

BETTER TOGETHER

NHS

**Royal Devon
University Healthcare**
NHS Foundation Trust



Make a difference

as part of the **Community Nursing** team at the Royal Devon

While you care for our patients, we will support and invest in you to take your career further than you ever imagined.

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A warm welcome from our Chief Nursing Officer



Hello, I'm Carolyn Mills and I am the Chief Nursing Officer for the Royal Devon.

We are incredibly proud of our nursing team who form an essential and well-respected part of our healthcare teams across a number of dynamic settings, providing dignified, compassionate and personalised care to over 615,000 people, working together to achieve the Community Nursing Plan.

Our teams are caring, compassionate and inclusive, so whatever your background, you will be made to feel very welcome. We will invest in your training and development alongside offering you great benefits, flexibility in your work and excellent opportunities for you to progress.

We have excellent employment and development opportunities for all kinds of nursing roles, whether you are pre-registration, newly qualified, looking for a new challenge, returning to nursing or relocating to the UK.

We look forward to working with you.

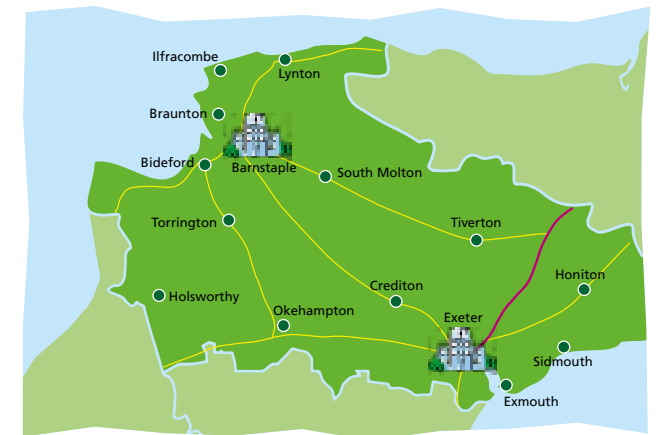
About the Royal Devon

It's a very exciting time to join us. The Royal Devon University Healthcare NHS Foundation Trust is renowned for ground-breaking research, dynamic innovation and strong links to leading universities.

Stretching across Northern, Eastern and Mid Devon, we have a workforce of over 15,000 staff, making us the largest employer in Devon. Our core services, which we provide for over 615,000 people, cover more than 2,000 square miles across Devon, while some of our specialist services cover the whole of the peninsula, extending our reach as far as Cornwall and the Isles of Scilly.

We deliver a wide range of emergency, specialist and general medical services through North Devon District Hospital and the Royal Devon and Exeter Hospital (Wonford). Alongside our two acute hospitals, we provide integrated health and social care services across a variety of settings including community inpatient hospitals, outpatient clinics, and within people's own homes. We also offer primary care services, a range of specialist community services, and Sexual Assault Referral Centres (SARC).

You'll be joining a team of like-minded professionals to provide personalised care, making a huge difference to the patients we see.



Community Nursing at the Royal Devon

About our service

Are you looking for a role that offers career progression, excellent development opportunities and the chance to make a real difference to our patients? Then a nursing career at the Royal Devon is perfect for you.

We are a Trust that embraces change and drives innovation, developing pioneering medical models, new ways of working, and cutting-edge technology. The scale of operation provides amazing opportunities for our Community Nursing staff to progress, whether you are providing urgent community response services, guiding discharge plans from hospital to home, or delivering excellent care for patients in their home environment.

We'll equip you with a bespoke package of support, guidance and mentorship, and you'll be joining a welcoming team of community nursing professionals who are nationally recognised for their outstanding work. In addition to the training we offer, there are educational programmes, specialist networks, and opportunities to advance your own learning.

Put your skills into practice in a dynamic working environment, discovering different specialties and advancing your skills, enjoying the ability to collaborate with local groups and fellow professionals. Our services cover a large geographical area, so you will gain a wealth of experience across our community settings. This will cover a diverse mix of patients, complex conditions and specialist care.

We can't wait to welcome you on board.

What makes us a great place to work?

We believe in nurturing and growing our workforce. Joining us as a Community Nurse means you can expect excellent career progression, tailored training and development opportunities, and a bespoke package of support to help you find your feet. We also provide practical support such as a supernumerary programme and financial support for driving.

We offer:

- Excellent rotation opportunities
- Full preceptorship programme
- Mentorship
- Extensive induction and clinical skills training
- Postgraduate education
- Continued Professional Development (CPD)



Bridgette
Community Rehab Nurse

I was a bit of a latecomer to nursing and qualified in 2010. Before then I had worked in a GP practice and then as a Healthcare Support Worker before doing my nursing degree and working on placement at the Royal Devon.

I feel really privileged to live and work in the community. You need a bigger skillset to deal with a wide-ranging set of issues, but you are well trained and very well supported. We empower our patients to stay safe in their own homes, retain their independence and care for themselves. I love my current role as a community rehab nurse, I've been given the opportunity to develop the role in the direction that I want so I currently do a lot of healthy living and health promotion.

