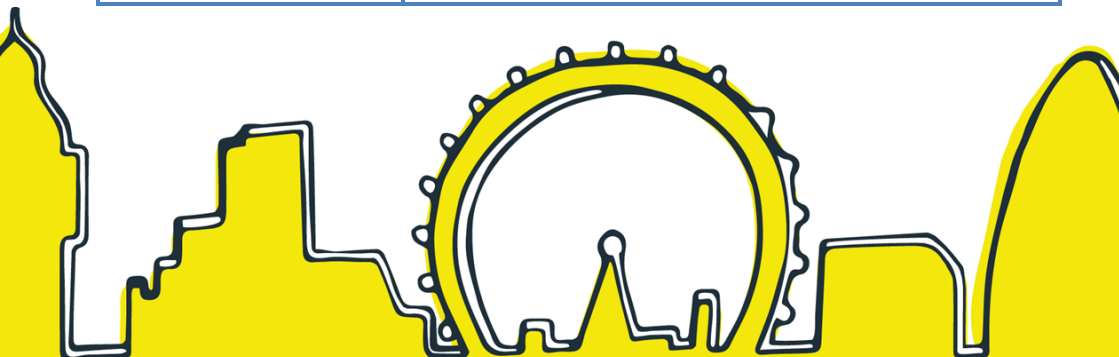


Rotations: Best Practice Guidelines

What is a rotation?	<p>Each rotation is a period of time, typically 6 months, and represents one part of a learning pathway towards becoming a multi-skilled professional. A rotation programme is a series of two, three or four periods of time spent in different areas.</p>
Who are rotations intended for?	<p>All registered nurses</p>
Duration of rotations	<p>It is recommended that a nurse's first rotation is 6-8 months Subsequent rotations in clinical areas are 6 months Shorter insights in other areas may include research, education, clinical trials, practice development</p>
Number of rotations	<p>3 or 4 clinical rotations, dependent on organisation One non-clinical rotation (if involved)</p>
Supernumerary period (recommended)	<p>2-week period at beginning of first rotation 3 shifts of 1 week at beginning of second rotation 1-3 shifts of 1 week at beginning of third rotation</p>
Rotation facilitator (designated responsibility)	<ul style="list-style-type: none"> Organisation of rotations Liaison with ward staff Manage rotation transitions Maintain/monitor training for rotating nurse Organisation of study days/work-based learning/forums for NRNs Monitoring of rotations Independent source of support for rotating nurses Support for other staff and managers



Rotations: Definitions

Term	Definition
Insight/ Taster	A short period of between one day and six weeks of experiencing another setting. This may be as a one-off block or one day per week over a period of time. This is a one-off experience and may be used for nurses of any level. It can be particularly beneficial for nurses wanting to increase awareness of a specialist area prior to moving.
Rotation	Each rotation is a period of time, typically six months, and represents one part of a learning pathway towards becoming a multi-skilled professional. A rotation programme is a series of two, three or four spells spent in different areas.
Secondment	A secondment is a fixed time period spent in another role or department. Typically longer in length and used by organisations for a variety of reasons. There are benefits of secondments to specialist areas for nurses of all levels, although likely to be of more interest for experienced nurses.

For more information



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