

How we support you

We know that starting a new job can be daunting, with many new skills to learn, sometimes in a challenging environment. From your first day at work and throughout your time with us, we will ensure that you are equipped with the skills you need through our programme of:

- Orientation
- Induction
- Competency training
- Further training
- Mentoring
- Support

Orientation and induction

Your time with us will start with an eight day orientation programme. You will complete this before you start work in the wards, clinics or theatres. The programme covers all your mandatory training ie the training which all clinical staff at the hospital must undergo. It includes, among others:

- moving and handling
- infection control
- safeguarding children and vulnerable adults
- equality and diversity
- health and safety
- resuscitation

Alongside this, you will be taught all the clinical skills you need to perform your role. A few examples of this include:

- taking blood pressure, temperature and pulse
- how to make and use electric beds
- how to help patients with eating and drinking

The course is very practical - you will have plenty of time to practice these new skills before you start work with patients.

After the corporate section of the programme is finished, you will move to the clinical area where you will be working. You will have a further, local induction here. This will allow you to learn the skills you need and settle into your specific department, role and team.

Training

During your **induction** you will be provided a series of competency packages. These include everything you need to be able to perform your specific role in your clinical area. If a task is not in your competency package, it means that it is not in your remit to carry out.

You will work through these packages in your first few months with us, while you are gaining experience. By the time you have completed these, you should be competent in performing your job.

You may also get the opportunity to study for Level 2 Diploma in Healthcare. You will need the support of your clinical area to undertake this training.

Mentoring and support

To help you through your first months with us, your manager will arrange a mentor for you. This will be one of your experienced colleagues, in your own team. They will support you as you work through your competency packages and grow in experience and skill.

As well as this, you will be supported by the hospital's Learning and Development team. They will allocate an assistant practitioner in clinical assessment. Your assistant practitioner will visit you in your clinical area during your first fortnight with us. They will support and work alongside you clinically until you are competent in your role.