

# PRECEPTORSHIP CONFERENCE



## LEARNING TOGETHER

Venue: University of Chester

# PRECEPTORSHIP PROGRAMME SALFORD ROYAL FOUNDATION TRUST(SRFT)



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# PURPOSE OF PRECEPTORSHIP

Supporting transition of registered/ qualified Nursing and Midwifery, Allied Health Professional, Health Visitor and overseas practitioners (Preceptees) who are new or returning to the NHS to develop the competence and confidence to function as an effective independent healthcare professional who is able to deliver high quality evidence based care for patients, clients and service users (HENW, 2015).





## SRFT VISION

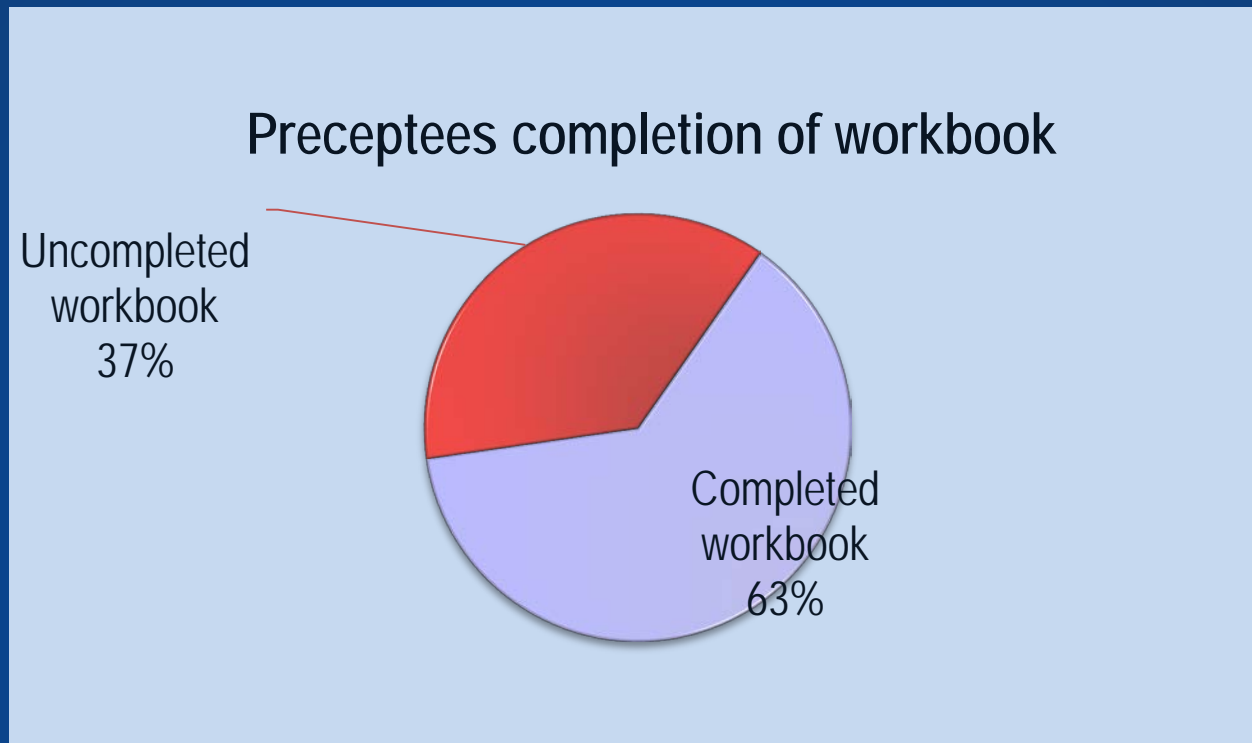
- Safest organisation in the NHS – by providing safe, clean and personal care to every patient, every time (SRFT, 2011).
- Strategic themes:
  - Pursuing Quality Improvement to become the safest and most person-centred organisation in the NHS.
  - Safely reducing costs and still providing better care.
  - Supporting high performance and improvement.
  - Improving care through standardisation and collaboration.

# KEY PERFORMANCE INDICATORS

- Multi-professional preceptorship policy and programme
- Organisational wide Lead for preceptorship.
- Protected time for preceptorship activities.
- Identified preceptor for each preceptee, prepared & supported.
- Every newly qualified practitioners participate in Preceptorship.
- Every preceptee to engage in the PDP process (HENW,2015).



