Career Co-Pilot

A GUIDE FOR NURSES

Nurses Into Digital Health

The Roles, What the Adverts Ask For and How to Make the Move

Contents

1 Why Digital Needs Nurses

2 The Roles, Explained

3 The Market in Numbers

4 EPMA: Where Nurses Meet Digital Medicines

5 What the Adverts Actually Ask For

6 How Requirements Change by Band

7 Where the Jobs Are

8 If You Need Sponsorship

9 Beyond the NHS: Abroad and Industry

10 Routes by Background

11 Your Questions, Answered

12 Nurses Who Made the Move

13 Asking for Help Well

14 Your First 30 Days

15 The Checklist

Why This Guide Exists

Nurses ask us the same question in different words: is there work in digital health for someone like me, and how do I get it without starting again? The answer is yes, and the first step is usually closer than people think. Every electronic patient record, every e-Observations rollout and every clinical safety case in the NHS needs nurses who know how care is really delivered.

This guide is built on what NHS employers actually publish. We grouped 640 adverts in our database into the role families nurses move into, read the requirements in more than 300 job packs, including 35 written for digital nurse, clinical safety and EPR training roles, gathered the public accounts of nurses who made the move, and looked at what nurses ask before they make it. Every number comes from real adverts, not opinion.

ONE THING BEFORE YOU START

If you take only one thing from this guide, take section 5. Training staff appears in 30 of 35 job packs and PRINCE2 in only 6. These roles ask for what nurses already do every shift: teach, work with data and bring people with you. You do not need to start again.

SECTION 1

Why Digital Needs Nurses

Digital health fails when it does not fit how care is delivered. In every health system, nurses are the people who know how care is delivered.

Wherever a digital system touches patient care, someone has to make it work on the ward. A hospital replacing paper charts, a health system rolling out an electronic patient or health record (EPR or EHR), a clinic moving to electronic prescribing, a region connecting systems that were never designed to talk to each other: each change touches a drug round, a handover or an observation chart. Someone has to design it with the ward in mind, test it, teach it and check it is safe. Those people are often nurses.

This guide uses the NHS as its evidence, because the NHS publishes its adverts and job descriptions in full. In the NHS these roles sit on Agenda for Change bands like any other staff. The work itself is the same in any health system going digital.

Some Roles Need Your Registration

The NHS clinical safety standards, DCB0129 for suppliers and DCB0160 for the trusts that deploy their systems, require a Clinical Safety Officer: a clinician with current professional registration who signs off that a system is safe to use. Your NMC registration qualifies you for that role, which most people working in digital health cannot hold.

You Do Not Have to Stop Being a Nurse

Many digital nursing posts ask for current NMC registration, and some keep regular clinical shifts so you stay credible at the bedside. For revalidation, the NMC counts practice hours where you rely on your nursing skills, knowledge and experience, and says this can include managing teams, teaching others and helping to shape or run a care service. Check that your new role meets that test before you move.

IF YOU WORK OUTSIDE THE UK

Read the NHS findings as a map of the work, not a list of local rules. EPR becomes EHR or EMR, the Clinical Safety Officer becomes a clinical safety, patient safety or health IT safety lead, and the CNIO title is used in many health systems. Agenda for Change bands are NHS only, so compare duties and seniority rather than band numbers. Registration with your own nursing regulator does the same job your NMC PIN does here.

IN PRACTICE

Think of digital as a nursing specialty in its own right, not a way out of nursing. The nurses who do well in it keep talking like nurses: about patients, wards and safety, not about software.

SECTION 2

The Roles, Explained

Job titles vary between trusts. The duties and the band tell you more than the label.

ROLE	BAND	WHAT YOU DO	TYPICAL PAY
Clinical Coder	3 to 6	Turn patient records into standard codes that drive funding and research. Medical terminology and anatomy count.	Band 5: £32,073 to £39,043
EPR Trainer	5 to 6	Teach staff the EPR in classrooms and on wards, floorwalk at go-live, coach digital champions.	Band 5: £32,073 to £39,043
Digital Nurse	6 to 7	Roll out e-Observations and mobile working, map ward workflows, check clinical data, train staff.	Band 7: £49,387 to £56,515
EPMA Nurse	7	Lead the move from paper drug charts to electronic prescribing and administration, train ward staff, track omissions and errors.	Band 7: £49,387 to £56,515
Clinical Systems Specialist	5 to 8a	Configure, build and test clinical systems such as the EPR, turning ward needs into system changes.	Band 6: £39,959 to £48,117
Lead Digital Nurse	7 to 8a	Lead nursing and midwifery input to EPR design, plan releases, manage trainers and system administrators.	Band 8a: £57,528 to £64,750
Clinical Safety Officer	7 to 8a	Run hazard workshops, write clinical safety cases, keep the clinical risk register for digital systems.	Band 7 to 8a: £49,387 to £64,750
Chief Nursing Information Officer	8b to 8d	Lead the trust's digital nursing agenda with the Chief Nurse, set e-charting standards, manage digital nurses.	£66,582 to £108,814