To anyone thinking about applying for a community nursing role, I would say do it! There are so many opportunities if you put yourself forward, and you will always feel like you're learning and progressing.

Lucie
Band 7 Urgent Community Response (UCR) Lead

My journey started as a B3 support worker for Rapid Response (now UCR) which I absolutely loved. I was given the opportunity to study and complete a Foundation Degree in Health Care Practice. After negotiating with heads of service, I was seconded to complete my Band 5 nursing degree via Plymouth University, topping up my current qualifications with 1.5 years study.

I worked for a few years to gain nursing experience before I headed straight back to the UCR service where I have always wanted to work. I am currently in a seconded post as the Band 7 Deputy Clinical Lead.

I have always been so grateful for the support and belief in my ability to get to where I am today, the Trust really did go over and beyond to support us.

There are some very challenging days but it is worth it when you can support a patient and their family in a time of crisis. I have seen the service grow and change significantly along with my career.

Training and development with funded qualifications

We have excellent career opportunities for community nursing professionals at all levels, whether you are in a new-to-care role or are a Registered Nurse seeking new opportunities.

Apprenticeships

Apprenticeships are a great way to grasp new knowledge and expertise whilst getting hands-on experience. They are also fully funded via the apprenticeship levy, so they won't cost you a penny. Once you have your Care Certificate and providing you have Maths and English GCSE's or equivalent*, we'll help you take the next step in your career. Perhaps you'll be achieving Level 2 Units, or embarking on a Level 3 apprenticeship, either way, you'll be able to gain plenty of experience as you grow and learn.

Assistant Practitioners

If you are a qualified Assistant Practitioner who is interested in becoming a Community Nurse, we may be able to offer funded support to help you 'top up' your qualification and complete your nursing training.

University

Royal Devon has links with specific colleges and universities to offer nursing degrees and student placements. This includes the University of Bolton, the University of Exeter and the University of Plymouth.

Following three or four years of study and successful completion of the assessments, students will attain a BSc (Hons) Nursing (adult or child) degree or a dual-trained (adults and child or adult and mental health) Master's degree and will be able to register as a qualified nurse.

* Grades 4-9 (A-C) or relevant Level 2 equivalents such as diplomas, RQF's (formally known as NVQ's and CQF's).

We also accept pre-registration student nurses on the Masters course from the University of Exeter. This course runs over 4 years and students will complete placements whilst teaching is delivered in Exeter.

We also accept pre-registration nurses from the University of Plymouth. Your degree will be a mixture of practical and theory sessions with blocks of placement including community settings, surgical, intensive or acute care, medical and opportunities to access other specialist services across the Trust. Placements are offered on both the Northern and Eastern sites and have dedicated teams to support students in their journey to becoming registered nurses.

Where could this take me?

We offer funding and support to guide your professional development, providing opportunities for progression to specialist roles, leadership roles, and exciting senior positions. This includes access to training and apprenticeship programs for obtaining masters-level qualifications and advanced clinical practice.

We are proud to offer an apprenticeship Post Graduate Diploma in District Nursing (Level 7). This course is an excellent way to develop your career, and upon completion you will be able to become a Specialist Practitioner District Nurse with Non-Medical Prescriber status.