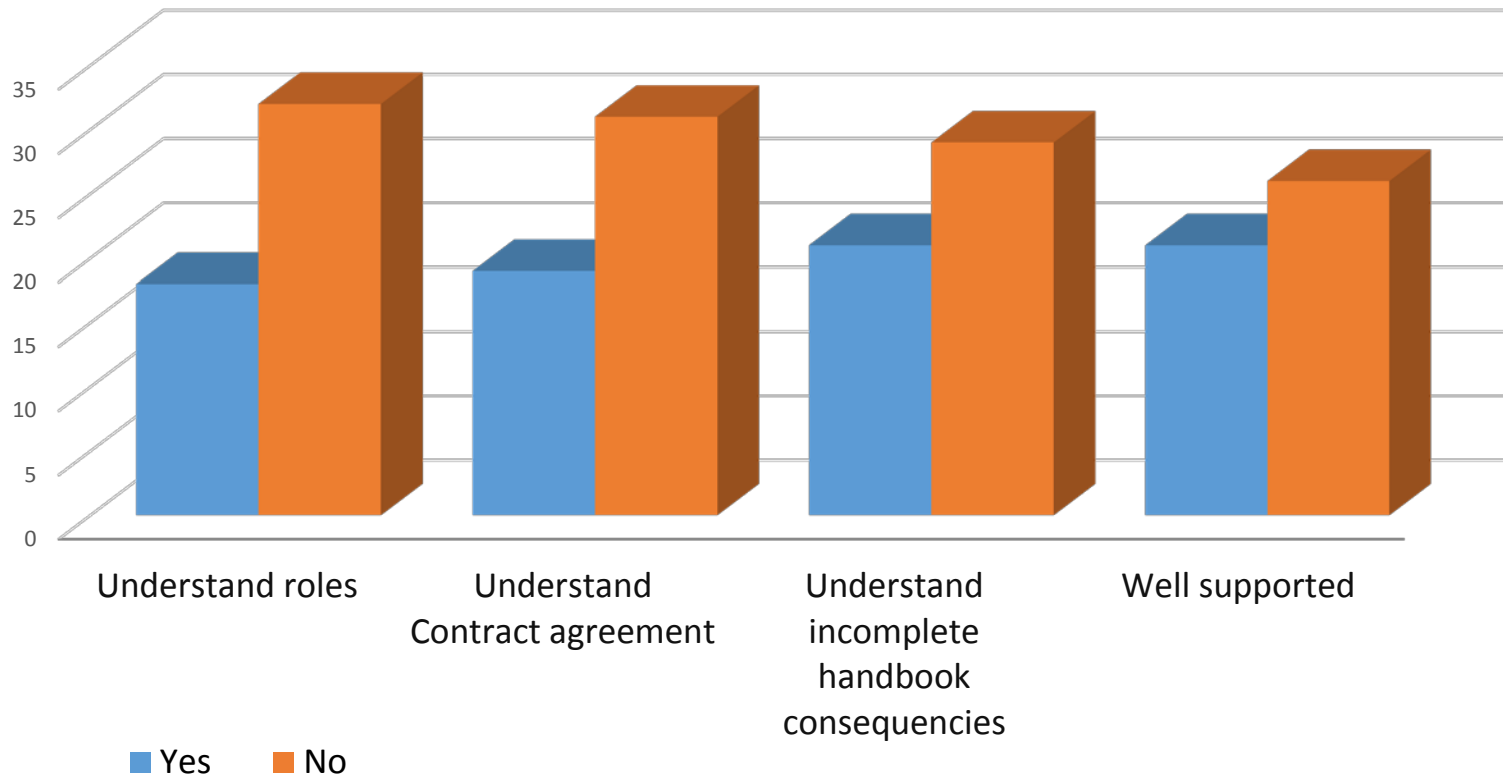
# WHERE WE WERE



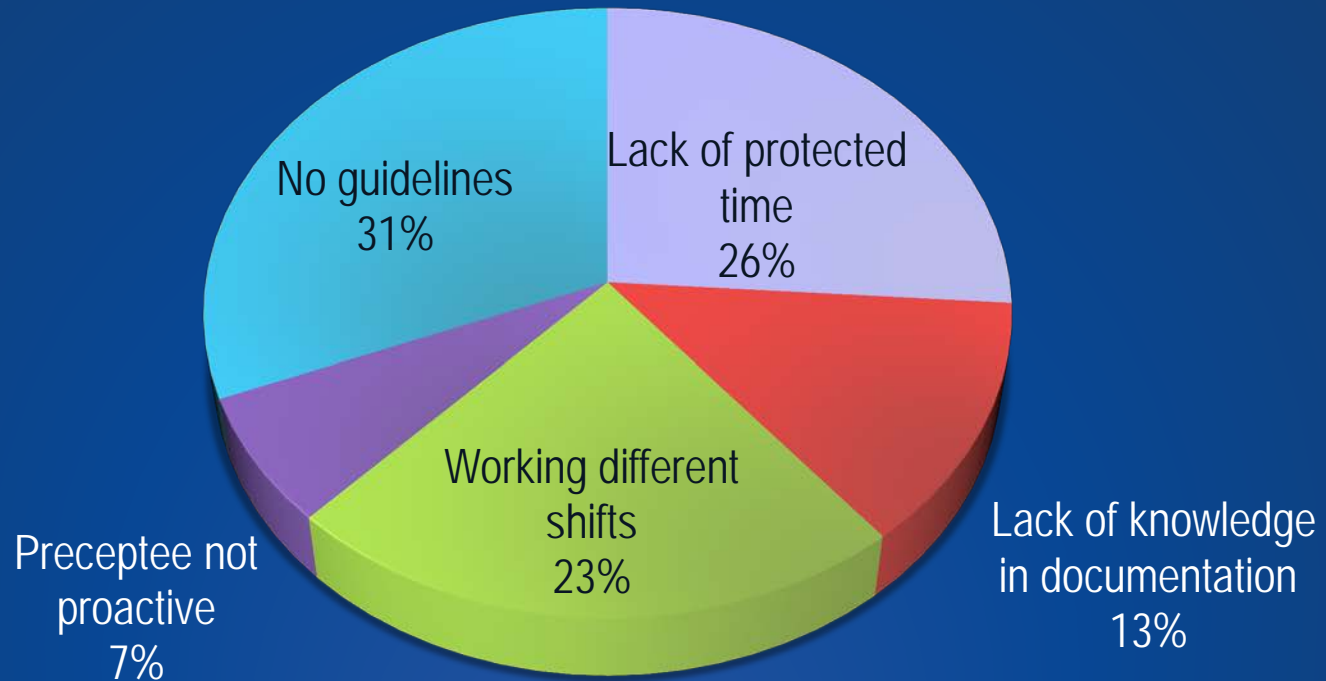
Research/ Audit (Preceptees), 2013



## Preceptors' understanding of preceptorship process



## Factors contributing to lack of support for preceptees





# PRECEPTEE'S DILEMMA – Prompt for Action





# DRIVERS FOR CHANGE

- The Trust vision.
- Learning & Development Agreement (LDA) between HEE & SRFT.
- HENW Funding support for preceptorship.
- SRFT Trust values.
  - Respect, Accountability, Continuous development, Patient & Customer focus.