A Day in Three of These Roles

Digital Nurse, Band 5, on an EPR project. Your week is split between the project team and the wards. You set up e-Observations and fluid balance on a new unit, teach the night staff how to use it, run an audit two weeks later to see whether charts are complete, and still work some shifts as a registered nurse so the ward sees you as one of them.

Clinical Safety Officer, Band 7. You chair a hazard workshop for a new prescribing module, write up what could go wrong and how it is controlled, and keep the clinical risk register up to date. When a ward reports that a system showed the wrong allergy, you are the first person digital colleagues call.

Lead Digital Nurse, Band 7. You are the nursing voice in EPR design meetings, plan when changes are released to wards, manage a small team of trainers and system administrators, and turn trust digital priorities into what nurses actually do on shift.

Registration. Clinical Safety Officer posts require professional registration under DCB0129 and DCB0160, and digital nurse posts usually ask for NMC registration. EPR training, clinical coding and clinical systems support posts often do not, which matters if you are still waiting for your PIN.

Pay is Agenda for Change 2026/27 for England, from NHS Employers. Bands are those seen in the job packs we hold. Day-to-day descriptions are drawn from real NHS role profiles.

SECTION 3

The Market in Numbers

We grouped every advert in our database into the role families nurses move into. Together they hold 640 adverts from more than 250 employers.

ROLE FAMILY	ADVERTS	EMPLOYERS	MOST COMMON BANDS	BUSIEST TOWN
Clinical Systems or EPR Specialist	254	90	6 to 8a	London
Clinical Coder	165	76	5 to 6	London
EPR or Digital Trainer	74	40	5 to 6	Leicester and London
Digital Nurse or Midwife	33	21	7	Grimsby and London
EPMA and E-Prescribing	32	18	8a to 8b	Harrogate
Clinical Safety Officer	30	22	7 to 8a	London
Clinical Informatics, Other	20	9	8a	London
Patient Safety Specialist or Lead	16	15	8a	Manchester
CNIO and Deputies	14	10	8b and above	Spread across the country

Career Co-Pilot jobs database, adverts held to 30 October 2026, each advert counted once. Families are grouped by job title. Two digital nurse adverts from outside the UK are left out.

Where Each Family Sits on the Band Ladder

ROLE FAMILY	BAND 2 TO 4	BAND 5	BAND 6	BAND 7	BAND 8A	8B AND ABOVE
Clinical Coder	36	58	51	12	2	1
EPR or Digital Trainer	8	37	19	7	2	1
Clinical Systems or EPR Specialist	18	32	50	61	47	27
Digital Nurse or Midwife	0	2	8	22	1	0
Clinical Safety Officer	2	0	0	7	12	7
EPMA and E-Prescribing	1	3	6	3	10	7
CNIO and Deputies	0	0	0	0	1	8

What These Numbers Tell You

- **Training and coding are the widest doors.** 37 of 74 trainer adverts are Band 5, and 94 of 165 coding adverts are Band 2 to 5. Neither usually needs registration.
- **Digital nurse posts are a Band 7 market.** 22 of 33 are Band 7. They suit experienced Band 6 nurses with super user or project experience. Clinical safety and CNIO posts are where you arrive, not where you start.

SECTION 4

EPMA: Where Nurses Meet Digital Medicines

Electronic prescribing and medicines administration replaces the paper drug chart. Nurses give most of the doses it records.

EPMA systems hold every prescription and every administration on a ward. When a trust moves from paper drug charts to EPMA, it needs people who know how a drug round really runs, where omissions happen and which screens slow nurses down. We hold 32 EPMA and e-prescribing adverts from 18 employers.