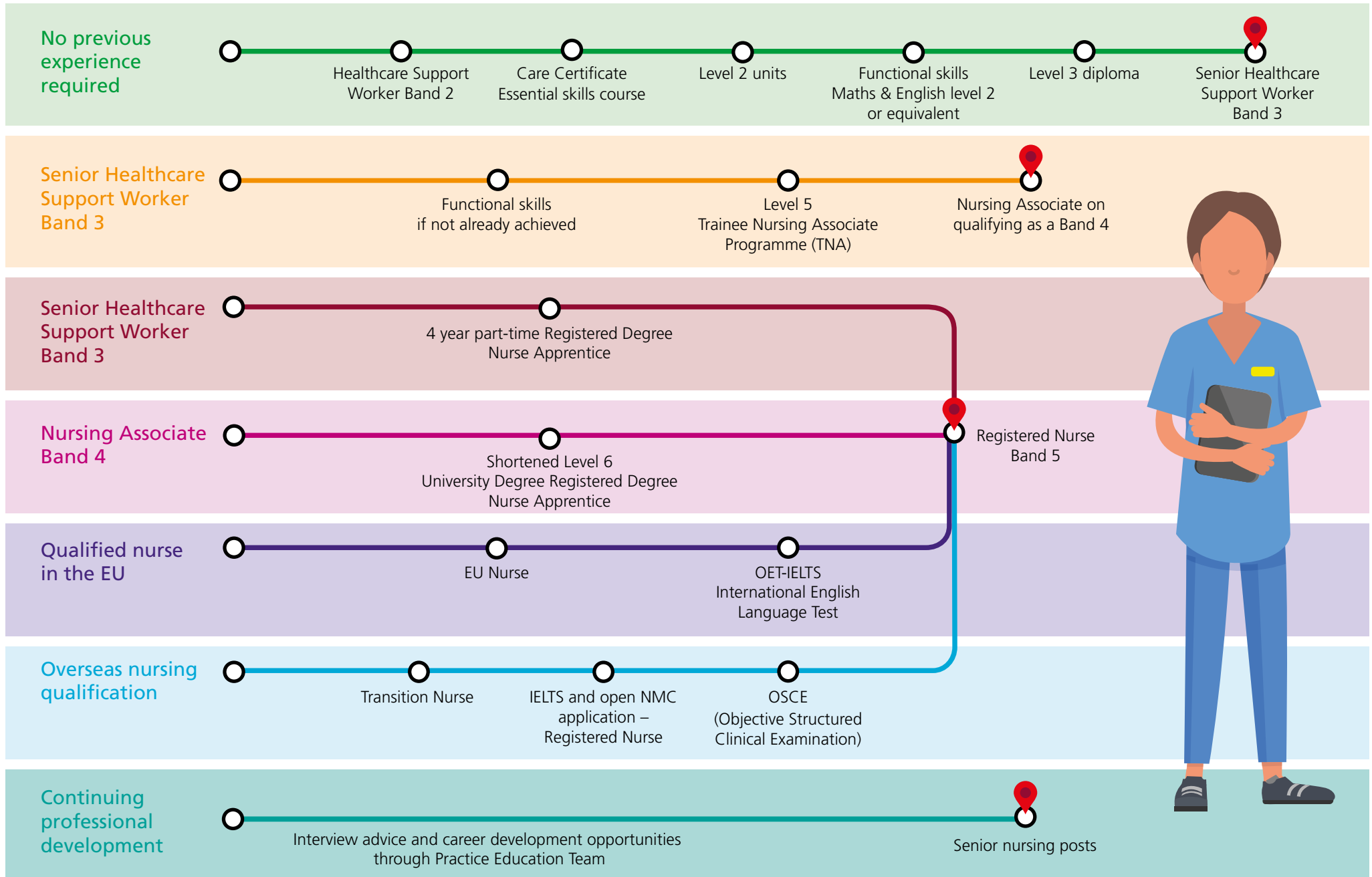
Further opportunities

If you're interested, we can guide you towards innovative roles where you can shape the future of service delivery, educate the next generation of maternity professionals, or contribute to life-changing research. As a research-focused Trust, we have plenty of opportunities for you to get involved with innovation.

Level	Equivalent qualification example
Level 2	GCSE (Grades 9 – 4 or A* – C)
Level 3	A-Levels
Level 4	Certificate of higher education
Level 5	Foundation degree
Level 6	Bachelors' degree
Level 7	Master's degree

Explore where your future can take you

What does success look like for you? There are so many ways to achieve a fulfilling and rewarding career in nursing.



Healthcare Support Workers

Also known as Health Care Assistants, Healthcare Support Workers play a vital role. You will discover a huge variety of exciting roles within community nursing. You may be interested in joining our community nursing teams who deliver personalised care to those who need us most, or perhaps you would be interested in providing short-term responsive care to help patients remain safely in their home environment.

How do I get started?

You don't need experience to get started! We'll provide all training on the job and help you achieve your Care Certificate within the first year of your role.

Advancing your career

You'll automatically be on a career pathway to become a Band 3 Senior Support Worker when you join us. Once you have achieved your Care Certificate and providing you have Maths and English GCSE's or equivalent, we'll help you to progress to a Senior Support Worker by taking the relevant Healthcare Diploma modules or certificate.

You may be interested in training to become a Nursing Associate. Which provides the relevant experience and qualifications to progress along a career path to becoming a fully-qualified Registered Nurse. Qualified Nurses can become a Midwife through a shortened midwifery degree.

You don't have to follow this route if you are interested in becoming a Nurse. If you have the relevant qualifications, you can apply directly to university through UCAS.

At a Glance

Working Bands
Band 2

What experience is required?
No previous experience required

Qualifications
Working towards Care Certificate

Next steps
Senior Support Worker, Trainee Nursing Associate or Nursing Associate



Sarah
Senior Healthcare Assistant in Bideford district nursing team

I've been working as a Senior Healthcare Assistant in Bideford's district nursing team since June 2021, however before that I worked for East Midlands Ambulance Service.

I wanted to be able to follow the patient journey from start to finish providing holistic care from diagnosis and treatment to rehabilitation. You get that with community nursing. Another aspect that I really enjoy is getting to see people in their own environment. If I can prevent someone from going into hospital then I've done a good job.

Being a community HCA is a really structured way of learning and the role is so varied every day. I get a lot of support from my team and on the job training! I've been encouraged to complete Level 3 QVQS (NVQ equivalent) and after this, I'll get the chance to do my Level 4 when I'm ready.

