

ONE YEAR JOB GUARANTEE

Internship Programme – Information Sheet

The Scottish Government has launched an Internship Programme as the new model to implement their commitment to the One Year Job Guarantee (OYJG) scheme.

Background

The current OYJG scheme was introduced in 2002. The aim of the scheme is to support newly registered nurses and midwives during the transition into employment, enabling them to build on the clinical knowledge, skills and experience gained during pre-registration education. Under the existing scheme, all newly registered nurses and midwives from Scottish Higher Education Institutions who are not able to find employment through their own endeavours are supported to find employment opportunities in Scotland.

Current Context

Scotland is facing a significant downturn in employment opportunities for newly registered nurses and midwives as a result of the current economic situation and funding constraints. This lack of current posts for newly registered nurses/midwives has meant that the Scottish Government has had to develop a new way of supporting their commitment to the OYJG. As a result the Scottish Government has approached NHS Education for Scotland (NES) to support health boards to implement a national 'Internship Programme'. Importantly, the new programme maintains the commitment of the OYJG to support newly registered nurses and midwives to obtain employment and provides the opportunity for them to practise and so gain further confidence and competence in their roles.

Internship Programme

Under the Internship Programme, eligible newly registered nurses will be offered a one-year, fixed-term, part-time employment opportunity in clinical practice linked to rotational placements and completion of Flying Start NHS®. The offer will be for 22.5 hours per week at Agenda for Change Band 5 (point 16).

Internships are not 'apprenticeships' or training posts as interns will be fully registered professionals accountable and responsible for their practice in the same way as other new staff.

To be eligible for an internship, applicants must:

- Be on the Nursing Midwifery Council (NMC) register
- Not be in full-time employment
- Not be in part-time employment of more than 22.5 hours per week.

Applicants in part-time employment of fewer than 22.5 hours per week may still be eligible and their offer will be proportionate, based on the number of hours worked through previous temporary, part-time or 'Bank' employment, to make up the maximum under the Internship Programme.

Application to the programme is via an online system and further information on how to access the system will be available in due course.

Application Process

Nurses who have already applied to the OYJG scheme will be transferred to the Internship Programme by NES. Existing applicants should have received a letter from NES explaining how their application will be transferred to the programme.

Nurses who are applying for the first time should follow the registration instructions on the OYJG website. They will have to complete the online application form, including specifying three preferred Health Boards in priority order; applicants should note that the programme does not guarantee employment opportunities in the applicant's local area. Applicants are responsible for ensuring that the information they submit is accurate.

NES will keep applicants informed on the progress of their application and NHS Boards will notify them about the dates and venues for interviews and whether or not their application has been successful.

If an applicant is unsuccessful, NES will forward their application to the next preference or appropriately matched NHS Board. If applicants are unsuccessful three times, their application will be reviewed by NES.

Conclusion

The Internship Programme is an excellent opportunity for newly registered staff to consolidate their knowledge, skills and experience in practice. However, newly registered nurses should also continue their own search for jobs as this programme only provides employment for 1 year. However, the programme will enable a newly registered nurse the opportunity to develop skills and experience during their preceptorship year and if linked to Flying Start and to KSF, they should be able to create a structured portfolio which should increase their likelihood of post-internship employment.

RCN Scotland Associate Director Ellen Hudson said:

"Nurses in Scotland are fortunate to have the safety net of the Internship Programme. It helps to ensure that the cost of around £45,000 to train a nurse is not wasted.

"It also helps to ensure that newly registered nurses can consolidate their knowledge and skills so that we have a highly qualified nursing workforce for the future to meet the increasing demands on our health services."

For further information on the Internship Programme contact RCN Scotland Associate Director Ellen Hudson (Ellen.Hudson@rcn.org.uk) or RCN Scotland Information Specialist Emma Taylor (Emma.Taylor@rcn.org.uk).