WHO THE ADVERT IS WRITTEN FOR	ADVERTS	BANDS	EXAMPLES
Nurse in the Title	4	7	EPMA Lead Nurse (Livewell Southwest); Nova EPMA Clinical Nurse Specialist, Digital Medicines (Essex Partnership and Mid and South Essex); Senior Informatics Nurse, EPMA (Betsi Cadwaladr, internal)
Pharmacist or Pharmacy Technician	19	3 to 8b	Lead Pharmacist, EPMA (Bristol, Liverpool, Buckinghamshire); Principal Pharmacist Digital Medicines (Milton Keynes); EPMA pharmacy technicians at Band 5 to 6
Open to Any Background	9	5 to 8a	EPMA System Manager, Band 5 (Essex Partnership); EPMA Data Analyst, Band 6 (Cambridgeshire and Peterborough); Digital Medicines Support Officer, Band 5 (Harrogate); Senior Digital Medicines Lead, Band 8a (Harrogate)

Career Co-Pilot jobs database to 30 October 2026, job titles containing EPMA, e-prescribing or electronic prescribing. Repeat postings of the same role are counted once each time they were advertised.

What an EPMA Nurse Does

The Senior Informatics Nurse (EPMA) post at Betsi Cadwaladr, Band 7, shows the shape of the work: leading the EPMA project across the health board, presenting progress to committees, designing and running training for ward staff, analysing data from several sources and managing a small project team. The pharmacist-led posts at Band 8a configure the medicines catalogue and decision support; the nurse-led posts make sure the system works at the bedside.

Why It Suits Nurses

- **You already know the administration side.** Missed doses, patient own drugs, controlled drug checks and timing problems are nursing knowledge.
- **Most roles are hybrid.** Several of the nurse posts sit in digital medicines teams within pharmacy, so you work alongside pharmacists rather than instead of them.

IN PRACTICE

If your ward is moving to EPMA, ask to be a super user for it. EPMA go-live experience is one of the most direct routes into a digital medicines team, and the nurse posts above are almost all Band 7.

SECTION 5

What the Adverts Actually Ask For

We counted how often each requirement appears in 35 NHS job packs for digital nurse, clinical safety and EPR training roles from the last two years. This is what employers write down.

REQUIREMENT	PACKS	SHARE
Training Staff	30 of 35	86%
Working with Data	28 of 35	80%
A Degree, or Equivalent	24 of 35	69%
Clinical Safety	19 of 35	54%
Stakeholders	19 of 35	54%
EPR	17 of 35	49%
NMC Registration	17 of 35	49%
Audit	16 of 35	46%
A Masters	16 of 35	46%
Quality Improvement	14 of 35	40%
Change Management	12 of 35	34%
Project Management	9 of 35	26%
DCB0129	8 of 35	23%
PRINCE2	6 of 35	17%
Agile	2 of 35	6%

What This Tells You

- **Teaching is the skill most asked for.** Training appears in 30 of 35 packs. Every time you have taught a student, a new starter or a colleague on a new pump, you have the evidence.
- **Data matters more than people expect.** It appears in 28 packs. Audit, documentation checks and ward dashboards all count.
- **Your registration is an asset.** The NMC is named in 17 packs, and several of these roles are open only to registered clinicians.
- **A masters is mentioned, not usually required at entry.** It appears in 16 packs, mostly at Band 7 and above. Section 6 shows where it starts to matter.
- **Project qualifications are rare for nursing roles.** PRINCE2 appears in 6 packs and Agile in 2.

What Each Area Asks For in Its Own Words

Across all job packs in each area, these are the terms that set it apart. They tell you what to learn and which words to use in your supporting statement.

AREA AND PACKS READ	MOST MENTIONED	SPECIALIST TERMS WORTH KNOWING
Clinical Safety 127 Packs	Training 103, incident 99, data 90, audit 66, masters 51	PSIRF 41, Datix 30, risk register 17, root cause analysis 13, DCB0160 8, DCB0129 7, hazard log 6
Clinical Systems 101 Packs	Training 67, testing 40, configuration 37, Excel 32, ITIL 30	Build 27, workflow 26, data quality 24, EPR 23, SQL 18, change control 14
Digital Transformation 78 Packs	Data 61, clinical 57, stakeholder 51, masters 48, training 35	Budget 34, project management 33, EPR 25, PRINCE2 23, business case 16, Agile 15, AI 14

Which Systems Employers Name

Of 101 clinical systems packs, Epic is named in 10, Cerner in 8, EMIS in 7, SystmOne in 5 and Oracle Health in 3. If you have used any of these on a ward, name it. Experience as a super user of the same system the trust runs is one of the strongest things you can bring.

