



Introduction

The Scottish Government has been actively engaging with Higher Education Institutions, NHS employers, trade unions and professional organisations to maximise job opportunities for newly registered nurses and midwives under the One Year Job Guarantee (OYJG) scheme. The Scottish Government is committed to providing an offer of employment to newly registered nurses and midwives if they have not been able to find a post through their own endeavours. The Scottish Government has asked NHS Education for Scotland (NES) to support NHS Boards in implementing a nationally co-ordinated 'internship' programme.

This guidance provides information on the internship scheme and provides answers to a number of frequently asked questions. The Scottish Government has developed this guidance in partnership with the One Year Job Guarantee Internship Scheme National Steering Group, which includes representatives from NHS boards, universities and professional organisations of the RCN, RCM and UNISON. The guidance is intended primarily for students nearing completion of their pre-registration education and newly qualified nurses and midwives.

National Internship Scheme

Building on the existing One Year Job Guarantee commitment, interns are hosted in territorial and other participating NHS Boards across NHSScotland. The intern position normally involves the core offer of a one year, fixed-term, part-time (22.5hrs) employment opportunity as a staff nurse/midwife in clinical practice, linked to rotational placements and completion of Flying Start NHS®. Rotational placements may include working within community nursing, public health nursing and independent care home settings. This allows interns to gain important clinical experience and to consolidate skills and competence through care delivery in clinical areas.

Eligibility

All newly qualified nurses and midwives who have completed their nursing or midwifery pre-registration programme and who are registered with the Nursing & Midwifery Council (NMC) are eligible to join the national OYJG scheme.

The OYJG scheme has been established to support those who have been unable to gain employment as a registered nurse/midwife through their own efforts, therefore we require applicants to be able to provide evidence of three (3) unsuccessful applications for a position appropriate to a newly qualified nurse or midwife. This may include correspondence with prospective employers or other records of communication regarding employment opportunities.

Eligibility (contd.)

Whilst perhaps unable to gain substantive employment, we recognise that many newly registered applicants may, in the interim, have been able to access some limited employment in temporary, part-time or 'Bank' employment. As a consequence, some applicants may not be entitled to a full internship offer by virtue of the experience they have already gained, but we will seek to provide a proportionate offer based on an average of the number of hours they have worked. Such applicants will normally be offered a proportionate internship offer of 3 months, 6 months, 9 months or 12 months.

At present the scheme opens for application twice a year (Spring and Autumn). At that point, potential interns are all eligible to apply to the scheme if they are registered with the NMC and meet the other criteria identified. If they are not registered with the NMC when the scheme opens they will not be able to apply (as they are not eligible for employment as a Registered Nurse/Midwife). However, if they miss this 'opening' due to programme timing, extra module or practice requirements, then they may apply when the scheme next re-opens if they still meet the application criteria.

What is expected of students/newly qualified nurses or midwives?

During your final months as a student you are expected to explore suitable employment opportunities and you will be expected to have actively sought substantive employment before contacting NHS Education for Scotland to apply for the internship scheme. If you apply for the scheme, you will be asked to provide evidence of three (3) unsuccessful applications for a position appropriate to a newly qualified nurse or midwife. This may include correspondence with prospective employers or other records of communication regarding employment opportunities.

What is expected of the Scottish Government?

The Scottish Government will enable the One Year Job Guarantee to be met in partnership with representatives of NHS Boards, NHS Education for Scotland, universities, and the professional organisations of the RCN, RCM and UNISON.

The Scottish Government will consider the One Year Job Guarantee to have been fulfilled if an offer of an internship position is made and then declined by an applicant or if an intern subsequently finds alternative employment and leaves the scheme at any time.

What is expected of Higher Education Institutions?

Universities should encourage students to begin seeking employment at the earliest suitable opportunity and should provide appropriate support and guidance in the latter stages of students' training. Universities should also make available up to date information about the One Year Job Guarantee Internship Scheme.

What is expected of employers?

NHS Boards are expected to take appropriate steps to advertise and fill suitable substantive vacancies as they arise, to fulfil the terms of their service level agreement with NES to enable the scheme within their board and to fulfil their obligations under the terms of the employment contract with interns. As for all newly registered employees, NHS Boards are responsible for meeting interns' supervision and support requirements, working in partnership with NES.

Frequently asked questions

Frequently Answered Questions regarding Internships and the One Year Job Guarantee (OYJG) Scheme include:

Must newly registered nurses and midwives join the OYJG and can they leave the scheme?

