



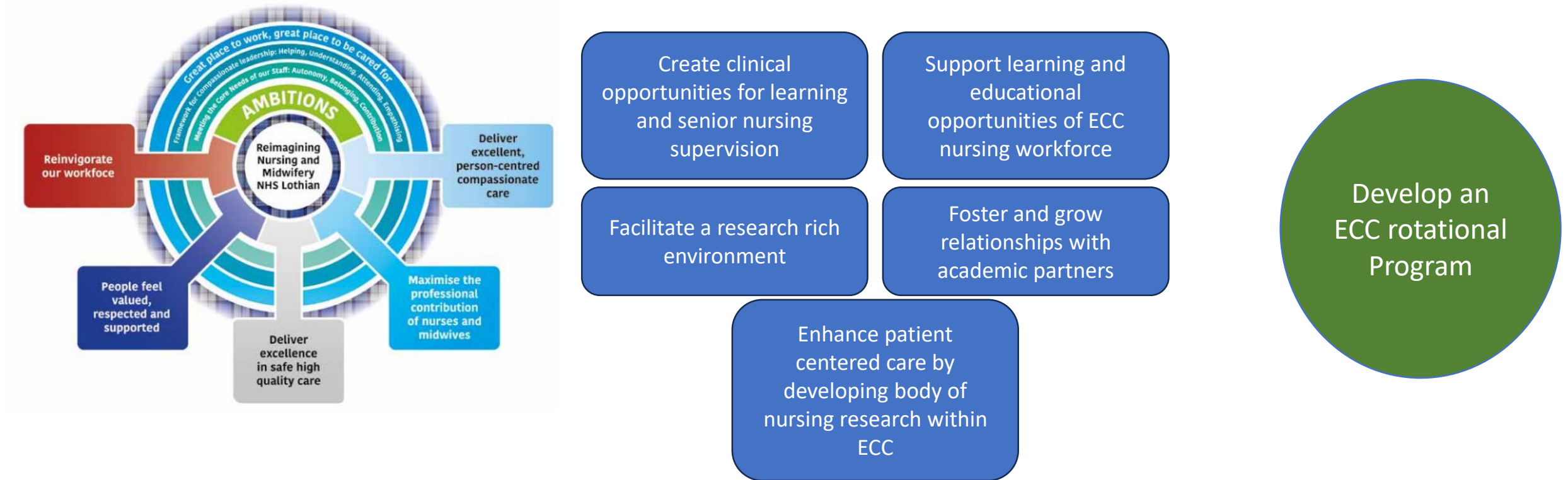
Establishing a rotation programme for newly qualified nurses within cancer services through a Clinical Academic Partnership Group

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Edinburgh Cancer Centre

Clinical Academic Partnership Group (CAPG)

Aims and Alignment with strategic ambitions



Strategic Ambitions

CAPG Aims

First Objective of CAPG

ECC Rotational Programme Pilot

Improvement Model

Rotation objectives

- **Engage and empower**
- **Attract** and retain staff
- **Commit** to the development of a highly skilled and competent workforce
- **Invest** in personal and professional development
- **Support** well-being to allow nursing staff to flourish

Aim

- At the end of a two year rotational programme the Newly Qualified Nurses will go from Novice to Expert within Cancer care

How will change be measured

- Qualitative -
 - Feedback from NQNs
 - Prior to rotation
 - on completion
- Quantitative -
 - Retention and attrition figures
 - 5 years pre and post rotational programme.
- 5 year Longitudinal study to see lasting effects/retention rates.

Other factors to ensure pilot validity/success

- Using ACCEND framework to inform a competency document
- Work with CET to use Level 1 & enhanced clinical skills passport (currently in pilot phase)
- Gain expertise from CAPG
- Regular meetings with SCN/DCNs

ECC Rotation design

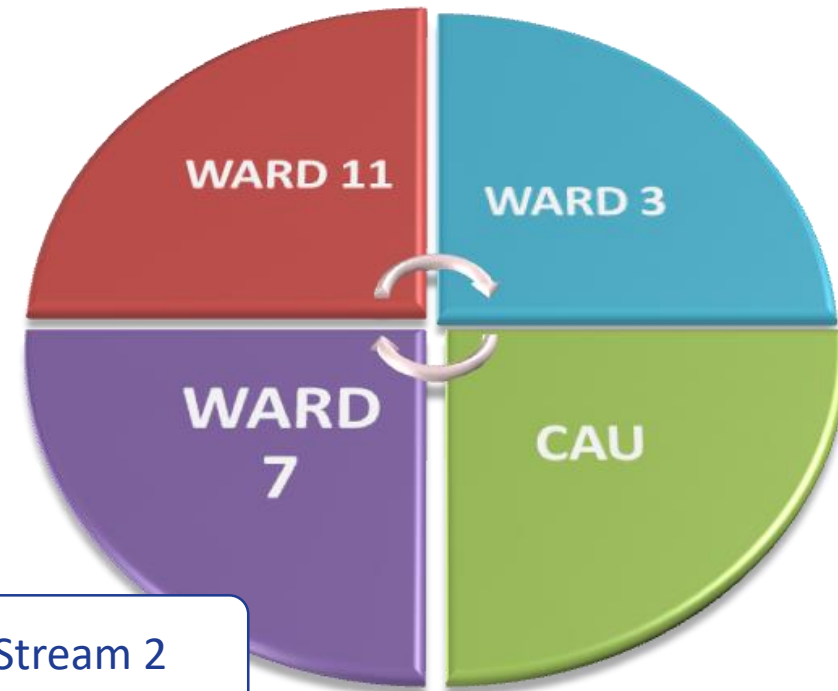
Eight participants who are newly qualified and up to a year qualified