Certificates and Qualifications Named Most Often

AREA	NAMED MOST OFTEN
Clinical Safety	Degree (37 adverts), masters (36), NMC registration (23), leadership or management qualification (21), PRINCE2 (12)
Clinical Systems	Degree (33), PRINCE2 (14), masters (11), ITIL (10), ITIL Foundation (9), ECDL or ICDL (8)
Clinical Informatics	National Clinical Coding Qualification (59), ECDL or ICDL (30), degree (29), clinical coding refresher (21)
Digital Transformation	Masters (33), PRINCE2 (22), MSP (13), degree (11), ITIL (8), NMC registration (6)

IN PRACTICE

Nobody needs all of these. Pick the area first, then the one qualification that area names most at the band you want. For clinical safety that is clinical safety training and your registration; for clinical systems, ITIL Foundation and real system experience; for coding, the national coding qualification, which trusts usually fund.

SECTION 6

How Requirements Change by Band

The same areas ask for very different things at Band 5 and Band 8a. Knowing the gap tells you what to build next.

REQUIREMENT	BAND 5	BAND 6	BAND 7	BAND 8A
Training Staff	20 of 20	9 of 9	14 of 18	5 of 5
A Degree	15 of 20	7 of 9	15 of 18	4 of 5
Working with Data	12 of 20	6 of 9	17 of 18	4 of 5
EPR	10 of 20	3 of 9	10 of 18	4 of 5
Leadership	0 of 20	1 of 9	13 of 18	4 of 5
Clinical Safety	1 of 20	1 of 9	10 of 18	3 of 5
A Masters	2 of 20	0 of 9	8 of 18	4 of 5
PRINCE2	2 of 20	1 of 9	5 of 18	4 of 5
NMC Registration	1 of 20	1 of 9	6 of 18	0 of 5

Job packs for digital nurse, clinical safety officer, EPR, clinical systems and trainer roles across four areas, October 2024 to October 2026. Bands 6 and 8a are small samples, so read them as direction, not proportion.

Reading the Ladder

- **Band 5 is about teaching.** Every Band 5 pack asks about training. Leadership is not mentioned at all, and a masters in only 2 of 20.
- **Band 7 is where leadership and clinical safety arrive.** Leadership jumps to 13 of 18 packs and clinical safety to 10 of 18. Data appears in almost every one.
- **Band 8a expects a masters and a project method.** Four of five packs name a masters and four name PRINCE2. If you are aiming here, this is when further study pays off.

THE STEP UP

Role profiles describe the same pattern in words. Band 5 to 6 means leading a workstream and supervising others. Band 7 to 8a means owning a programme: policy, budgets and influence with senior leaders. Completed implementations and their measurable impact count for more than certificates at every step.

SECTION 7

Where the Jobs Are

Each family has its own busiest employers and towns. Some trusts hire across several families at once.

Busiest Employers for the Nurse-Facing Families

ROLE FAMILY	BUSIEST EMPLOYERS	BUSIEST TOWNS
Digital Nurse or Midwife	Northern Lincolnshire and Goole (4), South London and Maudsley (3), York and Scarborough (3), Great Western (2), Hywel Dda (2)	Grimsby, London, Leeds
EPR or Digital Trainer	Leicester (6), Greater Manchester Mental Health (5), Hull (4), Kent and Medway Mental Health (4), UCLH (4)	Leicester, London, Cottingham, Maidstone
Clinical Systems or EPR Specialist	Manchester University (19), Lewisham and Greenwich (15), Royal Orthopaedic (11), UCLH (10), Mid and South Essex (9), South London and Maudsley (9)	London, Manchester, Birmingham, Norwich, Catford, Wythenshawe
Clinical Safety Officer	Norfolk and Norwich (4), Doncaster and Bassetlaw (3), Hampshire (2), HCA Healthcare UK (2), Royal Cornwall (2)	London, Basingstoke, Norwich, Doncaster
EPMA and E-Prescribing	Harrogate (6), Mid and South Essex (5), Buckinghamshire (2), Cardiff and Vale (2), Essex Partnership (2)	Harrogate, Wickford, Aylesbury, Cardiff
Clinical Coder	Bedfordshire (9), University Hospitals Dorset (9), Northern Care Alliance (8), East Sussex (7), Mersey and West Lancashire (5)	London, Liverpool, Luton, Salford, Eastbourne
CNIO and Deputies	Bradford, London North West, North Cumbria, Royal Orthopaedic (2 each)	Spread across the country

Mental Health Trusts Are Hiring Too

Two of the five busiest employers of EPR and digital trainers are mental health trusts, Greater Manchester and Kent and Medway, and South London and Maudsley is among the busiest for both digital nurses and clinical systems. If you are a mental health nurse, your own sector is one of the strongest places to start.

ROLES THAT COME BACK

Some roles are advertised again and again. Harrogate advertised a Senior Digital Medicines Lead three times in July 2026, and University College London Hospitals advertised an EHR Senior Analyst four times between September and October 2026. If you miss one, set an alert. It may well return.

