

Louise McHardy, Senior Charge Nurse, discusses the supports in place for transitioning NQNs and why completing Flying Start NHS programme is important

Within the Older People and Stroke Services ward, newly qualified nurses (NQNs) when transitioning from student to registered professionals are supported through this by attending local induction, completing corporate induction, being supported by the Clinical Nurse Educator and can also access the [NHSGGC: FlyingStartPortal](#) which I have found to be a useful and helpful resource. As SCN, I also provide the NQNs within the ward with a ward-specific induction pack consisting of core information to support their learning and development. This includes information specific to the patient group and important to those providing care such as the Stroke Training and Awareness Resources (STARs), which is an e-learning resource to enhance the educational opportunities for health and social care staff working with people affected by stroke. The induction pack also signposts the NQNs to other relevant information and guidelines to facilitate an increasing knowledge base and understanding of various conditions. They are further supported with protected study time to attend Flying Start Support Sessions and work towards completion of the Flying Start learning outcomes with the support and guidance of the Practice Education Facilitator for the area.

I feel it is important for NQNs to complete the Flying Start programme in their first year of practice, the benefits of this for them includes reflection on practice, following PDSA cycle, learn, action, do, it provides the NQN with support and guidance as they settle into their role and then develop this further. As the SCN, I am always a resource for them and they can build confidence as they learn from watching other members of the team. They often have new ideas and suggestions and this builds the existing team, encouraging the other members of the team to reflect on their practice and learn too. Flying Start assists with so much of their role expectations including their PDP and contributing to their NMC Revalidation requirements.

As SCN and a facilitator for NQNs, as mentioned previously, this role encourages me to reflect on my own practice – this assists with my leadership and towards meeting my NMC Revalidation requirements. I'm always keen for new ideas and this makes you think and reflect why you do a job, and takes you back to basics when at a very challenging time in nursing.