To anyone thinking about joining our community nursing team, I'd say do it!



Scan Me!

Find out more about becoming a Healthcare Support Worker

www.royaldevon.nhs.uk/careers/explore-careers/healthcare-support-workers



Urgent Community Response (UCR) team

Transforming people's lives starts at home, and that's why the work of our Urgent Community Response team is so vital for our services. Urgent Community Response Teams are community-based and their primary focus is to enable a person to stay safe and well in their own home.

We support people during periods of ill health if their medical needs can be managed safely out in the community.

This crucial role has great variety where no two days are the same. You'll be caring for our most vulnerable patients across a wide geographical area that encompasses sleepy seaside villages and bustling market towns.

You will be making a huge difference every day, whether you are guiding someone's healing after an operation, or making sure an unwell person with dementia can stay safely in their familiar environment. Dignified, compassionate care is our priority, and our specialist care and support mean that those receiving End of Life care can stay at home with loved ones and avoid hospital admissions.

At a Glance

Working Bands
Band 2 or Band 3

What experience is required?
No previous experience required

Qualifications
Working towards Care Certificate

Next steps
Trainee Nursing Associate

About the Urgent Community Response team

The Urgent Community Response team (UCR) provide short-term care and support to people in their own homes and care settings. Helping individuals stay in their familiar environment enhances recovery and provides a dignified and compassionate service to those receiving end-of-life care.

Our service keeps families together safely at home, removing the added worry and stress of repeated trips to hospital.

As well as collaborating with patients, their families and carers, we work with a wide range of professionals ranging from paramedics and community-based specialists through to teams and departments within the acute care setting.

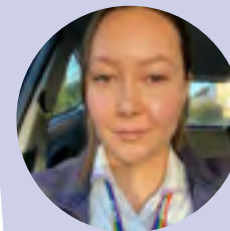
What's great about this role?

Starting your career within the Urgent Community Response team is a great way to boost your skillset and gain first-hand experience, leading to a rewarding career in whatever direction you choose.

There are also many other benefits too:

- Excellent support and guidance from a wide team of experts
- Great variety in location and environment
- Opportunities to develop comprehensive skills
- Individually tailored training packages
- Autonomy to manage your own caseload as you grow in confidence

As a HCSW out in the community, you'll be building unforgettable relationships with your patients, following their journeys and discovering how your care makes a powerful difference to their wellbeing.



Stevie
*Urgent
Community
Response Team
HCSW*

Working as part of the Urgent Response Team offers great variety. Every day is different and it is always changing! I'm always learning and adapting because every patient we see has individual needs and abilities, and there are always new situations to get stuck into.

I love working in such a supportive and knowledgeable team, it's great for my development because I have access to brilliant mentorship opportunities. The Trust has supported me with broadening my knowledge and I am now doing my Level 3 Diploma in Healthcare.

My dream job is to be a Nurse, and I plan to complete a degree as I progress on my career journey. This has always been something I've wanted to do, but my HCSW role in the Urgent Community Response Team has reinforced that this is the path I wish to take for my career.

Nursing Associate

We are proud to be one of the first Trusts in the country to adopt the Nursing Associate role, which acts as a great stepping stone to becoming a Registered Nurse. You'll be an important part of our multi-discipline team, working alongside Support Workers, Assistant Practitioners and Registered Nurses as well as Doctors, Consultants and other healthcare professionals.

How do I get started?

Healthcare Support Workers who have a Care Certificate, Level 3 qualification and Maths and English (see At a Glance) can enter the Trainee Nursing Associate (TNA) programme to study for a foundation degree while they work. The degree is either delivered by the University of Bolton through Petroc College in Barnstaple and is part of a joint initiative with the Royal Devon for our Northern services. Or if you are based at our Eastern services, your course is delivered by the University of Plymouth at their Exeter campus.

The training is a combination of work-based competencies, hands-on experience and at least one intensive study day a week.

At the end of the course, and on successful entry to the Nursing and Midwifery register, the Trainee Nursing Associates are awarded permanent Nursing Associate Band 4 positions.

Advancing your career

Those who complete the two-year training can take a shortened nursing degree and go on to become Registered Nurses whilst some may prefer to continue in their nursing associate role, being ambassadors for future nursing associates.

We will support you throughout the two-year programme with work-based learning, placements across different settings and one day of academic learning a week. You will be paid at a Band 3 level whilst training.

At a Glance

Working Bands

Trainee: Band 3
Qualified: Band 4

Route to role

Healthcare experience

Qualifications

GCSEs grade 9 to 4 (A to C) in Maths and English
or Functional Skills Level 2 in Maths and English

Next steps

Registered Nurse after achieving foundation degree

Newly Qualified Community Nurse

There is no better place to start your nursing career than the Royal Devon. We offer a safe and supportive environment for you to gain experience across a wide range of community settings and specialties.

