

Induction for Registered Practitioners

Internationally Educated Nurses, Registered Nurses, Nursing Associates, Midwives, Operating Department Practitioners and Paramedics joining the Trust complete a 2-week induction programme with a mixture of study days and supernumerary shifts.

(if this is difficult for you, please email mtw-tr.professionalstandards@nhs.net to organise a more flexible induction programme).



You will also have:

- Named Preceptor and Associate Preceptor and monthly preceptorship meetings
- 4-6 weekly probation period meetings with your line manager to ensure you're settling in and review your progress
- General and specialty-specific competencies
- Access to Clinical Skills Facilitators/Practice Development Nurses/Clinical Educators
- Educational opportunities, including in-house study days, university modules/programmes and apprenticeships
- Access to career advice and academic planning advice



Newly qualified RNs, NAs, IENS and ODPs are enrolled onto a 6-month preceptorship programme (9 study days over 6 months). Sessions include:

- Communication
- Time management and Prioritisation
- Accountability and Delegation
- Person Centered Care (including empathy suits)
- Teamwork
- Leadership
- Restorative Clinical Supervision
- Wellbeing
- Challenging Situations
- Patient Flow
- Digital Hospital
- Integrated Discharges
- Pain Management
- End of Life Care
- Career Development
- Academic Planning

Newly qualified midwives will undertake the midwifery preceptorship programme.