

**BETTER TOGETHER**

**NHS**

Royal Devon  
University Healthcare  
NHS Foundation Trust



# *Make a difference*

as part of the 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.

 [royaldevon.nhs.uk/careers](https://royaldevon.nhs.uk/careers)

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# Contents

|    |   |    |                                     |
|----|---|----|-------------------------------------|
| 2  | A warm welcome from our Chief Nursing Officer       | 14 | Preceptorship programme             |
| 3  | About the Royal Devon                               | 15 | Registered Nurse                    |
| 4  | Nursing at the Royal Devon                          | 16 | Enhanced Practitioners              |
| 5  | Training and development with funded qualifications | 17 | Advanced Practitioners              |
| 10 | Pay banding explained                               | 18 | Returning to practice               |
| 11 | Healthcare Support Workers                          | 20 | Overseas qualifications             |
| 12 | Nursing Associate                                   | 22 | Benefits                            |
| 13 | Newly Qualified Nurse                               | 22 | Our flexible workforce (staff bank) |
|    |   | 23 | Working and living in Devon         |
|    |   | 24 | What to do next                     |

## 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.

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.

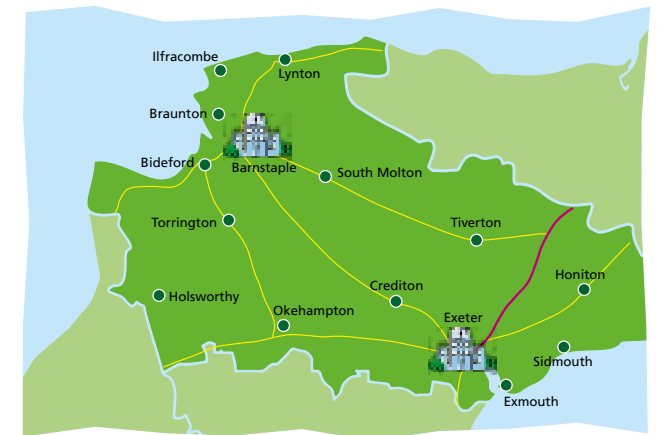
# About the Royal Devon

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.



# 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 nursing staff to progress, whether you are helping to transform our services, driving ground-breaking research, or advancing the way we deliver care.

We'll equip you with a bespoke package of support, guidance and mentorship, and you'll be joining a welcoming team of 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 through rotation, and enjoying the ability to transfer to other departments. Our services cover a large geographical area, so you will gain a wealth of experience across our communities and via our two acute hospitals, the Royal Devon and Exeter Hospital (Eastern services) and North Devon District Hospital (Northern services). This will cover a diverse mix of patients, complex conditions and specialist procedures.

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 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 offer:

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

# Training and development with funded qualifications

If you're looking for a career and not just a job, the Royal Devon is the perfect place for you. We'll welcome you into the fold with bespoke learning and development opportunities and a package of support, mentorship, and guidance to enhance your wellbeing and transform your skillset.

## 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.



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

## University

Royal Devon has links with specific colleges and universities to offer nursing degrees and student placements. 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.

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.

## Advancing your career

We have funding available for your continued professional development, with pathways that can open up progression into specialist nursing roles.

| 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                  |

## The Health and Care Academy

– Northern Services only

The Health and Care Academy is an innovative partnership which enables students at Petroc College to undertake a 10 week placement at North Devon District Hospital (NDDH). It has recently been selected as a beacon of best practice for others to follow, both locally and nationally.

The scheme consists of rotational placements where A-Level and BTEC health and social care students get to work alongside NHS staff in a variety of clinical areas at NDDH – including theatres, outpatients, physiotherapy, radiology, audiology and podiatry – and learn about the diverse nature of the services provided in an acute hospital.

The aim is to provide possible future employment opportunities for young people who are studying at Petroc and wish to develop a career in health and social care. Students who then want to follow a career in healthcare can apply for clinical healthcare apprenticeships. Students who are successful can then build a healthcare career locally where they can progress onto higher level apprenticeships and foundation degrees.

