

Nursing and Midwifery Induction

Chelsea and Westminster Hospital Foundation Trust

Since April 2007, Nursing and Midwifery Induction at Chelsea and Westminster has been delivered through a blend of training media.

In the morning, there are face-to-face sessions, in which they cover those topics for which it is critical for staff to have the opportunity to start building relationships with key team members: Blood Transfusion, Critical Care, Infection Control and Risk Management.

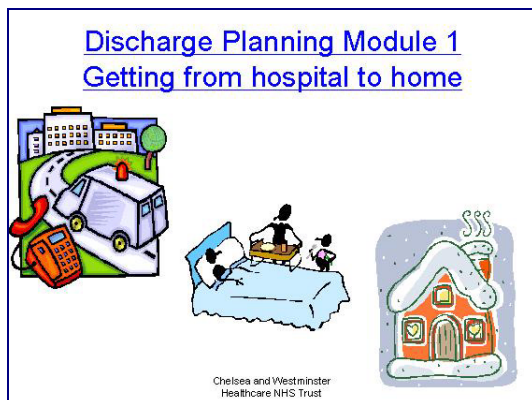
Then, in the afternoon we take people to the computer suite in the training department where they use the computers to access a set of Training Tracker modules. In this session, we check that everybody is able to logon to the system and that they feel comfortable working by themselves.

We then allow them up to one month to complete the suite of Induction modules.

- Blended solution
- 141 staff enrolled
- 128 successful completions

Staff groups

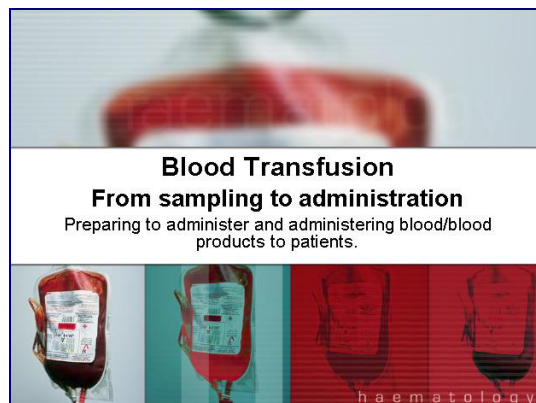
At present the Training Tracker induction training is accessed by both Qualified Nurses and Support Workers across all areas of the Trust.



Modules

There are currently eight modules, though members of some staff groups do not take all of them.

1. Cancer services
2. Discharge planning
3. Documentation
4. Major Incident
5. Moving and handling x 2
6. Nursing diagnosis
7. Pharmacy



Benefits

e-Learning has proved a very efficient way of delivering and managing our induction training. We have a complete audit trail of who has completed which modules making administration very simple.

We have had excellent feedback from staff who have enjoyed the blended learning approach including the freedom to train when it suits them.

We are currently developing an e-Learning strategy with a view to expanding e-Learning within the Trust and delivering a wider range of programmes to a variety of staff groups.

Tracy Stevenson, Lead Nurse for Education