



Gloucestershire Safety and Quality Improvement Academy 2025

Raising awareness of Legacy Mentors to nurses joining the Trust

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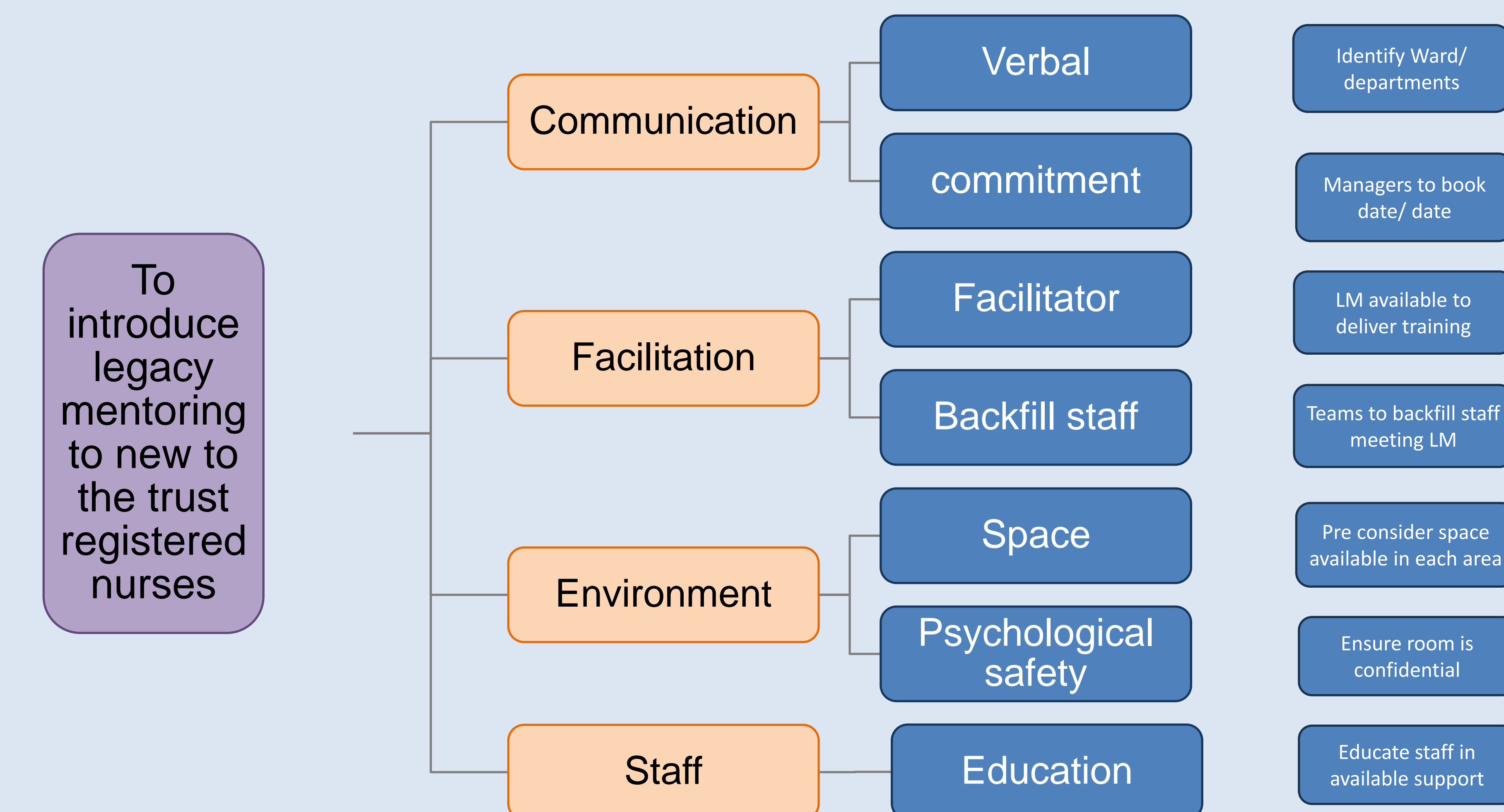
Gloucestershire Hospitals
NHS Foundation Trust

Background

Legacy mentors were introduced to the Trust in 2023 to support registered nurses in practice by offering coaching, mentoring, pastoral support, professional guidance signposting and career advice.

Aim

To ensure that the Legacy Mentor meets 90% of all new registered Nurses starting in the Trust, within one month of their start date, to offer to meet. This will be trialled over a 3 month period from March to June 2025.



Improvement Team & Stakeholders

- Ward managers
- Workforce and Education leads
- Staff Recruitment Team
- New to the trust Registered Nurses

Data

100% of new nurse starters were contacted either face to face or by email.

