a supernumerary period for two weeks. This is where you will work alongside another Nurse to get you used to the ward and clinical practice. During this period you will be looking after patients. All new employees are also on a probationary period which lasts 3 months.

Support available: a dedicated clinical education team to support you through the programme and assigned an experienced preceptor, as well as regular catch ups with clinical educators on the wards.

### **How long is the Probationary Period?**

A probationary period can be broadly defined as a trial period for newly recruited employees. With the RHN, probationary period is 3 months however this may be extended to 6 months at the discretion of your manager.

### **How many hours will I work a week?**

A normal working week for a full time member of staff is 37.5hrs a week which works out at 150hrs a month. For anyone requiring part time for personal reasons as Newly Qualified Nurses we allow for a contracted minimum of 32.25hrs per week.

### **What will my shifts look like?**

Shifts will differ depending on different wards. Most wards rotas are 12.15h shifts so for Nurses working full time hours 37.5h per week they will work 3 or 4 long shifts per week or 14 shifts a month.

Long day shift: 07:45 to 20:00 (with 1hr30 break)

Long night shift: 19:45 to 08:00 (with 1hr30 break)

Newly Qualified Nurses will be required to participate in flexible rostering. This will involve a rotation of day, night and weekend shifts. Rosters are normally issued a minimum of 4 weeks in advance by ward managers.

### **What will my holiday allowance be?**

Your annual leave is pro rata to the working hours you are contracted. For a Nurse contracted full time hours at 37.5 hours per week, holiday is 262.5 hours per year inclusive of bank holidays (which is approximately 35 days a year).

#### **When can I work Bank shifts?**

Newly Qualified Nurses employed by the RHN cannot work on the bank for 3 months until the individual has passed their probationary period. Once probation has been successfully passed newly qualified nurses can join the bank to work extra shifts.

For bank employees outside RHN, a registered Nurse needs to have at least 6 months post qualification experience and have completed a preceptorship programme within another hospital.

#### **What if I do not have my NMC Pin?**

Newly Qualified Nurses whilst waiting NMC Pin will be put on a temporary HCA level 3 contract. The nurse will be allocated to the same ward and same hours as their nursing contract. This is so the nurse gets used to the working hours, ward environment and have the opportunity to get to know the team. Once allocated a pin by the NMC the nurse will need to provide evidence to human resources via an NMC Statement of Entry letter. Once this has been provided the nurse will be moved onto their agreed nursing contract.

#### **Will I wear Uniform?**

It is a requirement of your employment that you wear the designated uniform whilst on duty in the hospital. Nurses' uniform can be either trousers and tunic or a dress. How many uniforms are given to employees depends on the hours an employee is contracted pre week, full time employees will be entitled to 4 uniforms provided by the hospital free of charge.