



University of
Chester

PRECEPTORSHIP IN NW NHS TRUSTS

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Aims and outcomes

This project reflects a mixed methods design to address the following project aims:

- **To review current preceptorship programmes within NHS Trusts in the North West Region and ascertain the impact of these programmes upon retention of newly qualified nurses and midwives**
- To design and pilot, based upon best evidence, a preceptorship framework
- Evaluate the impact of the pilot programme upon retention of newly qualified nurses and midwives
- Evaluate the pedagogic rigour of the programme and suggest recommendations for modification



Online
Survey



Content
Analysis



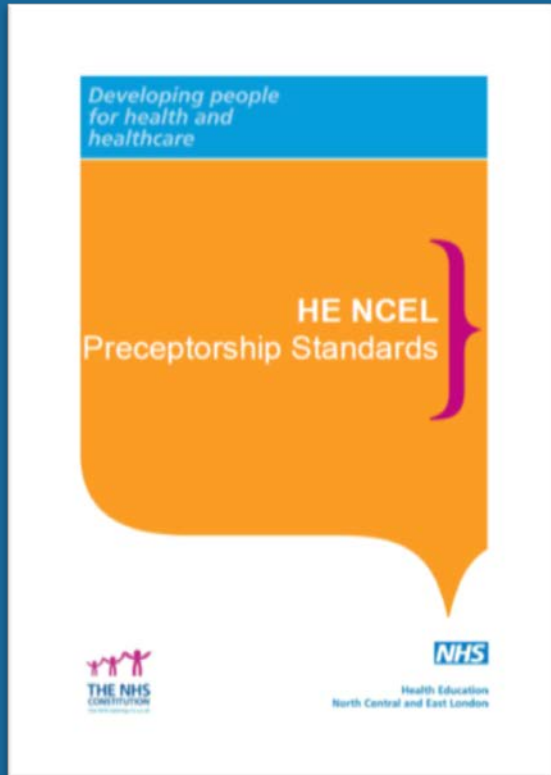
Ethnogeographical
Interviews



Steering committee

Designed with.....

Health Education NECL
national standards (2014)



Health Education England
performance
management outcomes
for preceptorship 2015/16

