Staff Nurse
Training and Development

Your nursing qualification opens doors to an exciting future in a variety of healthcare settings. And at Buckinghamshire Healthcare NHS Trust you’ll be able to experience almost all of them. Because we are one of the first Trusts in the country to integrate our acute and community services we can give our nurses a wide variety of opportunity and experience you just wouldn’t get elsewhere.

We provide acute, community and palliative care in people’s homes or from one of our five community hospitals at Amersham, Thame, Marlow, Buckingham and Chalfonts and Gerrards Cross or from our two acute hospitals at Wycombe or Stoke Mandeville.

We want the best nurses to deliver the best quality, most compassionate patient care.

From A&E to care of older people, orthopaedics to spinal injury we can give you a stimulating and rewarding career.

Apart from our corporate division, each division is led by a divisional chair, an assistant chief operating officer and an associate chief nurse who, along with service delivery unit leads, manage the day to day running of the division.

We have a strong senior nursing team who are all committed to implementing the Chief Nursing Officer’s 6Cs and Compassion in Practice strategy.

We give all our nurses:
- A named preceptor or mentor
- Visible and transparent career pathways
- A role that will lead to development
- Work in a multi-disciplinary team
- Friendly culture and supportive teams
- An annual appraisal
- The opportunity to extend your skills
We know that to give the best possible patient care we need to support and develop our nurses.

All nurses new to the organisation attend a 5-day induction programme to provide them with the essential skills for their role. Statutory and mandatory training is also provided, including information governance, conflict resolution and basic life support. Some divisions will also provide additional training during induction on specialist areas of practice such as paediatrics or the National Spinal Injuries Centre.

As a newly qualified nurse you’ll receive:

• The skills and competencies to move from a band 5 to a band 6 practitioner within twelve months
• A year-long multi-professional preceptorship programme and a named mentor during that time
• Time to explore relevant clinical skills through peer reflection and the use of a simulation mannequin
• The opportunity to obtain and use core skills including male and female catheterisation, administration of intravenous medications and oxygen therapy
• The option to apply for funding for external training for further study and qualifications
• Support in your career development by your line manager and your clinical supervisor

As an experienced staff nurse you’ll receive:

• A 3-yearly clinical skills update to consolidate skills in male and female catheterisation, administration of intravenous medications and oxygen therapy
• The option to apply for funding for external training for further study and qualifications
• The opportunity to act as a mentor to more junior staff or provide clinical supervision
• Access to leadership and management training either in-house or from an external training provider

We have a unique partnership with the University of Bedfordshire, Buckinghamshire New University and Oxford Brooks University to provide educational programmes for our nursing staff. All departments have dedicated practice development nurses who, along with line managers, will support the career development of our nurses through an annual appraisal where learning needs and career ambitions can be identified and discussed.