NHS
Bolton
NHS Foundation Trust

FREEDOM OF INFORMATION

REF: 2026-88
Subject: Preceptorship Programmes and Newly Qualified Nurse Recruitment

Dear Sir/Madam,

Thank you for your email dated **29/01/2026** where you requested information about **Preceptorship Programmes and Newly Qualified Nurse Recruitment.**

The information you requested is enclosed.

Question	Answer
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	The corporate programme at Bolton FT covers the first 12-24 months following UK registration or returning to practice. It is multi-professional and open to Nurses, Nursing Associates, Midwives and Allied Health Professionals. It consists of protected time in the classroom to attend 4 face to face study days (aimed to be completed within the 1st 12months with room for extensions/reasonable adjustments) Protected time in the workplace to work alongside preceptor OnlinePARE document to record meetings, reflections and competencies during this period. Pastoral support from a dedicated corporate team.
• Duration of the programme	12-24 months
Whether the programme is open to:	
o UK-trained NQNs	Yes
o Internationally educated nurses	Yes
o Nursing associates	Yes
o 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	22-23 - 86 23-24 - 30 24-25 - 23
b. The number of NQNs enrolled onto the preceptorship programme	As above
c. If available, the number of NQNs who completed the programme	In 2025 we had 181 staff complete Preceptorship

If you have any queries or concerns please do not hesitate to contact the Freedom of Information Department. It would be helpful to quote the above reference number in any future communication.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to The Chief Executive, Bolton NHS Foundation Trust, The Royal Bolton Hospital, Minerva Road, Farnworth, Bolton. BL4 0JR.

If you are not content with the outcome of your complaint you may apply directly to the Information Commissioner. Generally the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by Bolton NHS Foundation Trust. The Information Commissioner can be contacted at The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire. SK9 5AF.

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Yours sincerely,

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transforming lives...for a better Bolton

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