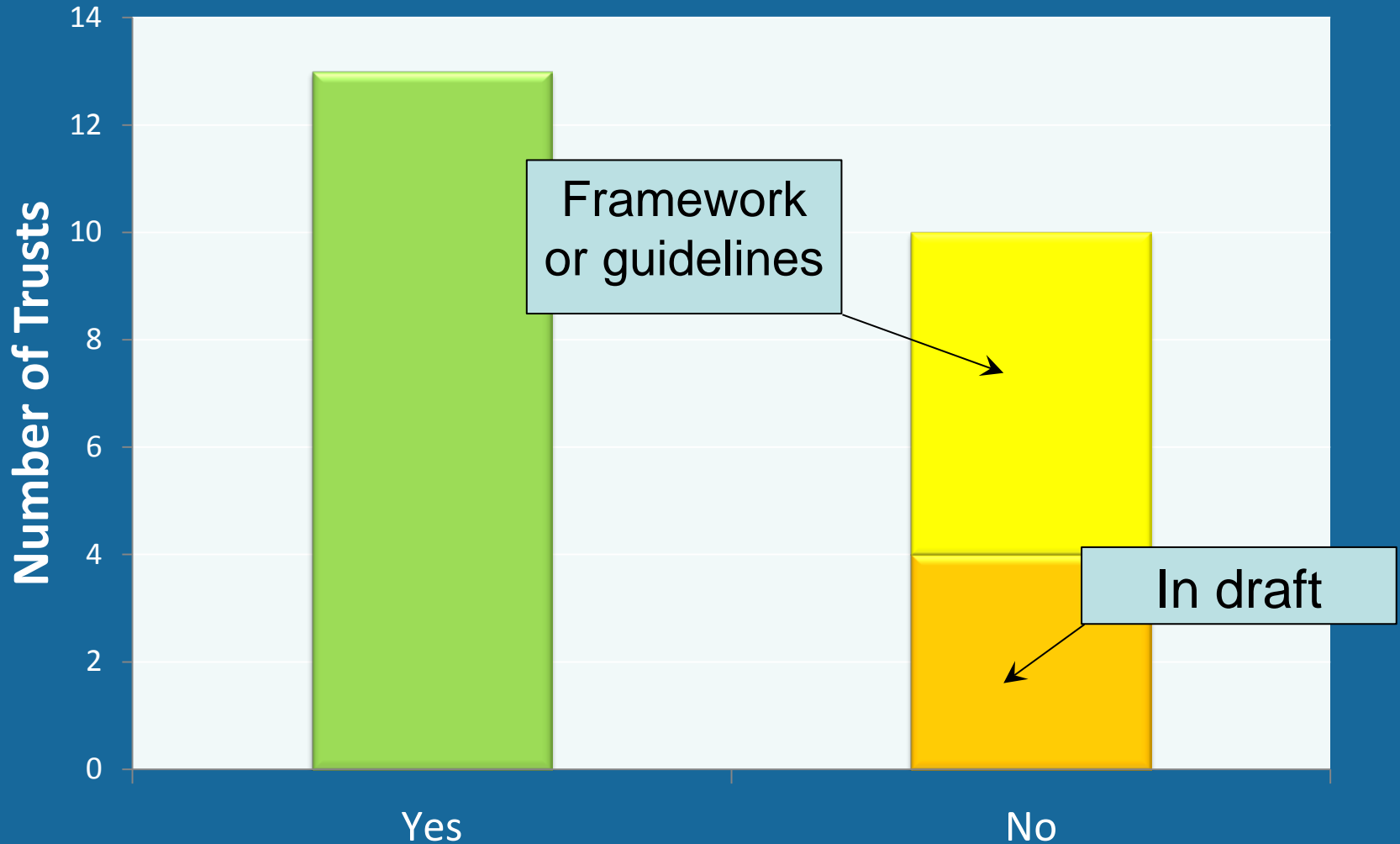


NHS
Health Education England

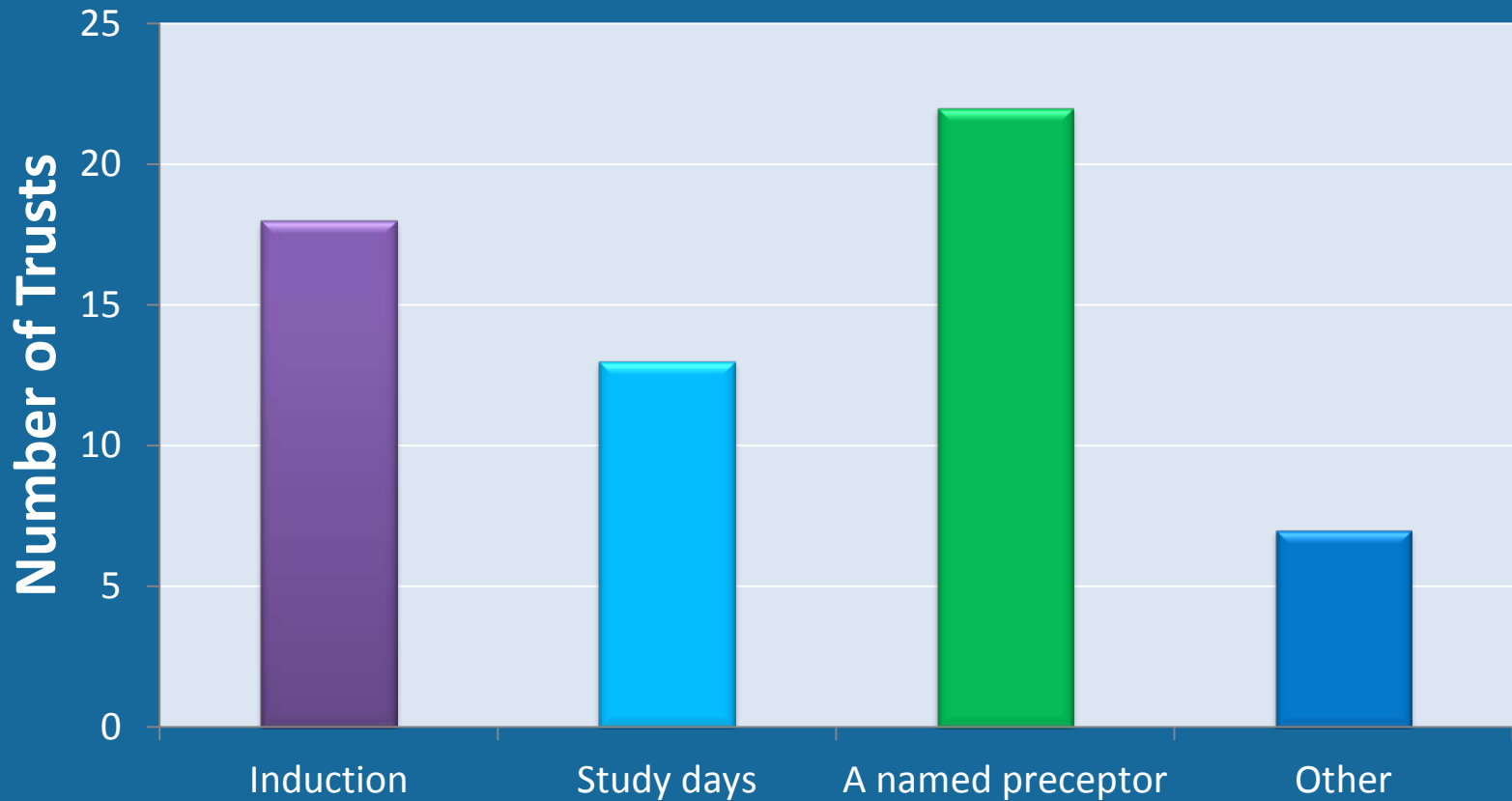
Online Survey

- Set up on BOS (Bristol Online Survey)
- Sent to 41 Trusts (100%)
- Replies from 23 Trusts (56%)
- Requested Preceptorship policies and frameworks 18 Trusts sent documents (43%)

