

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-012026-0002197

Date: 24.2.26

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Request

I would be grateful if you could provide the following details regarding newly qualified nurses (NQNs) and preceptorship within your Trust:

1. Preceptorship Programme

a. Does your Trust offer a preceptorship programme for newly qualified nurses? - **Yes**

b. If yes, please provide:

A brief description of the programme structure

- Newly qualified nurses are identified by recruitment and enrolled onto the next available preceptorship programme. They attend a 4-day multi professional programme which includes sessions on what preceptorship means, accountability, research in healthcare, service improvement, collaborative working, staff health and well-being, building positive relationships in the workplace. This is then followed by further 2 hour support/development sessions at 3, 6, 9 and 12-months with RCS offered as part of those sessions.

Duration of the programme – **12 months**

Whether the programme is open to:

UK-trained NQNs - **Yes**

Internationally educated nurses - **Yes**

Nursing associates - **Yes**

Return-to-practice nurses - **Yes**

2. NQN Recruitment Numbers

For each of the last **three financial years** (2022/23, 2023/24, 2024/25), please provide:

a. The number of newly qualified nurses recruited by the Trust

April 22 – March 23 – 270 Nurses

September 22 - March 23 = 18 Nurses

April 23 - March 24 = 59 Nurses

April 24 - Mar 25 = 62 Nurses

b. The number of NQNs enrolled onto the preceptorship programme

April 22 – March 23 – 270 Nurses
Sept 22 - March 23 = 17 Nurses
April 23 - Mar 24 = 59 Nurses
April 24 - Mar 25 = 62 Nurses

c. If available, the number of NQNs who completed the programme

2022/2023: - 221 completed
2023/2024: - 326 completed
2024/2025: - 129 completed

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust