



Band 5 Development Pathway

Structured pathway and career development for newly qualified nurses

Your Nursing Career Pathway at St Georges

Welcome and
Support
Preceptorship

Consolidating
Your Nursing
Skills

Developing new
skills

Continuous
Professional
and Personal
Development
(CPPD)

Emphasis on Core Skills and Support

- Consolidate skills post qualifying
- Period of transitional and pastoral support
- In house training e.g. IV admin/Venepuncture /Cannulation



Changes

- Emphasis on gradual development
- Emphasis on pastoral support and in house education and development

Year 1

✓ Consolidate skills

✓ Complete Nurse Competencies



✓ Complete Preceptorship transitional period with support

Learn New Skills

- In house training e.g. if working on Marnham ward complete tracheostomy /Non invasive ventilation study days
- ILS training
- Sage & Thyme training

Within 3-6 months :
Complete IV administration training

Within 12 months:
Complete Venepuncture & Cannulation training

Further CPPD

Free access to NT eLearning modules and > 13,000 articles.



After 6 months

Opportunity to move to another clinical area via the Internal Transfer scheme/ Rotation

Complete Trust 4 Day Preceptorship Programme and become a Preceptor

Complete Appraisal and develop PDR before you move into Year 2

excellent
kind
responsible
respectful

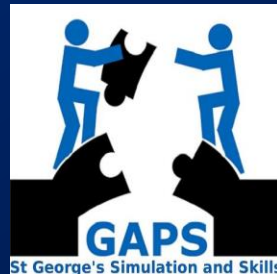
Year 2

Further Consolidation of skills

Complete *MEERKATS* course



MEERKATS is a set of educational programmes which combine the essential elements of patient safety with good practice in communication and the recognition and management of the acutely unwell patient.



Opportunity to work in different clinical areas via rotation and /or internal transfer process

Further Development

- Application to complete NMC approved Mentorship course
- Complete Nurse in Charge Competencies
- Complete Appraisal study day
- Complete local in house training specific to your clinical area e.g. Link Nurse role

Complete Appraisal and develop PDR before you move into Year 2

Further CPPD

Free access to NT eLearning modules and > 13,000 articles.



May be opportunity to complete specialist accredited course at University

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respectful

Year 3

Further Development

- Complete 3 day course Enhanced Leadership for Clinical Leaders
- Complete Service improvement project
- Identify area of specialism e.g. research , link nurse.
- Complete audits and assess peers
- Complete in house training - topics include leadership and communication skills



Career Development

- Work towards Band 6 Senior Staff Nurse /Junior Sister post
- Work towards becoming a specialist nurse
- Become a KPI lead nurse for your area
- Opportunities for secondment /shadowing



Further CPPD

Free access to NT eLearning modules and > 13,000 articles.



Opportunity to complete commissioned accredited course at University



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Opportunity to work in different clinical areas via rotation and or internal transfer process

Complete Appraisal, Revalidation and develop PDR before you move into Year 4

Any Questions ?

We look forward to working with you at St Georges