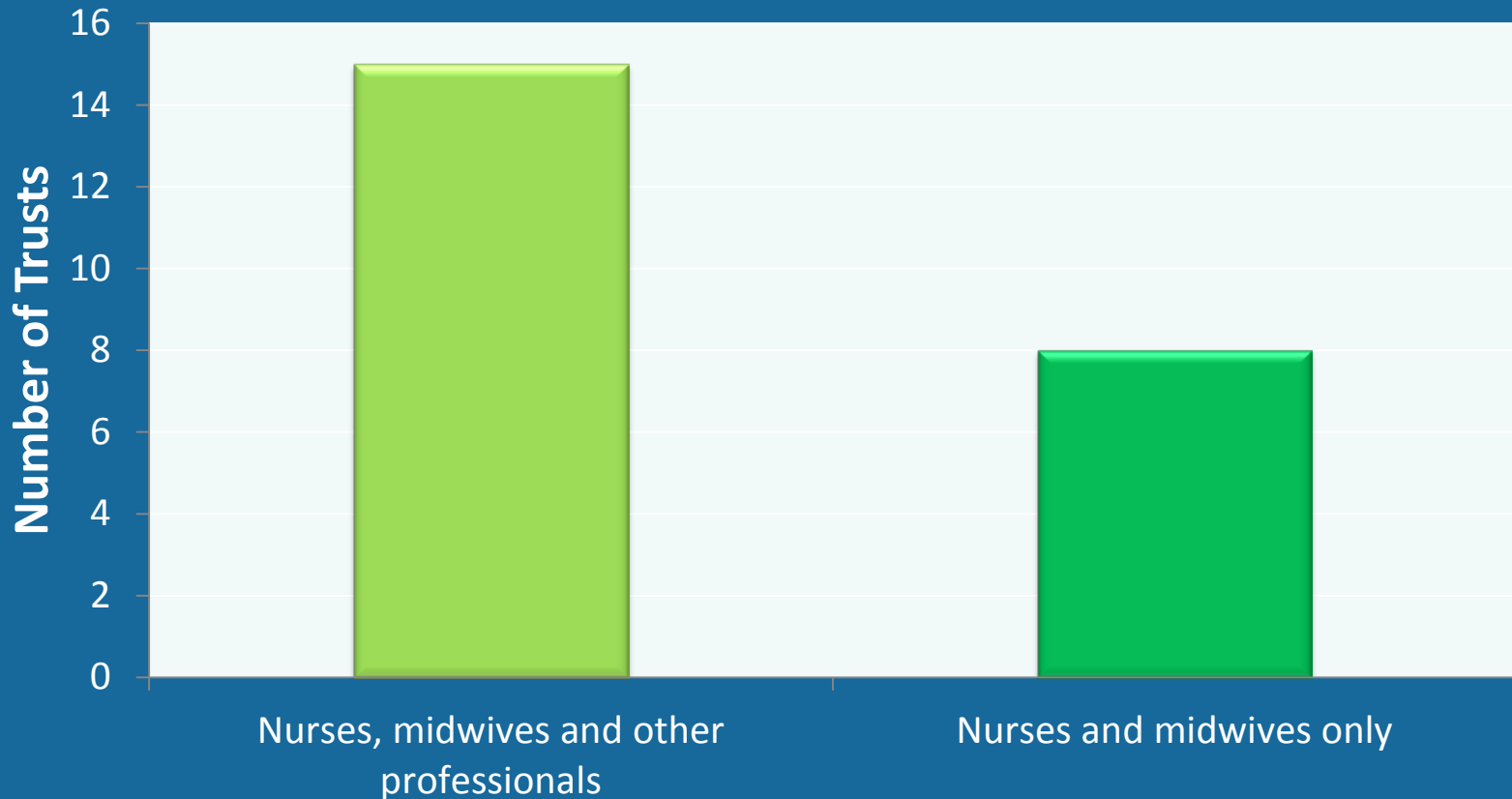
Do you have a Preceptorship Policy?



Support offered to Preceptees



Who is on the Preceptorship Programme?



