

# The importance of a robust induction programme

Whether it is called induction or preceptorship in your organisation, supporting staff when they join your organisation is important to ensuring their retention and that they feel valued in a new workplace.

Preceptorship tends to refer to the period after which newly qualified practitioners transition to autonomous members of the workforce, but the same principles can apply to any role.

A robust induction process can include mentorship and a buddy programme, regular check-ins with new members of staff, development discussions and the opportunity to feedback concerns.

Read examples of good practice from employers below to consider how to implement a strong induction programme in your own organisation which will lead to the opportunities for staff to develop and consider their next career steps.

## **University Hospital Southampton NHS Foundation Trust**

The trust introduced an induction programme for their flexible band three midwifery support workers to support them to feel comfortable working in different maternity areas and increase their confidence. This included a five-week induction programme, run simultaneously to ward practice, followed by a catch-up day to share concerns. This was supported by the creation of a cohort specific WhatsApp group for discussion and increased in-person support from the training and development lead.

## **West Suffolk NHS Trust**

West Suffolk implemented a student forum and student mentorship programme to support students on placement and encourage health and wellbeing. Whilst this programme was focused on students, the elements introduced are pertinent for support workers and other roles.

We have created a comprehensive guide on preceptorship. The guide includes the benefits of preceptorship, ideas for support, case studies and good practice and further resources for employers.