- Stakeholders' involvement, support and enthusiasm.



# ACTION PLAN – HOW IT STARTED

- Benchmarking (2013)
  - Hospital visits e.g. CMFT, Kings College Hospital, Barts Health NHS
  - Obtained Preceptorship resources
  - Shadow CMFT preceptors' training



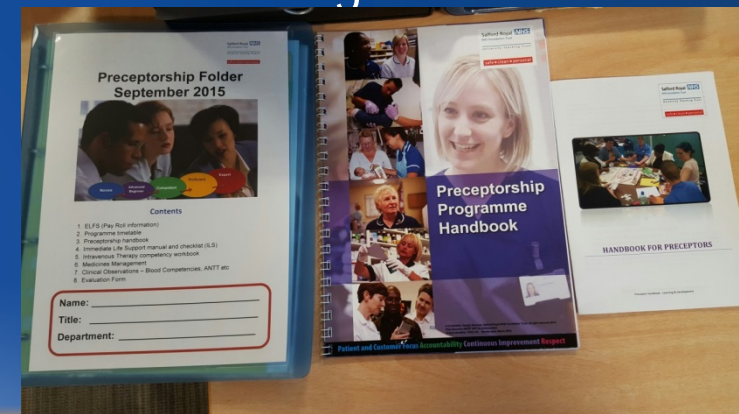
# IMPLEMENTATION

- Identified lead for Preceptorship
- Improved Preceptorship handbook
- Multi professional preceptorship policy launched and published
- Monthly preceptors' workshop
- Preceptors handbook published
- Multi professional Preceptorship database monitoring



