Newly Qualified Role

Research has shown that new practitioners benefit a great deal from regular support from experienced practitioners during this crucial first year of practice. There are different names for the role of the experienced practitioner, sometimes they are call preceptors or supervisors, but for Flying Start NHS it has been decided that the support person will be call a “mentor”. Your named mentor will be your main source of support and guidance and will play a vital role in helping you to integrate into the NHS workforce.

As soon as possible after commencing your new post, your line manager should arrange that you and your mentor meet up so that you can agree how you will work together in the coming year. This relationship is different to the one you had with your mentor / assessor during pre-registration education. The model in this situation is much more “light-touch”. In this situation as you are both accountable, registered practitioners, you will have shared rights and responsibilities to observe.

Newly qualified practitioners have a right to:

- Have a named mentor appointed soon after commencement of employment (and in each rotational placement, if appropriate)
- Freedom and support to learn and achieve their agreed learning outcomes
- Access to a range of learning resources including those accessed via the internet
- Ring-fenced time to learn within a conducive learning environment
- Regular and consistent feedback which contributes to the achievement of the learning outcomes, and

Newly qualified practitioners have a responsibility to:

- To take responsibility for their own learning
- To register onto Flying Start NHS
- To provide ongoing feedback to their mentor on progress and learning needs
- To be proactive in arranging to meet and work alongside your mentor
- To compile and keep up to date a portfolio of evidence of professional development
- Raise any difficulties early on and constructively

A supportive relationship with your mentor is one of the most important factors in your first year in NHSScotland. If you have not been allocated a mentor, or are unable to meet as planned, you should raise this early on with your team leader or line manager.