SECTION 8

If You Need Sponsorship

Sponsorship is decided vacancy by vacancy. Two digital roles at the same trust can give different answers.

- **What does the advert say.** Many adverts state plainly whether the post is open to applicants who need sponsorship. That is the strongest evidence you will get.
- **Does the employer hold a sponsor licence.** The Home Office publishes a register of licensed sponsors. Being on it means an employer is able to sponsor, not that it will for this post.
- **Ask the employer.** The only authoritative answer for a specific vacancy comes from them.

If You Are Sponsored as a Nurse Now

Your current visa is tied to your current job. Moving into a digital role means a new certificate of sponsorship for the new post, and the new role has to meet the rules in its own right. Check this before you resign from anything.

What the Adverts Say, by Role Family

ROLE FAMILY	ADVERTS	SPONSORSHIP WELCOME	STATED NOT AVAILABLE	UNCLEAR OR CONDITIONAL	SAYS NOTHING
EPR or Digital Trainer	74	40	3	9	12
Clinical Systems or EPR Specialist	254	86	12	16	63
Clinical Coder	165	70	10	13	45
Digital Nurse or Midwife	35	14	0	3	2
CNIO and Deputies	14	7	0	2	0
EPMA and E-Prescribing	32	7	1	7	8
Clinical Safety Officer	30	5	0	4	7
Patient Safety Specialist or Lead	16	4	0	1	3

Career Co-Pilot reading of each advert's sponsorship statement, adverts held to 30 October 2026. Only NHS England and Wales adverts are read for sponsorship.

Very few adverts in these families say no. Across all eight, 26 adverts stated sponsorship was not available, against 233 that welcomed it. Trainer, clinical systems and coding adverts welcome it most often.

WHAT WE SHOW, AND WHAT WE DO NOT

An advert that says nothing about sponsorship is not an advert saying no: ask. This section reports what adverts and the Home Office register say. It is information, not immigration advice. For your own circumstances, an immigration adviser regulated by the IAA is the right source.

SECTION 9

Beyond the NHS: Abroad and Industry

The same work exists wherever hospitals run electronic records. Health tech suppliers also hire nurses as safety officers, implementers and trainers, but our supplier feed cannot measure that route yet.

Where the Roles Are Outside the UK

Our international feed holds nursing informatics, clinical systems and digital nursing roles in 14 countries. The United States dominates, but Canada and Australia have real markets of their own.

COUNTRY	NURSING OR CLINICAL INFORMATICS	EHR OR CLINICAL SYSTEMS	DIGITAL, VIRTUAL OR TELEHEALTH NURSING	CLINICAL OR PATIENT SAFETY
United States	1,311	1,428	15	15
Australia	53	31	48	11
Canada	64	46	19	1
India	6	65	8	2
Singapore	7	13	4	0
Spain	4	2	11	3

Career Co-Pilot international jobs feed (Adzuna), listings held to 30 October 2026, grouped by job title. One US employer listed a single title 193 times, so read counts as market size, not separate jobs.

What the Jobs Are Called Abroad

- **Clinical Informatics Specialist** is the most widely used title in the United States, advertised by 37 different employers.
- **EHR Business Analyst** (21 employers), **Clinical Systems Analyst** (16) and **EHR Application Analyst** are the systems route, the equivalent of clinical systems specialist posts in the NHS.
- **Registered Nurse, Clinical Informatics** and **Nursing Informatics Specialist** are the closest match to an NHS digital nurse, and they ask for an active nursing licence in the same way NHS posts ask for your PIN.
- **Epic-certified analyst** roles are a large and specific US market. Epic certification is usually sponsored by an employer, so these posts suit nurses already working where Epic is installed.

Pay

Canadian employers stated their pay: the middle of the range was about CAD 105,000 for informatics roles and CAD 117,500 for clinical systems roles. In the United States the middle was about USD 93,000 for informatics and USD 103,000 for clinical systems, but most of those figures are estimates made by the job board rather than pay stated by the employer, so treat them as a rough guide. Other countries' figures are left out because their units could not be compared reliably.

SECTION 10

Routes by Background

There is no single way in. Your best first role depends on what you already have.