“

*Today was great. I was able to interact with a wide range of healthcare professionals and I also helped lead a balance class at a residential care home.*

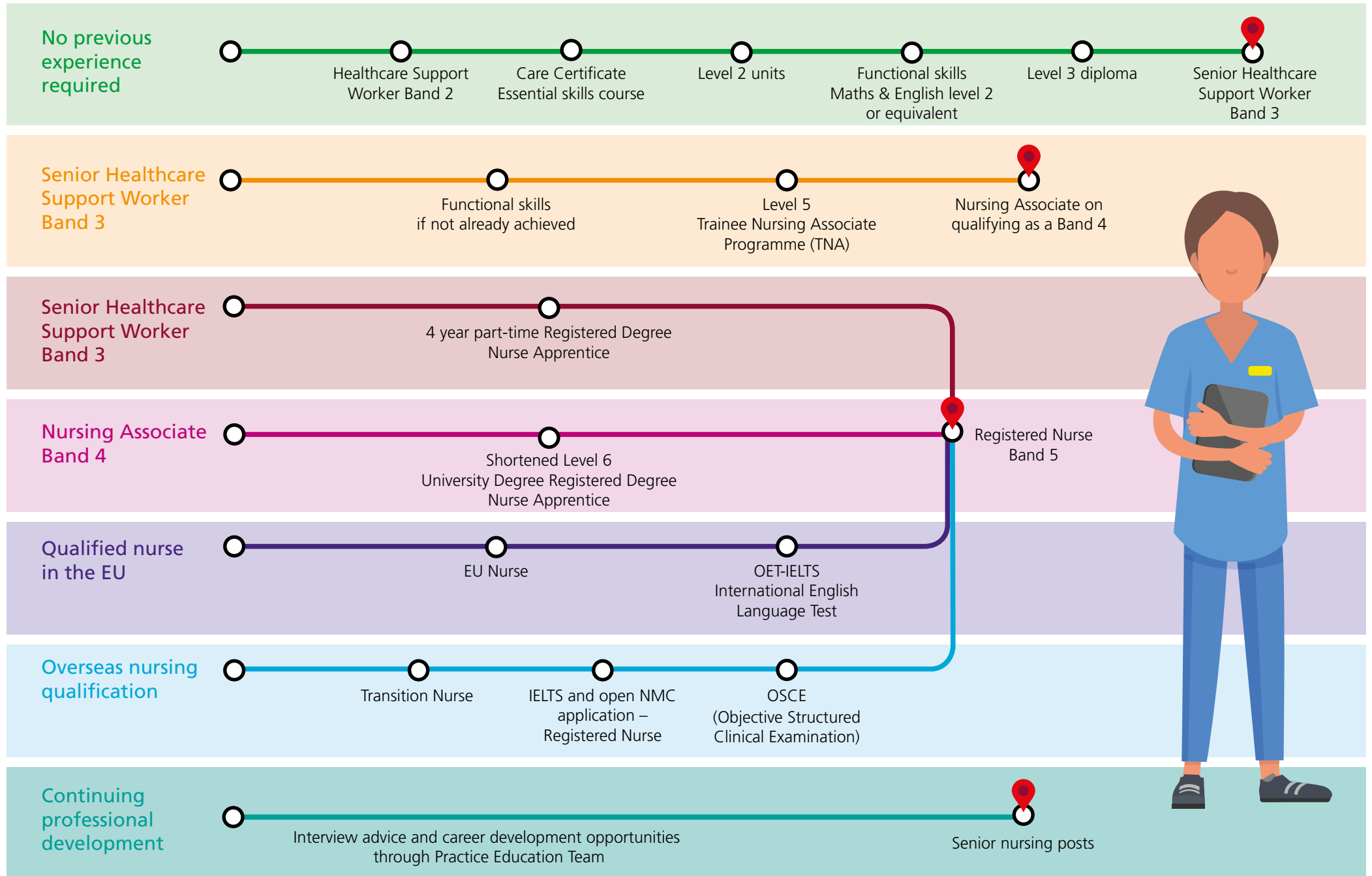
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Sinead West  
Care Academy student



# 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.



# 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 Assistants, Senior Healthcare Assistants, Trainee Nursing Associates and Nursing Associate 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](http://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   |         |                 |

# Healthcare Support Workers

Also known as Health Care Assistants, Healthcare Support Workers play a vital role. Under the supervision of qualified nurses, you'll be providing dignified, compassionate and personalised care. You'll have a range of duties such as routine observations of temperature, pulse, blood pressure, breathing, etc.) but you'll also be taking blood samples for testing and updating records alongside other admin tasks.