Our Preceptorship Programme has been developed to support you and to help you build confidence as you make the transition from student to newly registered practitioner. The 12 month programme offers a carefully planned way for you to develop clinical skills under the guidance of more experienced practitioners.

As well as providing you with protected time to study, you will also be assigned a preceptor to help guide you as you develop. Your preceptorship portfolio will also count towards degree or master's credits if you wish to continue your education and we will provide you with career development support that will help you plan for the future.

How do I get started?

The first step to becoming a nurse is to take a degree programme approved by the Nursing and Midwifery Council (NMC). This may be full time or part time if you are working in a relevant role. Once you have qualified, you will need to register with the NMC and begin your Preceptorship year as a newly qualified nurse.

At a Glance

Working Bands
Band 5

Route to role

Directly from University or through RDNA programme

Qualifications

A relevant professional degree is required, registration with NMC

Next steps

Band 5 Staff Nurse



Preceptorship programme

Whether you are newly qualified, joining us from outside the UK, or returning to practice, your first few days can feel quite challenging. Our Preceptorship Programme will help you find your feet and develop your knowledge and skills so you feel as confident and competent as possible.

What's it all about?

Preceptorship is a period of structured support within the workplace where you will work alongside a preceptor to achieve locally set objectives. The preceptorship programme supports you to do this in several ways including: a series of study days where you will link theory to practice; pastoral support and help to achieve your objectives in your clinical area. The study days are spread over the course of a year and are delivered by our Clinical Skills and Training Teams, alongside clinical experts.

This combination of hands-on experiential learning in the workplace and theoretical group learning is so important as it will equip you with everything you need for a smooth transition to your role. Facilitated learning means you will have support and guidance at every step of your career, giving you the confidence to deliver your best and achieve a fulfilling career.

The added bonus of the programme is our buddy scheme. Your buddy will be someone outside of your team, who you can lean on for personal and professional advice, whether this involves advice when finding accommodation, or figuring out how to book annual leave.

National award nomination for our Buddy Scheme!

If you want to learn more about preceptorship we recommend reading:

Principles for preceptorship by the Nursing & Midwifery Council:
www.nmc.org.uk/standards/guidance/preceptorship



Preceptorship Framework for Newly Registered Nurses, Midwives and Allied Health Professionals from the Department of Health:
networks.pcc-cic.org.uk/nhs-networks/ahp-networks/documents/dh_114116.pdf/view



Registered Community Nurse

Nurses are on the front line, making a difference to our patients every day across a range of community settings. Whether dealing with minor injuries, end of life care or people with chronic health issues, you'll help to provide assessments and diagnosis for patients, evaluating their needs and planning their ongoing journey. You may find yourself in a supervisory role directing the work of your colleagues, and you can mentor and assess pre-registration students nursing associates and assistant practitioners.

You'll often be the first point of contact for a patient and you'll normally work within a multi-disciplinary team to provide care. This may also mean taking on a supervisory or mentorship role, directing work of HCSWs, nursing associates and assistant practitioners.

We offer excellent opportunities for career advancement including funded training and qualifications needed to progress to the next band. As a Band 6 community nurse, you'll continue to take on more clinical and managerial responsibility including deputising for the Band 7 in their absence. You'll be responsible for the care process and will have been fully trained and competency assessed in line with our policies and procedures. As well as demonstrating clear clinical leadership, you'll act as a mentor to pre-registration students, nursing associates and assistant practitioners helping them meet their required competencies.

The next step would be to become a specialist nurse, choosing a discipline that you are passionate about.

At a Glance

Working Bands
Band 5

Route to role
Directly from University

Qualifications
A relevant professional degree is required, registration with NMC

Next steps
Specialist, management, advanced clinical nurse specialists, advanced clinical practitioners



Specialist Community Nurse

Specialist Community Nurses deliver excellent care across our community services, sharing their expert knowledge with their teams and transforming patient experience. You may be interested in providing bespoke education to care homes, working as part of the ambulatory care team, or delivering personalised care to vulnerable patients as part of our frailty services,

Your training will equip you with the skills and knowledge needed to manage, plan and evaluate care provision in a variety of complex and unpredictable situations. Alongside this, you'll have the chance to demonstrate your leadership and management capabilities under the support of your warm and friendly team.

How do I prepare for this role?

Band 6 Specialist Nurses can complete a level 7 apprenticeship to achieve a Post Graduate Diploma in District Nursing. Upon completion, you will be able to become a Specialist Practitioner District Nurse with Non-Medical Prescriber status.

Next steps

You will receive training and development in leadership and management as well as opportunities for further skills development in related areas to support your continued progression. We'll also support your training and development to complete programmes within the NHS Leadership Academy.

At a Glance

Working Bands
Band 6

Route to role
Level 7 apprenticeship

Next steps
Band 7

Community Nurse Team Manager

Community Nurse Team Managers are responsible for managing a caseload of patients, making sure that the service we give is personalised on a case-by-case basis. This is especially important for those at risk of being admitted to hospital.