YOUR BACKGROUND	REALISTIC FIRST ROLE	WHAT HELPS MOST
Band 5 Ward Nurse	EPR Trainer or Digital Nurse on an EPR project, Band 5	Super user or digital champion work, teaching new starters
Band 6 or 7 Specialist or Charge Nurse	Digital Nurse or Clinical Systems Specialist, Band 6 to 7	Leading a change on your unit, audit, training a team
Nurse with Incident or Governance Experience	Clinical Safety Officer, Band 7, or a patient safety role	Investigations, Datix and PSIRF experience, clinical safety training
Nurse Who Enjoys Detail and Documentation	Clinical Coder, Band 3 to 5	Medical terminology, anatomy, accuracy; trusts usually fund the coding qualification
Mental Health or Community Nurse	Digital nurse in a community or mental health trust, or a health tech supplier	Experience of community systems such as SystmOne or Rio
Nurse Awaiting NMC PIN	Clinical systems support, coding or EPR training posts that do not ask for registration	Data skills, teaching, a clear account of your clinical work
Nurse Ready to Leave the NHS	Clinical safety, implementation or customer success at a health tech supplier	DCB0129 knowledge, EPR go-live experience

Beyond Digital: Other Roles With Nurse in the Title

Outside ward and clinical posts, our database holds 265 adverts across 138 different job titles that still say nurse. Digital is one of several ways off the ward.

ROUTE	ADVERTS	TITLES	EXAMPLES
Clinical Research	165	62	Clinical Research Nurse (37), Research Nurse (32), Senior Clinical Research Nurse (9)
Digital and Informatics	39	26	Digital Nurse, EPR Project; CNIO; Clinical Informatics Nurse; EPMA Lead Nurse; Nursing Information Officer
Public Health and Community	27	24	Specialist Community Public Health Nurse, Health Visitor, Vaccination Equity Nurse
Projects, Transformation and Products	17	9	Senior Project Nurse, Cancer Project Nurse, Product Delivery Service Nurse, Senior Nurse Transformation Lead
Quality, Governance and Safety	12	12	Quality Improvement Nurse Manager, Neonatal Governance Lead Nurse, Safety and Quality Nurse

Career Co-Pilot jobs database to 30 October 2026: titles containing nurse or nursing outside ward, clinical and support roles. Our separate guide, Getting Into UK Clinical Research, covers the research route in full.

SECTION 11

Your Questions, Answered

The questions nurses ask most on forums, in nursing journals and on social media, with honest answers.

Where Do I Actually Start?

The question nurses ask most. The usual answer: become the person on your ward who knows the system. Volunteer as a super user for the next go-live or upgrade, ask to shadow your trust's Chief Nursing Information Officer, and add a digital goal to your appraisal.

Do I Need a Masters?

Not to start. A masters appears in 2 of 20 Band 5 job packs and none of the Band 6 packs we read. It becomes common at Band 7 (8 of 18) and expected at Band 8a (4 of 5). Get in first, then study if you are aiming higher.

Do I Need to Learn to Code?

No, not for nursing routes. Most digital nursing work is workflow, training, testing and safety. SQL appears in 18 of 101 clinical systems packs, mostly analyst posts.

How Much Clinical Experience Do I Need First?

Enough to know how care really works, which is the thing digital teams cannot teach. A newly qualified nurse who has been a strong super user can still compete for Band 5 EPR posts.

Will I Lose My PIN, or Be Unable to Revalidate?

Not if you keep it up. You need 450 practice hours every three years, and the NMC counts hours where you rely on your nursing skills, knowledge and experience, including managing teams, teaching and helping to shape a care service. NMC registration is named in 17 of the 35 digital nurse, clinical safety and EPR trainer job packs we read, so keeping it is worth it.

Source: NMC, Revalidation requirements: practice hours (nmc.org.uk).

Will I Take a Pay Cut?

Your basic pay follows the band, so a Band 6 to Band 6 move keeps your basic salary. What many nurses lose is unsocial hours pay, because most digital posts are Monday to Friday. Compare the new post with your pay minus enhancements, not your total.

Is It Just IT Support?

No. It is the go-between for the people who use a system and the people who build it: design, testing, training, go-live support and safety. It is busy and people-facing.

Am I Too Old, or Too Far From Digital?

No. One Chief Nursing Information Officer in Wales started nursing in her thirties after leaving the Army and says she fell into informatics during an EPR rollout.

Is There Formal Training I Can Do?

Yes. NHS England runs clinical safety officer e-learning, free with an NHS email, plus a paid workshop. The NHS Digital Academy, the Florence Nightingale Foundation and the Shuri Network have run digital fellowships for nurses, but these open in rounds, so watch for the next one rather than assume one is open. The Digital Nurses Network on FutureNHS is free to join.

SECTION 12

Nurses Who Made the Move

Each person below told their own story publicly. Most started inside their own organisation, and several did it without a masters.

