

Background & Rationale

Transitioning from student to registered nurse is a pivotal time of rapid learning and adjustment. A rotational pathway for newly qualified nurses (NQNs) is particularly important in rural and island healthcare settings because it provides structured, supportive exposure to a variety of clinical environments, helping nurses develop the broad skillset required in resource-limited contexts.

Initiative Description

NHS Orkney has implemented a structured rotation pathway offering two rotation choices over a 2-year period. The C.A.N. pathway aims to foster:

- Clinical competence and professional confidence
- Adaptability across care settings
- Nurture a sense of belonging within NHS Orkney



Results

Early qualitative feedback indicates:

- ↑ Job satisfaction and preparedness
- ↑ Confidence in complex care environments
- ↑ Inter-professional collaboration
- ↓ Reliance on agency staff

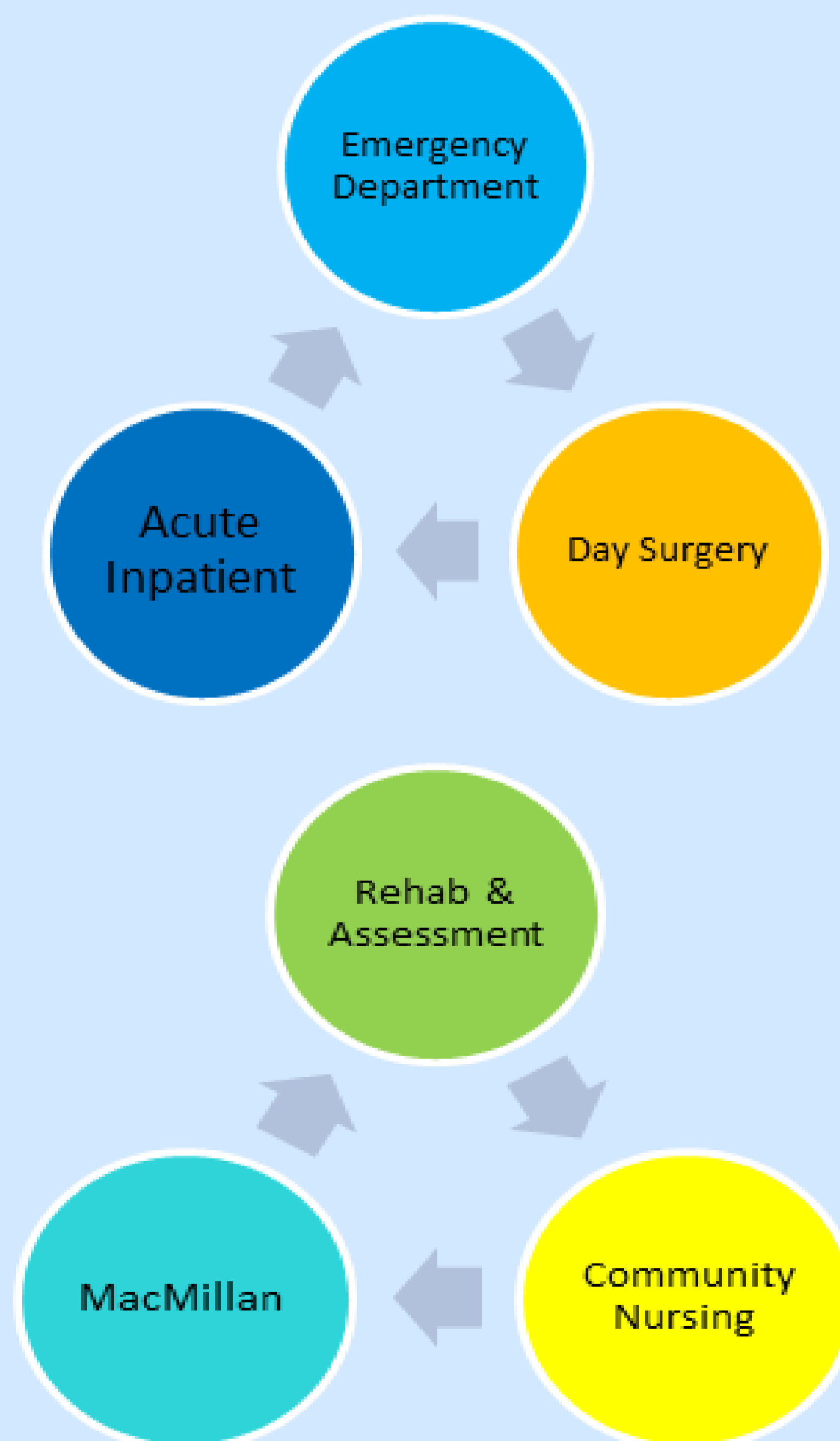
Challenges such as logistical coordination and emotional fatigue are mitigated through enhanced preceptorship, reflective practice, and peer support.

“I feel seen, supported, and better prepared.” – Newly Qualified Nurse

“We’re growing nurses with roots in the community.” – Preceptor

NQN Pathways

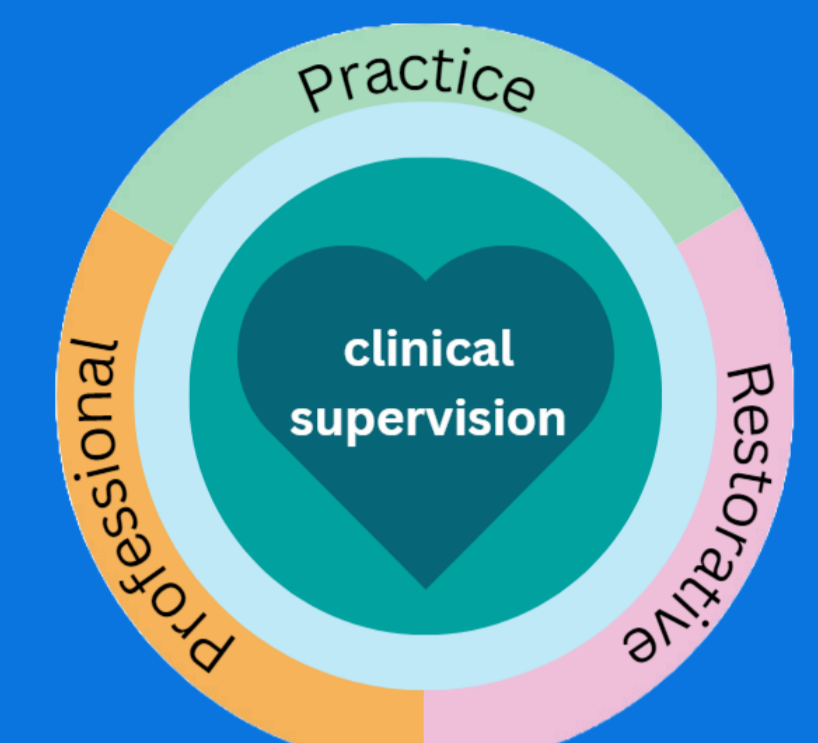
Acute and Long-term conditions



Further information:
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Framework Integration

- Flying Start
- Clinical Supervision
- Preceptorship Framework



Conclusions & Next Steps

The NQN Pathway promotes structured early-career support, enhances individual development and strengthens rural healthcare delivery.

Next Steps:

- Collect qualitative feedback post-rotation
- Gather 5-year retention and attrition data
- Explore replication in other rural communities