You'll provide skilled, professional assessment of varying health needs, delivering relevant nursing care and health information to members of the community across all age groups. This will also mean working in partnership with the primary health care team, social services, private and voluntary sectors and other professionals, addressing health promotion priorities both locally and nationally.

Community nurse team managers have responsibility for providing clinical leadership and managing teams. Part of this involves overseeing the development and competencies of your team, motivating staff and enhancing the services we offer.

How do I prepare for this role?

As well as demonstrating leadership experience gleaned during your years working as a Band 6 nurse, you'll need to be working towards or have already obtained a Specialist Practitioner Qualification or equivalent standard of education. We'll be able to support you with this.

Advancing your career

You'll be given support to work towards completing an MSc or MSc modules relevant to leadership and management or advanced clinical skills. We'll also support your training and development to complete NHS Leadership programmes with the NHS Leadership Academy as well as a programme of learning.

At a Glance

Working Bands
Band 7

Route to role
Relevant experience

Specialist Practitioner Qualification or equivalent

Qualifications
Specialist Practitioner Qualification or equivalent

Next steps
Higher specialist/management, Band 8 roles



Enhanced Practitioners

Enhanced Practitioners are Registered Nurses who have gained in-depth knowledge, specialist skills and experience since qualifying. You deliver complex clinical care to patients, teaching them and their families how to manage their conditions. You will work across some but not all of the four pillars of clinical practice including leadership, management, education and research.

Example roles of Enhanced Practitioners include: Community Specialist Nurse, Community Diabetes Nurse, Bladder and Bowel Community Nurse, Eating Disorders Community Nurse, Cardiac Community Nurse.

How do I prepare for this role?

Having gained a minimum of two years post registration experience, your next step will be to complete either a degree apprenticeship or MSc in Enhanced Practice. We'll be able to support you with this.

Progression and innovation

Once you have gained your Enhanced Practitioner role, you'll have opportunities to continue your career development journey and increase your skills to the remaining clinical practice pillars not yet achieved. Allowing you to take the next step to become an Advanced Practitioner.

At a Glance

Working Bands
Band 6 and Band 7

Route to role
Level 6 apprenticeship

2 years of
post-registration
experience

Next steps
Advanced Practitioner

Advanced Practitioners

Advanced Practitioners are healthcare professionals from a variety of different professional backgrounds with masters-level qualifications and dynamic leadership skills and expert autonomous and clinical reasoning skills. Which include prescribing. You will be taking on autonomous roles, shaping our scope of practice whilst delivering and leading outstanding care for patients. Your role will cover all four pillars of clinical practice including leadership, management, education and research.

How do I prepare for this role?

Having gained a minimum of five years post registration experience (with at least two years of this being at a Band 7 level), your next step will be to complete either a degree apprenticeship or MSc in Advanced Practice. We'll be able to support you with this.

Progression and innovation

The Royal Devon offers excellent opportunities to innovate and explore new ideas. You can pursue academic, research, or educational opportunities, collaborating with like-minded professionals that strive for better care for future generations. Band 8a, Band 8b, and Band 8c positions offer great scope for career progression in any direction you choose. There really are no limits when it comes to planning your future, so we'll be more than supportive if you wish to explore development opportunities.

At a Glance

Working Bands
Band 8

Route to role
Level 7 apprenticeship

5 years of
post-registration
experience

Next steps
Research, service
delivery or education

Returning to practice

Come back to Community Nursing with confidence. Enjoy a fully-funded return to role, a bespoke support package, preceptorship, buddy scheme, and excellent career progression. Get back to delivering passionate patient care, learn at your pace with a flexible approach, and we'll help you find your feet with a team that feels like family.

Our offer to you

We offer a Band 3 paid route for those returning to registered healthcare careers which includes a fixed-term contract for the duration of your required supervised placement hours, a skills portfolio, and support to help you re-register with the NMC. Once you have completed your skills portfolio and obtained your NMC registration, then we can offer you a permanent Band 5 contract with the Royal Devon.

What do I need to do?

If your PIN has lapsed and you are no longer registered with the Nursing and Midwifery Council (NMC), we'll guide you through the steps needed to return to practice. Normally this would be a Test of Competence or a Return to Practice programme which is a period of study and placement hours.

We offer a return to practice programme which consists of a work placement and a theoretical course taught by local Universities. You'll have a fully paid position while you achieve the practice hours needed to complete the course and regain the **NMC PIN**, which works out at a minimum of 22.5 hours per week.

On average we find that most people can complete the programme over six months. However, this can be flexible and you can extend this to 12 months to work around your family and home life. This will help you train at your own pace and build your confidence.

At a Glance

Working Bands

Band 3 to carry out course, progressing to Band 5

Readmission

Revalidate with NMC or Test of Competence or Return to Practice Course

Followed by successful completion of programme

Qualifications

Progress straight to Band 5 upon qualifying

Welcome back career section on the Royal Devon website – www.royaldevon.nhs.uk/careers/return-to-practice/



Financial support

The cost of your course and placement fees are covered as part of your return. You'll also be given a stipend of £1,000 to cover expenses related to your study period e.g. childcare, travel, books etc. Your RTP Lead will also let you know of any other funding options available, such as the Prince's Trust.