FROM	TO	WHAT GOT THEM THERE
A&E Nurse, Trained in Nigeria	Digital Clinical Facilitator	Digital champion first, then reached out to people already in digital roles
Mental Health Nurse, 10 Years in the NHS	Digital Clinical Safety Officer	Customer success at a health tech firm, then clinical safety
ED and ICU Nurse, 15 Years	Clinical solutions specialist (EPR)	EPR clinical educator first, then systems
Emergency Department Nurse	National Clinical Safety Officer, NHS England	Moved into national digital work
Community and Urgent Care Nurse	Patient Safety Specialist	Clinical governance team, then patient safety training
Emergency Care Nurse	Quality improvement director	Health Foundation quality improvement fellowship
Critical Care Nurse, London	Software engineer at a health tech firm	Coding bootcamp

Their advice lines up. Say yes to the digital work already happening on your ward, and talk to people who hold the job you want. One of them put it simply: "If you see roles available, go ahead and apply."

Sources for each account are listed at the end of this guide.

SECTION 13

Asking for Help Well

Most people in digital nursing are glad to help. What they cannot do is answer a message that asks for everything at once.

A message that says "can you help me get into digital" is honest, and almost impossible to answer. The reader does not know who you are, what you have done or what kind of help you need, so they do the easy thing and say nothing. A good message makes it easy to say yes.

The Shape of a Good Message

- **Who you are, in one line.** Your band, your area and where you are now.
- **Why them.** Their role, their trust or something they wrote. It shows you chose them on purpose.
- **One small, clear ask.** A question they can answer in a few minutes, or a short call at a time that suits them.
- **An easy way out.** People reply more when they do not feel cornered.

TO THE LEAD DIGITAL NURSE IN YOUR OWN TRUST

Hi Grace, I am a Band 6 staff nurse on the acute medical unit and I have been the e-Observations super user since the summer. I would like to understand how people join the digital nursing team. Could I have 20 minutes with you in the next few weeks? No problem if it is a busy time.

TO A CLINICAL SAFETY OFFICER YOU HAVE NEVER MET

Hi Tunde, I am a nurse with five years in acute medicine and some experience of incident investigation. I read your post about clinical safety cases for EPR go-lives. If you were starting out again, which training would you do first? Any pointer would really help.

WORTH DOING

- Start with your own trust's digital team.
- Ask one question, not five.
- Follow up once, after a week.
- Tell them later what happened next.

NOT WORTH DOING

- Sending your CV before anyone asks for it.
- Asking for a job rather than for advice.
- Copying the same message to 50 people. It shows.
- Chasing more than once.

Where to Find People

Your trust intranet usually lists the EPR or digital team and the Chief Nursing Information Officer. On LinkedIn, search for Digital Nurse or Clinical Safety Officer plus a trust name. Career Co-Pilot's Community Hub has members who have made the move.

SECTION 14

Your First 30 Days

A plan that fits around shifts. Four weeks, one focus each.

WEEK	FOCUS	ACTIONS
Week 1	Get Close	Find out who leads digital nursing in your trust. Volunteer as a super user or digital champion for the next system change on your ward.
Week 2	Read Real Adverts	Save five live adverts and their job packs for roles in section 2. Mark every requirement you already meet and every gap.
Week 3	Reach Out	Send three short, specific messages using the shape in section 13. Ask your digital team how staff get onto clinical safety training.
Week 4	Apply	Write each supporting statement against the person specification, in its own order and words. Set alerts for the posts that come back.

Translate Your Experience

Shortlisters look for familiar words. Say "trained 30 staff on the new observations system", not "helped colleagues". Name the systems you have used, the audits you have run and the incidents you have helped investigate. A clear example of a time you spotted a safety problem with a form or a system is worth more than a paragraph about your strengths.

IF YOU ARE A CAREER CO-PILOT MEMBER

The Digital Transformation, Clinical Safety, Clinical Systems and Clinical Informatics areas show live roles, the skills employers ask for in their job packs and which employers hold a sponsor licence. Set an alert there and the posts that come back in section 7 come to you.

SECTION 15

The Checklist

Everything in this guide, on one page. If you are short of time, this is the guide.

- [ ] Digital nursing lead in my trust identified, and a conversation asked for.
- [ ] Super user or digital champion role taken on for one system.
- [ ] Two target roles chosen to match my background.
- [ ] Five live adverts and job packs saved, named for the role.
- [ ] Every essential criterion matched to one specific thing I have done.
- [ ] Teaching and data examples ready, not just clinical ones.
- [ ] Clinical safety training asked about through my digital team.
- [ ] Revalidation practice hours checked against my new role.
- [ ] Sponsorship position checked in the advert and with the employer, if it applies to me.
- [ ] Three short, specific messages sent, each with one clear question.
- [ ] Supporting statements written in the order of the person specification.
- [ ] Alerts set for Digital Transformation, Clinical Safety and Clinical Systems.
- [ ] Everyone who helped me thanked, and told what happened next.

