## Rotations: Best Practice Guidelines

**What is a rotation?**

Each rotation is a period of time, typically 6 months, and represents one part of a learning pathway towards becoming a multi-skilled professional. A rotation programme is a series of two, three or four periods of time spent in different areas.

**Who are rotations intended for?**

All registered nurses

**Duration of rotations**

- It is recommended that a nurse’s first rotation is 6-8 months
- Subsequent rotations in clinical areas are 6 months
- Shorter insights in other areas may include research, education, clinical trials, practice development

**Number of rotations**

- 3 or 4 clinical rotations, dependent on organisation
- One non-clinical rotation (if involved)

**Supernumerary period (recommended)**

- 2-week period at beginning of first rotation
- 3 shifts of 1 week at beginning of second rotation
- 1-3 shifts of 1 week at beginning of third rotation

**Rotation facilitator (designated responsibility)**

- Organisation of rotations
- Liaison with ward staff
- Manage rotation transitions
- Maintain/monitor training for rotating nurse
- Organisation of study days/work-based learning/forums for NRNs
- Monitoring of rotations
- Independent source of support for rotating nurses
- Support for other staff and managers
# Rotations: Definitions

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
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<tbody>
<tr>
<td>Insight/Taster</td>
<td>A short period of between one day and six weeks of experiencing another setting. This may be as a one-off block or one day per week over a period of time. This is a one-off experience and may be used for nurses of any level. It can be particularly beneficial for nurses wanting to increase awareness of a specialist area prior to moving.</td>
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<tr>
<td>Secondment</td>
<td>A secondment is a fixed time period spent in another role or department. Typically longer in length and used by organisations for a variety of reasons. There are benefits of secondments to specialist areas for nurses of all levels, although likely to be of more interest for experienced nurses.</td>
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For more information

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