- The scheme is not compulsory and newly registered nurses and midwives are still encouraged to seek employment through their own means. If you find a post through normal recruitment process or if you choose not to work in NHSScotland following registration, then there is no need to apply to join.
- However, if an offer of an internship position is made and then declined by the applicant, then the OYJG offer will be seen to have been completed.
- If an intern subsequently finds alternative employment then they may leave the scheme at any time, but the OYJG offer will be seen to have been completed and no future offers will be made under the scheme.

Are internships the only available opportunities for newly registered nurses and midwives?

- NHS Boards continue to advertise vacancies as they arise, including on Scotland's Health on the Web at <https://jobs.scot.nhs.uk/>, and a number of newly registered nurses and midwives have obtained posts in this way.
- Employment opportunities may also be available in non-NHS organisations.

If newly registered nurses and midwives have managed to get some limited part-time work since applying for the OYJG, are they still eligible for the internship offer?

The OYJG scheme has been established to support those who have been unable to gain employment, but we will seek to provide a proportionate offer based on an average of the number of hours worked.

Will a newly registered nurse or midwife who is registered with NMC, but is currently studying full-time at Honours or Masters level and is in receipt of Nursing & Midwifery Student Bursary (NMSB) be eligible to apply for the OYJG Internship Scheme?

Yes, but only if the honours/masters full-time study is completed no more than three months from the closing date of the application cycle. An applicant cannot be in receipt of a NMSB and a salary as an intern at the same time.

Why have such a scheme for newly registered nurses and midwives only?

The Scottish Government remains committed to maintaining a highly skilled, motivated and compassionate nursing and midwifery workforce. The national OYJG scheme for newly qualified nurses and midwives was originally launched in 2002, specifically for nurses and midwives, as a way of maximising employment opportunities for those who had completed a commissioned pre-registration training programme. The Scottish Government has retained its commitment to balancing support for newly registered nurses and midwives with enhanced and more controlled selection of high quality students to pre-registration programmes ensuring that we encourage, support and sustain the flow of the right people, with the right skills, and in the right numbers, into these professions and subsequently into employment.

How will applicants be asked to demonstrate that they have taken reasonable steps to secure a permanent post?

NES will require applicants to be able to provide evidence of three unsuccessful applications for positions appropriate to a newly qualified nurse or midwife. This may include correspondence with prospective employers or other records of communication regarding employment opportunities.

Frequently asked questions (contd.)

Will Boards use interns as 'cheap labour' whilst reducing other 'real' jobs?

- The primary focus of the internship scheme is to provide opportunities for newly registered nurses and midwives who are unable to gain substantive employment through their own efforts to consolidate their skills.
- Interns should be employed 'in addition to' the NHS Boards' funded establishments. Thus, the internship approach will provide a sound working experience for the intern whilst also providing additional care capacity in the service.
- NHS Boards are expected to take appropriate steps to advertise and fill suitable vacancies as they arise.

Are internships available in all NHS Boards?

- Scottish Government and NES are working closely with professional leads across Scotland to support the development of internship opportunities. The majority of NHS Boards participate in the internship scheme. We will not be able to guarantee an offer in a specific NHS Board, but the NHS Boards have identified opportunities across Scotland to meet our commitment through the OYJG scheme.

Who actually employs the interns and do interns have the same terms and conditions as any other NHSScotland employed nurse or midwife?

- Interns are employed by the host NHS Board under standard Agenda for Change Terms and Conditions of Service, subject to the usual checks which will be made regarding suitability for employment in NHSScotland. Interns will also be subject to the same professional Codes of Conduct and behaviour that apply to all nurses and midwives who work in NHSScotland.

What about supervision and support arrangements?

- Interns will not be trainees, but will be fully registered nurses and midwives with the same standards, skills and competencies as other newly registered staff. The scheme is not about remediation, but is a mechanism to support staff to maintain, use and build upon the skills they already have.
- As for all newly registered employees, there will be supervision and support requirements for interns, both in practice and at any educational interface. NES will work with designated NHS Board staff to ensure adequate support for the interns.
- *Interns will be required to register on Flying Start NHS and (proportionate to the duration of their internship offer) complete the associated programme of development.*
- NES' educational focus and links will support a robust developmental experience around the scheme.

What happens to interns after they complete the scheme?

- NHS Boards cannot prioritise employment of post-internship staff as this would be against employment legislation/partnership agreements. However, by identifying the skills and experience gained during this period and linking this development to Flying Start NHS[®] and the NHS Knowledge and Skills Framework (KSF) interns can create a structured portfolio which should increase their likelihood of post-internship employment.

Details of how to apply and additional information is available from the [NES website](#).

Scottish Government

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