About Career Co-Pilot

Career Co-Pilot is a career intelligence platform for healthcare professionals. We read NHS job adverts at scale and turn them into something you can act on: live roles by band and area, what employers actually ask for, which organisations hold sponsor licences, trust level intelligence, and tools for building an application from your own real experience.

We were built by a doctor working in the NHS, for people making the moves the system does not help you make: into digital and data, from clinical into management, from overseas into an NHS career, or simply from one band to the next.

What You Can Do on Career Co-Pilot

Live Roles and Alerts

Every NHS digital, informatics and clinical safety role by area and band, with an email alert so posts that come back reach you.

Skills and Certifications

Check yourself against what job packs in your target role actually ask for, and see the certifications that close the gap.

Career Fit Finder

Upload your CV and see which career areas fit your experience best.

App Tracker and Checker

Track every application and check your supporting statement against the person specification before you submit.

Interview Prep

Practise answering role-specific questions, with AI follow-up questions like a real panel.

Simulation Lab

Work through real NHS scenarios to build the examples shortlisters look for.

Trust Intelligence

Board papers, CQC ratings, digital plans and culture for the trust you are applying to.

AfC Financial Modeller

See what a band move means for your take-home pay.

Events Directory

Webinars, conferences and meetups in digital health, filtered by area and place.

Community Hub

Accountability partners and members who have already made the move.

Free to join. Every tool above is open to members at no cost while we are in our pilot.

Join at careercopilot.academy

You are welcome to share this guide with anyone it would help.

Sources

Every figure in this guide comes from published NHS adverts or a named public source. Nothing here is our opinion presented as a rule.

Career Co-Pilot Data

- Career Co-Pilot jobs database, adverts held to 30 October 2026: role families by job title, employers, towns, bands and sponsorship statements; titles containing nurse outside ward roles; EPMA adverts.
- Requirement counts from 35 job packs for digital nurse, clinical safety officer and EPR training roles, October 2024 to 28 October 2026.
- Repeat adverts for the same post, from the same database.
- Role profiles built from job packs: Digital Nurse, Lead Digital Nurse, EPR Trainer, Clinical Safety Officer, Chief Nursing Information Officer.
- Sponsorship statements read from live adverts, 30 October 2026.
- Career Co-Pilot international jobs feed (Adzuna), nursing informatics, clinical systems, digital nursing and safety listings in 14 countries, held to 30 October 2026.

Public Sources

- NHS Employers, Agenda for Change pay scales 2026/27, nhsemployers.org.
- NMC, Revalidation requirements: practice hours, nmc.org.uk.
- NHS standards, DCB0129 Clinical Risk Management: its Application in the Manufacture of Health IT Systems, and DCB0160 for deployment and use, standards.nhs.uk.
- Home Office, Register of licensed sponsors: workers, gov.uk.
- RCN, 10 most common myths about revalidation, rcn.org.uk.
- NHS England Digital, Clinical risk management training, digital.nhs.uk.
- NHS England, Phillips Ives Nursing and Midwifery Review and Digital Academy programmes, digital-transformation.hee.nhs.uk.
- Digital Health and Care Wales, Fran Beadle's clinical informatics career, dhcw.nhs.wales (October 2024).
- Questions nurses ask: allnurses.com, Reddit r/nursinginformatics and r/healthIT, Incredible Health, Independent Nurse and Digital Health (2018 to 2026). Most forum threads are from the US; UK answers come from NHS and NMC sources.
- Nurses' own accounts: Ron MD podcast episode 61 (Digital Clinical Facilitator); htworld.co.uk interview on digital nurses; NHS England, Insights from a National Clinical Safety Officer; Northumbria Healthcare clinical governance blog; The Health Foundation, quality improvement fellowships; Lantum blog, from registered nurse to software engineer; Career Co-Pilot transition interview (Digital Clinical Safety Officer).

What This Guide Does Not Cover

Supplier and industry recruitment in detail, which varies by company. Anything specific to one employer, since local practice varies. Individual immigration or revalidation advice, which must come from an IAA regulated adviser or the NMC.

Career Co-Pilot, Nurses Into Digital Health. First edition, October 2026. Figures change as adverts do. Where this guide and an employer's own instructions differ, follow the employer.