What support can I expect?

You won't be doing this alone, we'll help you build your confidence and settle in through our comprehensive Preceptorship Programme and nationally-recognised Buddy Scheme.

Further funding may be available for your training from Health Education England (HEE) for out-of-pocket expenses and relevant courses. Details of this are provided on application.

Learn at your pace

Alongside a full induction process, preceptorship and e-learning, we'll also provide a refresher on how to take care of yourself in the work environment. Part of this involves checking in with Occupational Health and Wellbeing to make sure you have everything you need to feel safe and supported at the Royal Devon. We'll help you brush up on key clinical skills and core competencies too.

You can strive for career progression at a pace you are comfortable with, and we have plenty of opportunities to help you achieve your career aspirations.



Alison
*Community Nurse
Team Manager for
Lynton Integrated
Nursing Team*

I have been working as a Band 7 community nurse team manager since 2019. After 19 years as a mum, my kids didn't need me as much and I came to Lynton as a return to practice student, before going straight into a Band 5 nursing role. In 2006 I was supported by the Royal Devon to do my nursing degree with the Trust via Plymouth University.

Community nursing is very different to working in a hospital environment which has a much more rapid turnover of patients. As a community nurse, you have a lot of contact with the patients and with their families, we really get to know them over the years and it's amazing to be able to care for someone and see their journey to recovery.

To anyone looking for independence, excitement, huge variety and the opportunity to build a relationship with their patients I would say try community nursing!

Overseas qualifications

If you are a nurse who qualified in a different country to the UK and you're interested in bringing your skills to England, we would be delighted to hear from you.

The Royal Devon is the perfect place to develop your career. When you work with us, you'll join our passionate workforce and enjoy job security, a competitive salary and flexible hours.

Relocating can be a lonely process, but we will help you find your feet. We have several international networks made up of friendly colleagues who will introduce you to social groups and guide you through everything you need to do to get settled. This can be anything from helping you find local services to meeting you for coffee and a chat.

What do I need to do?

Anyone wanting to work in the UK as a Nurse must register with the Nursing and Midwifery Council (NMC) by completing an application. Applicants will need to have an NMC recognised qualification and if necessary, take a Test of Competence.

It's also important that you meet the requirements of UK Visas and Immigration regulations to gain the right to enter and work in UK.

At a Glance

Working Bands

Transitional nurse:
Band 4

Once registered: Band 5

Route to role

Registered with the Nursing and Midwifery Council (NMC)

Preceptorship Programme

Qualifications

NMC recognised qualification or Test of Competence

English language requirements

You will need to provide evidence that you have the necessary knowledge of English to practise in the UK. There are three types of evidence that the NMC will accept without needing further information:

- A pre-registration nurse, midwife or nursing associate qualification which was taught and examined in English
- One year of recent practice as a nurse, midwife or nursing associate in a majority English speaking country
- A relevant score for English language tests accepted by the NMC

Other evidence needed

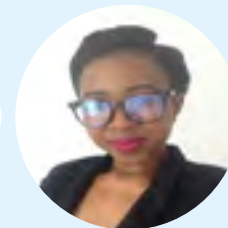
The NMC will ask you to provide two referees for your application and evidence to support that you have good health and character. They will also ask if you have insurance cover known as an 'indemnity arrangement' for any practice you take on as a nurse.

What is a Test of Competence?

The Test of Competence is a two-part process that will give you the necessary qualifications for becoming a Registered Nurse in the UK.

- Part one – a computer based multiple-choice examination (CBT) which you'll likely be able to do in your home country
- Part two – a practical objective structured clinical examination (OSCE) which will always be held in the UK

During our programme, you will be paid as a Band 4 Transition Nurse. You'll use your skills and knowledge in a range of clinical duties while training under the direct supervision of a Registered Nurse.



My role as a Transition Nurse will provide me with training and development in order to pass my OSCE exams. I know that I will be well supported through this process.

Kwanele Hlabano-Moyo
Band 4 Transition Nurse

What support can I expect?

If you have been asked to take a Test of Competence, then we can help you with one-to-one support, ward-based learning, and dedicated study time.

This programme will fully prepare you for the OSCE and make sure you're confident and ready to work as a Band 5 Registered Nurse.

Our blended learning approach includes:

- A thorough theoretical and practical induction
- A period of supervised practice
- Mentorship in your clinical area
- Study time for OSCE preparation sessions
- Funding for your first OSCE attempt

What happens next?

The NMC will review and verify your application. Once you have received your decision letter from the NMC, you'll be able to move forward in your application and register as a Nurse.

Once registered, you'll embark on a period of 'Preceptorship' following your registration with the NMC. This will provide hands-on experience under the guidance of an experienced nurse.