Shift patterns made it difficult to see all new starters face to face for example night shift workers.

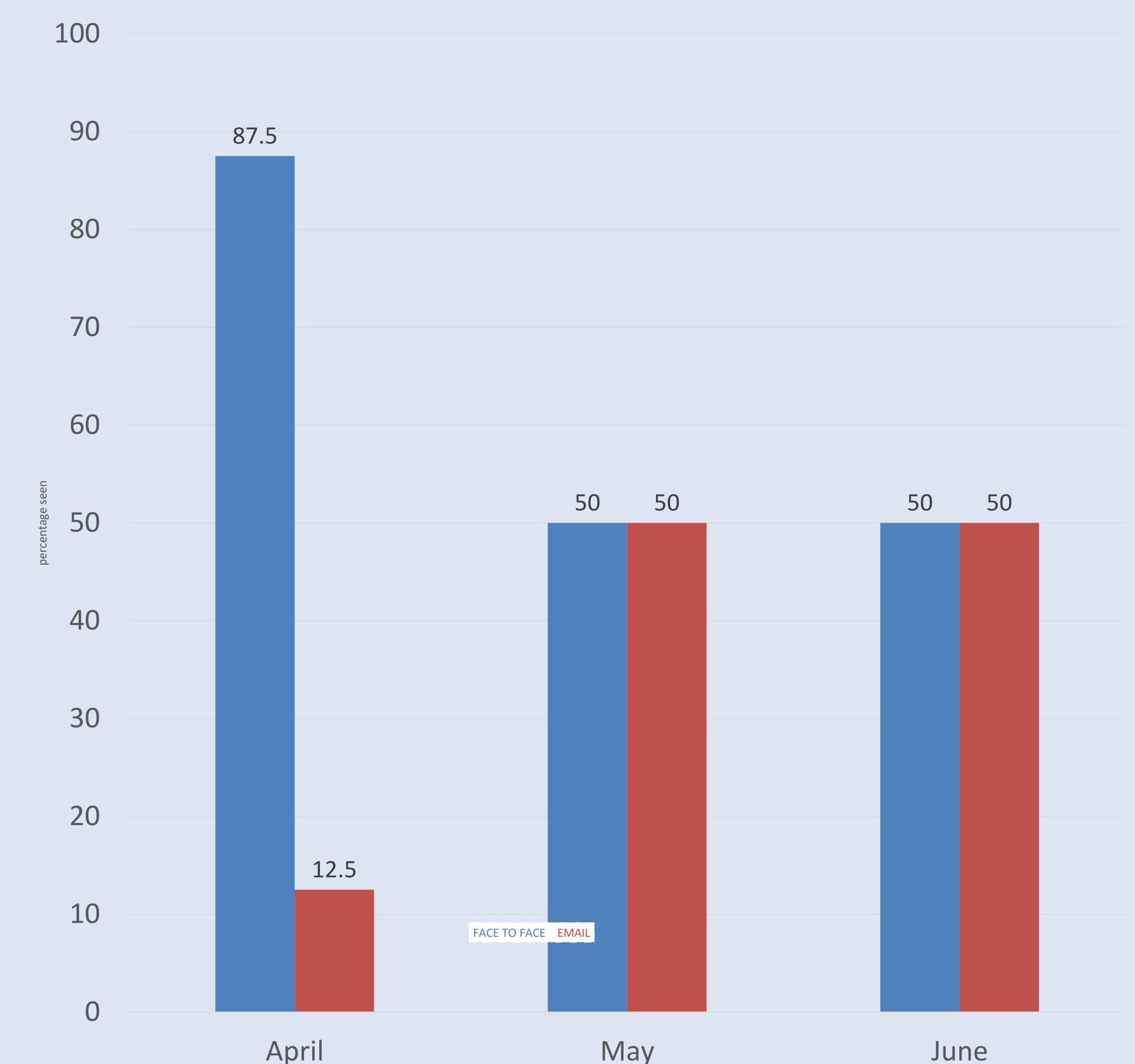
•PDSA cycles

- 1-Recruitment team inform Legacy Mentor monthly of new starter information
- 2-Legacy mentor to plan and book visits to new nurses in their work areas
- 3-Create surveys and QR codes to collect feedback
- 4-Legacy mentor to visit staff and deliver training.
- 5-Evaluate data

- Next Steps

- Continue to contact new starters either face to face or by email.
- Collect more data to evidence the benefits to staff of legacy mentor service.
- Use data to prove need for Legacy mentor service for nursing in the trust.

New starters seen



Measures

Outcome – no. of new registered nurses seen by the Legacy Mentor in their first month in the Trust

Process – no. of visits made to new starters by the Legacy Mentor

Balancing - sustainability of backfilling staff, financial pressures and limited number of Legacy mentors in the Trust