

Nursing and Midwifery Induction

The Trust is committed to ensuring high standards of patient and staff safety, improving the quality of patient care and minimising the risk of harm to patients and staff. In order to achieve this, the Trust recognises the importance of effective induction arrangements both for the individual new employee and the organisation. This Induction is specifically developed to welcome Nurses, Midwives and Health Care Assistants commencing initial employment or to new nursing roles at The Royal Wolverhampton NHS Trust. It introduces the values and objectives of the organisation so that staff feel part of the team as quickly as possible. It also imparts essential safety and risk management information, provides core mandatory training and gives Nurses the practical information they will need to begin their new jobs. It is in addition to the Trust (Corporate) Induction Programme which is held the first Monday and Tuesday of each month, and runs from Wednesday to Friday, and is supplemented further by a more specific Local Induction within the clinical area of work.

All sessions are held on the [New Cross Hospital site](#) in the [WMI \(Wolverhampton Medical Institute\) building 11](#) and each day commences at 9am and ends at 5pm unless stated otherwise.

All Health Care Assistants commencing employment at the Trust are enrolled onto the Care Certificate (unless completed and evidenced from previous employment).

To support the implementation of the Care Certificate Health Care Assistants have a bespoke programme on the Friday of Induction week and are also required to attend the following Monday –Friday for the care certificate training, Thus the Health Care Assistant induction is 8 days in total..

Contents

The Nursing and Midwifery Induction Programme includes sessions on:

- Infection Prevention
- Nutrition
- Tissue Viability
- Falls Prevention
- Blood Glucose Training
- Venous Thrombo-Embolicism (VTE)
- Dementia
- VitalPac
- SBARD
- Blood Products (collection and transfusion)
- Conflict Resolution
- Learning Disabilities
- Medical Device training (tailored to meet the needs of staff)

Delivery

The programme is organised and facilitated by the Post Registration Nurse Education Team, with sessions delivered by Specialist Nurses, and other practitioners employed within the Trust.

Attendance

It is policy for mandatory attendance. Places are booked directly by Nurse Recruitment as part of the recruitment process, but for further information, please contact Vicki Gardner vicki.gardner1@nhs.net