



## **Learning and Development**

Holy Cross encourages lifelong learning for all staff and will work with you to further your educational and professional development.

Every new member of staff has an induction of up to 2 weeks to welcome, orientate and provide them with the training and information necessary to ensure all new staff are fully informed and effective members of the team as soon as possible. Employment is subject to a three month probationary period. Reviews are built in at 1 and 3 months. At the end of the probationary period review we will agree and set 'mini' objectives with you to work towards in the coming year and clinical staff will receive a self-assessment portfolio. These objectives will be reviewed with you at your appraisal, which all staff have on an annual basis.

An induction follow-up study day takes place normally within 6 months, to consolidate the induction training and probationary period.

All staff have their own personal development plan which sets out their learning and development objectives.

The Hospital has a comprehensive training and development plan, which takes into account individual and team learning objectives. We offer support in obtaining recognised qualifications, such as NVQ and have our own Health Care Assistant Development programme. We work closely with local education and training providers.