Monitoring and Evaluation

Monitoring

- Database
- Managers
- Questionnaire

Evaluation

- Online survey
- Questionnaires

Other findings

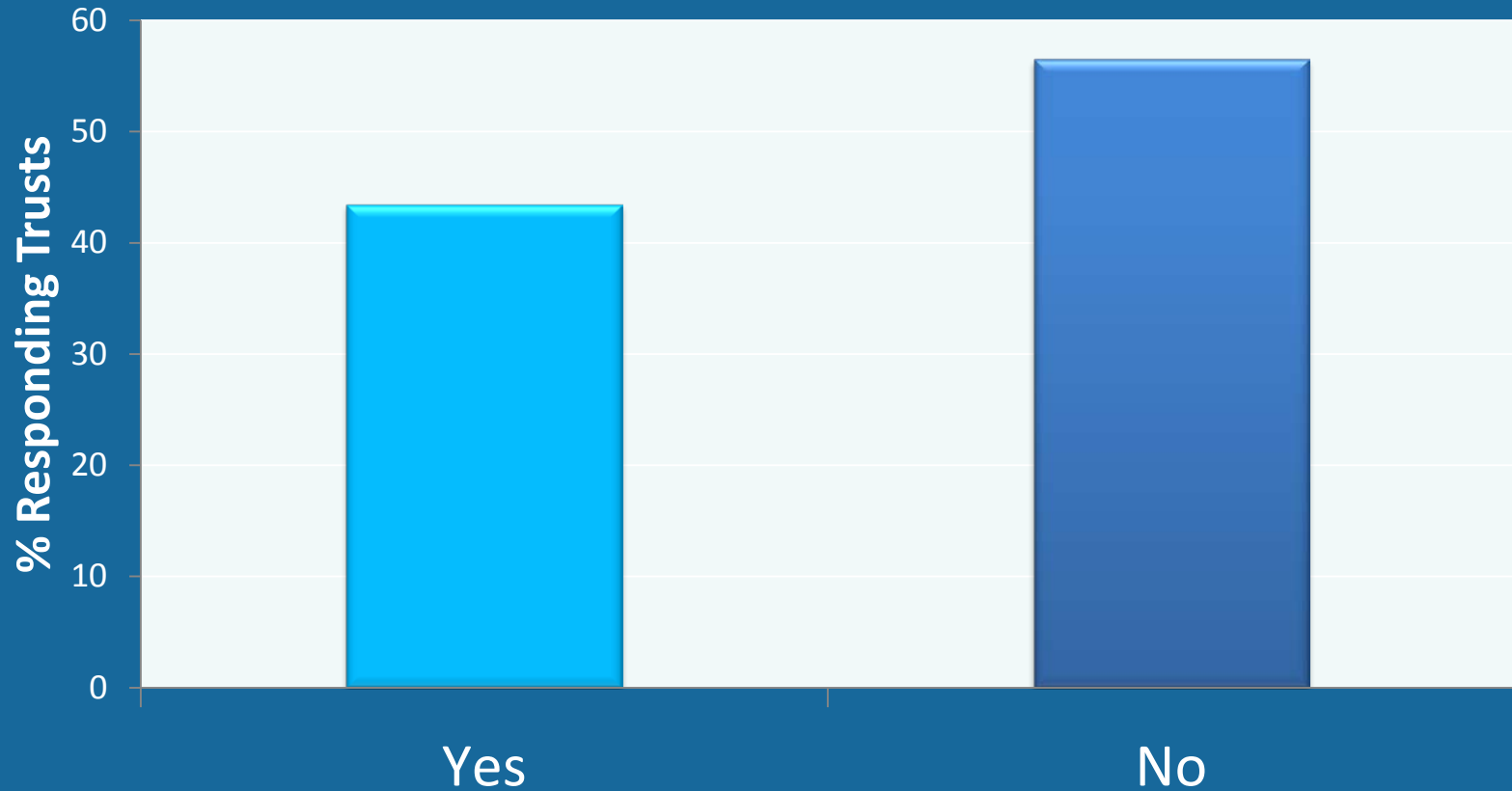
Cost of providing Preceptorship per head

Recruitment rates and Preceptorship

Attrition rates for Nurses and Midwives

Attrition rates for newly qualified Nurses and
Midwives

Preceptor Training



Content Analysis of Preceptorship Documents

- There is no one framework that could be universally applied (all Trusts are different)
- Key elements
- All registrants

Ethnogeography

- Walking and talking !
- Appreciative Inquiry.
- R&D approval 5 Trusts
- Small sample – interviews ongoing

- Clear differences for nurses and midwives – (more evidence required)
- Primary/ Secondary Care – lone working
- HEI – curricula issues in final year

Challenges

- Time
- Preceptor training
- Preceptor style
- Lack of clarity
- Challenging established practice?

Benefits

- Sense of belonging
- Value preceptor input
- Supernumerary period
- Preceptorship as a 'team' Trust wide
- Acculturation
- Confidence building

Midwives

- Longer period of time to achieve the post qualification competencies to progress to band 6
- Fear of the unknown BUT on reflection not so bad !
- Difficulty meeting with preceptor
- Enhance CV
- Educational link midwife
- Support is crucial – team working

Where do you see yourself in 5 years time?

- Working closer to home
- Moving Trusts to gain different experience – smaller Trust/ larger Trust
- Specialising

BUT no one expressed a desire to leave their chosen professional discipline – preceptorship had been a significant factor in fostering this outcome.

- Opportunities
- Better preceptor training
- Better transition between HEI and first clinical post





Key messages

- Monitoring spend – fiscal allocation from HENW money. Tracking and reporting
- Monitoring attrition rates uniformly across Trusts
- Transition from student to practitioner – different journey for nurses and midwives
- Innovation in curricular design – closer relationships between HEI's and Trust partners
- Ensuing future development maps against National Guidelines and KPI's