Contact us

We're always happy to help! Drop our friendly recruitment team an email and we can help get you started.

Pay banding explained

Known as 'Agenda for Change', NHS pay is structured around different bandings for a fair and transparent pay structure.

Levels of pay vary within each band according to how many years of service. As your career develops, you can expect to earn more and move to the top of your pay banding before working your way up to the next one.

- Healthcare Support Workers, Senior Healthcare Support Workers, Trainee Nursing Associates, Nursing Associate, Trainee Assistant Practitioners and Assistant Practitioners are usually within Bands 2 to 4
- Registered Nurses start at Band 5 and Specialist Registered Nurses at Band 6
- Registered Nurses can progress through the bands as Clinical Matrons, Consultant Nurses? And Associate Director of Nursing

Full information on pay banding can be found here: www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates



Pay is reviewed on an annual basis; below are the pay bands for 2023/24.

Band	Top of pay band	Band	Top of pay band
Band 2	Up to £22,383	Band 8a	Up to £57,349
Band 3	Up to £24,336	Band 8b	Up to £68,525
Band 4	Up to £27,596	Band 8c	Up to £81,138
Band 5	Up to £34,581	Band 8d	Up to £96,376
Band 6	Up to £42,618	Band 9	Up to £114,949
Band 7	Up to £50,056		

Enhance your earnings

Alongside working up through your pay band, there are lots of different ways to increase your income whilst working as a Registered Community Nurse.

Our Eastern Services Bank and NHS Professionals (NHSP) for Northern colleagues is like an internal recruitment agency made up of a wide range of staff who want to work flexibly or pick up some extra shifts. This helps us to keep our services running smoothly as it means we have talented people to provide temporary cover wherever needed.

Joining our Bank or NHSP is a brilliant way to boost your pay and enjoy flexible shifts in a variety of settings. This is great for staff who wish to pick up some extra hours to boost their income. Plus, the extra experience can support your career progression.

Also, if your work includes Saturdays, Sundays, public holidays or overnight shift patterns (8pm – 6am) you are entitled to an extra allowance.

Get in touch to find out more.

Benefits

Community Nurses make a huge difference to the lives of patients every day and a role in nursing will deliver a sense of purpose, fulfilment, as well as some fantastic benefits, including:

- A respectable salary
- Generous annual leave entitlement
- Incremental pay progression
- Experience across multiple therapy disciplines
- Bespoke training and development opportunities
- Opportunities for advancement
- Flexible working
- Salary sacrifice scheme
- Range of Family Leave entitlements
- Childcare support (Eastern services only)
- Wellbeing and occupational health support, including a staff physiotherapist
- Exclusive health service discounts for NHS staff
- A dynamic and ever-changing working environment
- The opportunity to be a part of a warm and supportive team
- Potential to be involved in ground-breaking research programmes

Our flexible workforce (staff bank)

If you are a Registered Nurse or Healthcare Support Worker and want the flexibility and freedom to choose when and where to work, then joining our staff bank could be the right move for you. Our flexible workforce helps us to respond to busy periods and helps to support us when staff are unwell.

We offer; staff bank shifts to suit your lifestyle, first choice of shifts, competitive pay rates, holiday allowance for every shift you work and a stakeholder pension scheme.

Staff bank vacancies are advertised every month on our recruitment website www.royaldevon.nhs.uk/careers.



Working and living in Devon

Boasting a stunning coastline, magnificent national parks and charming market towns, Devon offers a quality of life few other English counties can match. Add in excellent transport links, picture-postcard villages and outstanding countryside and you can see why our location has such appeal!

Barnstaple

Barnstaple is the largest town in North Devon. Once a major trading port, it's a friendly town with many fine old buildings and a traditional covered Pannier Market. Northern Devon boasts some of the country's finest surfing beaches and the beautiful landscape of Exmoor National Park. There's also the 180-mile walking and cycling Tarka Trail, and excellent rail links to Exeter via the scenic Tarka Line.



Exeter

Exeter is a small city that is consistently rated among the best places to live in the UK. A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts Sandy Park Stadium, home to the Exeter Chiefs, one of the country's top rugby clubs and winner of the European Champions Cup in 2020.



Towns and villages

Devon is one of the largest English counties so the Royal Devon covers a wide area, excluding the unitary authorities of Plymouth and Torbay. You may find yourself living and working close to our acute hospitals in Exeter and Barnstaple, or in one of our community hospitals or teams across North, West, East and Mid Devon. For a full list, please see our website.



What to do next

Our friendly recruitment team are on hand to provide advice and guidance about applying for a career in nursing. We would love to hear from you.

Email: rduh.recruitment@nhs.net

You can find out more about working at the Royal Devon, including a list of our latest vacancies by visiting our website www.royaldevon.nhs.uk/careers



If you don't see the job for you then please get in touch, we may just be able to put you on the right path for your career journey.