## 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.



While I am working on the wards I receive excellent mentorship from staff, who actively encourage me to learn.

**Paula Willerton**  
Healthcare assistant apprentice

## At a Glance

**Working Bands:** Band 2

**Previous experience required**  
No previous experience required

**Qualifications**  
Working towards Care Certificate

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

Find out more about becoming a Healthcare Support Worker [www.royaldevon.nhs.uk/careers/explore-careers/healthcare-support-workers](http://www.royaldevon.nhs.uk/careers/explore-careers/healthcare-support-workers)



# 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 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 clinical areas.

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



**Jodie Ashford**  
Staff Nurse  
Medical  
Assessment Unit

I joined the Royal Devon last September as a newly qualified nurse and began working on our care of the elderly ward. My pathway into nursing was through A levels and an adult nursing degree from UWE Bristol. Whilst working at the Royal Devon I have also been completing my preceptorship training.

The best thing about my job is that you get to meet so many different people from such varied walks of life. It's a privilege to hear their stories and care for them when they are at their most vulnerable.

I would definitely recommend nursing at the Royal Devon, I have felt very welcomed everywhere I work. Everyone is so friendly!

# 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](http://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](http://networks.pcc-cic.org.uk/nhs-networks/ahp-networks/documents/dh_114116.pdf/view)



# Registered Nurse

No two days are the same when you're a Registered Nurse. You could be scrubbing up to assist the team in ICU, supporting an individual with learning disabilities, or saving lives in the Emergency Department.

Experienced band 5 Nurses will enjoy funded continuing professional development (CPD), rotation, secondment and career progression opportunities as well as being part of a caring and supportive nursing team that has been ranked as one of the highest in the country for staff engagement and job satisfaction.

Our Registered Nurses work in a variety of areas, in the community and within our hospitals including; trauma, neurology, paediatric, rehabilitation, blood sciences, critical care, emergency care, recovery, endoscopy, pharmacy, interventional radiology, minor injuries, breast screening, elderly care and community district nursing teams.

The opportunity to move between roles or develop in new areas is something that our nurses value and is something we actively support through our Internal Transfer Programme.

## 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





# 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: Emergency Nurse Practitioners, Emergency Care Practitioners, Cancer Nurse Specialist, Cardiac Rehabilitation Nurse Specialist and Cardiology Clinical Nurse Specialist.

## 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 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/](http://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.



**Beverley C Anderson**  
Registered Nurse

My name is Beverley and I'm a return-to-practice nursing student. I started my nursing career when I was 18 which began at Great Ormond Street, specialising in children's nursing.

I returned to nursing at the Royal Devon in March 2021, during the COVID-19 pandemic. The progression opportunities in the community are incredible. I have completed two degrees and I am hoping to carry out another master's module as part of my preceptorship.

Of course, I sometimes have anxieties, but my confidence has grown and I feel reassured knowing my team is there to help answer any questions I may have.

# 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.

## 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

## 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

*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.*

## 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

## 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.

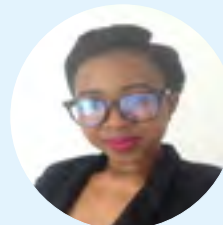
Our blended learning approach includes:

- 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.



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

## Contact us

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

# Benefits

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](http://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 with a lot to offer, consistently rated among the best places to live in the UK. The city is the county's administrative capital and, most would say, its cultural capital too. 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.

## Exploring other 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.

This includes:

- Axminster
- Bideford
- Braunton
- Crediton
- Exmouth
- Holsworthy
- Honiton
- Ilfracombe
- Lynton
- Okehampton
- Sidmouth
- South Molton
- Tiverton
- Torrington



# 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](mailto: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:

[royaldevon.nhs.uk/careers](https://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.

