

# Preceptorship Conference

National Preceptorship Forum Update

4<sup>th</sup> November 2015

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## Context

- Shape of Caring Review (2015)
- DH Framework (2009)
- LDA Metrics (HENW 2015)
- Mind the Gap Report (Summary Report Birmingham and Solihull Local Education and Training Council 2015)



Core Outcomes:
<p>1. Ensure best values based recruitment practice is adhered to for all newly registered/ qualified practitioners including an early period of organisational induction aligned to the Core Skills Framework.</p>
<p>2. Ensure newly registered/ qualified practitioners have an identified preceptor with the skills to facilitate the learning experience including reflection, communication and interpersonal skills to actively listen, be available and accessible to assist in making and articulating decisions and judgements in practice.</p>
<p>3. Provide effective support for newly registered/ qualified practitioners through a structured and managed approach which requires staff to outline their development needs and work towards using past experience to make judgements and decisions which refine skills and improve performance in practice.</p>
<p>4. Develop preceptors to act as a resource to facilitate the newly registered/ qualified practitioners professional development including development of attitudes and behaviours that demonstrate and uphold professional values and beliefs in line with professional regulatory body requirements, in line with the values of the organisation and the values embedded in the NHS Constitution.</p>



**Key Performance Indicators:**

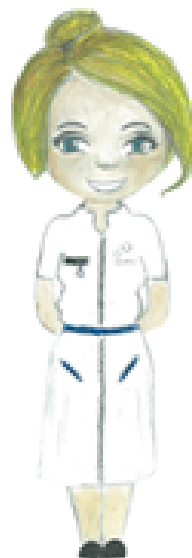
1. The organisation has a multiprofessional preceptorship policy and programme which has been formally approved by the Education Governance structures, and is subject to evaluation processes.
2. There is an organisational wide lead for preceptorship.
3. There is protected time for preceptorship activities.
4. 100% of newly registered/ qualified practitioners have an identified preceptor that is appropriately prepared and supported to undertake the role.
5. 100% of newly registered/ qualified practitioners participate in preceptorship that is tailored to meet their needs.
6. 100% of newly registered/ qualified practitioners engage in the PDP process.



<p style="text-align: center;"><b>Potential Benefits of Preceptorship</b></p>
<p>1. Equity of access meets equality and diversity agenda.</p>
<p>2. A structured preceptorship programme for newly registered/ qualified practitioners improves recruitment to the organisation as a preferred employer.</p>
<p>3. Successful retention will lead to cost reduction associated with temporary replacement and the need for repeated recruitment.</p>
<p>4. Lower sickness / absence rate due to improved staff satisfaction and confidence, and staff feeling valued.</p>
<p>5. Practitioners who are confident to report incidents and raise concerns, as investment in support and staff development improves staff engagement.</p>
<p>6. Practitioners who make fewer errors and have fewer complaints made against them.</p>



# Mind the (generational) gap



<b>'Baby Boomers'</b>	<b>'Generation X'</b>	<b>'Generation Y'</b>	<b>'Generation Z'</b>
1946-1964	1965-1980	1981-1994	1995-2010
Motivated and hard working; define self-worth by work and accomplishments.	Practical self-starters, but work-life balance important.	Ambitious, with high career expectations; need mentorship and reassurance.	Highly innovative, but will expect to be informed. Personal freedom is essential.
25% of the NHS workforce	40% of the NHS workforce	35% of the NHS workforce	<5% of the NHS workforce

## Next Steps

- Launch of new framework
- Communications events nationally, regionally, locally
- Nursing Times supporting
- Twitter chats on 'we nurses' and 'we AHPs'
- Promotion on Nurses Day followed by a week of events



# Contact



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