Participants will move every six months for two years, then have a substantive post

Each speciality reflected in each group, all participants gain similar experiences



Stream 1



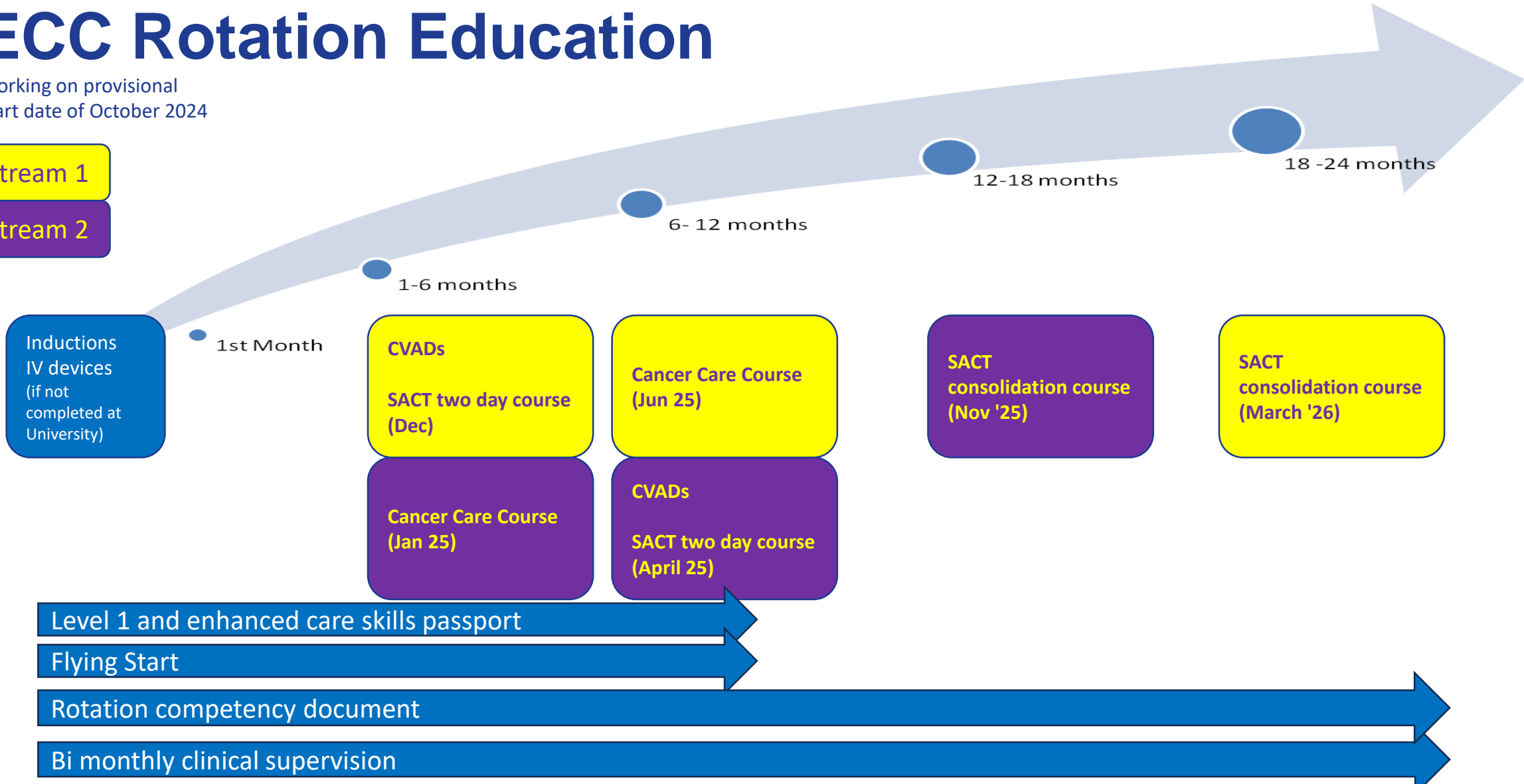
Stream 2

ECC Rotation Education

Working on provisional
start date of October 2024

Stream 1

Stream 2





Getting the word out



Join our dynamic team

- ▶ Be part of a leading cancer centre
- ▶ Care for patients throughout their treatment
- ▶ Support research and innovation
- ▶ Receive tailored training and education
- ▶ Develop skills and advance your practice
- ▶ A chance to be part of a rotational programme across cancer services
- ▶ Opportunity to work in a range of different areas including a Cancer Assessment Unit, Haematology, trials, chemotherapy, inpatient and outpatient settings.



Recruitment Fairs

Edinburgh Napier University

Stirling University

QMU Research day

Western General

NHS Lothian

Future Plans

- NQNs have been placed into ECC
- Invite them in for informal interview if interested in the rotation
- Produce internal advert for nurses who are within a year qualified
- Conduct Informal interviews, make participants aware of commitment to programme
- Plan to commence rotational Programme October/November
- Evaluate rotational programme at end of each year and make changes where appropriate – for further intakes
- Could roll out to other departments, working with other Education Facilitators
- Aiming for programme accreditation