# PRECEPTORSHIP PROGRAMME

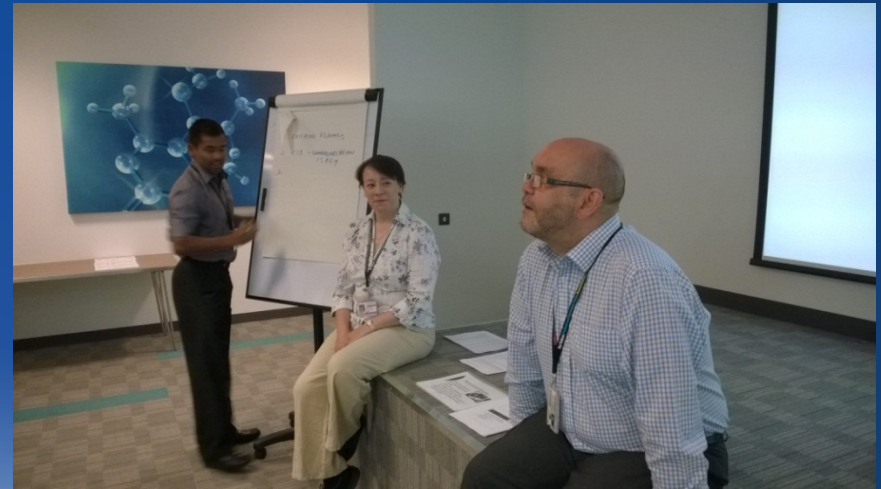
- 2 week induction
  - Executive welcome
  - Introduction to Preceptorship
  - Trust values – Respect , Accountability, Patient / Customer focus, Continuous improvement, Customer care
  - Library induction, EPR, E-Learning
  - Clinical Skills assessments relevant to own areas – PDT, PEF team
  - Mandatory training – ILS/BLS, ANTT, Manual Handling
  - Pain Management
  - Medicines Management
  - Classroom based training – e.g. ACR
  - Preceptors allocation
  - Meet with Practice Development team





# FOLLOW ON SESSIONS

- Action learning sets, Reflective practice, Self directed study, Preceptors' feedback. Portfolio Building, Supporting learners in Practice
- PDP, Emotional intelligence, Leadership & Management, Resilience
- Dementia, Patient Flow, End of life care, Celebration of Learning, Group presentation, Certificates





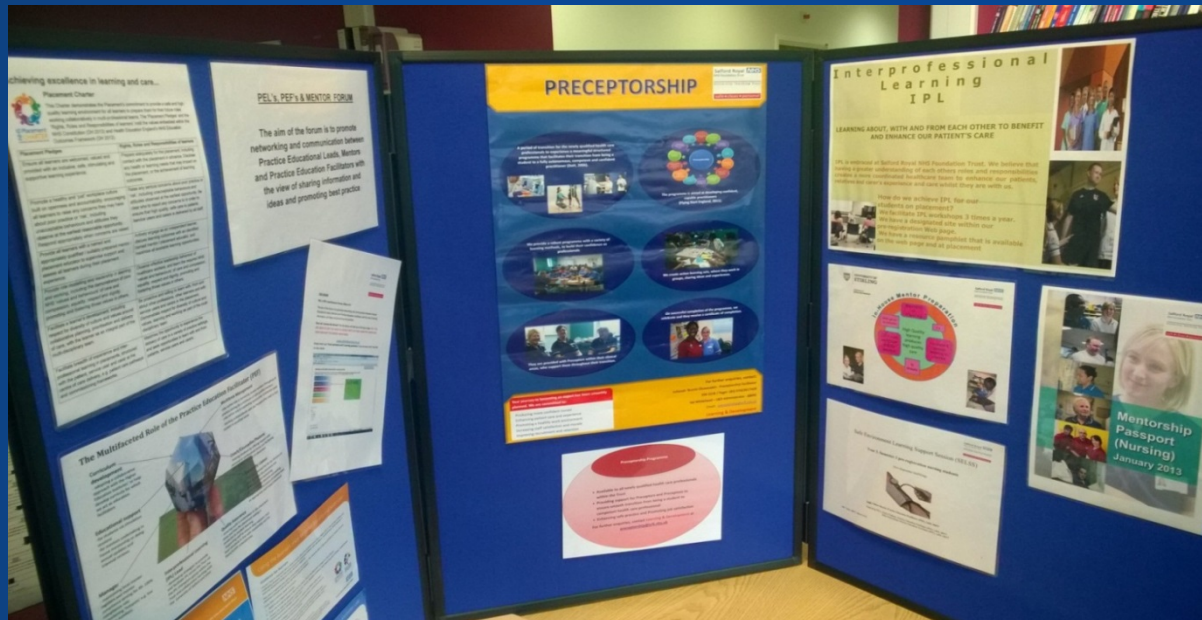
# SUPPORT FOR PRECEPTORS

- Preceptors Monthly workshop/ Drop in session
- Provision of Preceptors Handbook
- CPD – Leadership Training, Band 5/ 6 development Training
- Protected time for supporting preceptees



# PROMOTING PRECEPTORSHIP

- Participating in the Universities and Trust's open days
- Workshops, conferences
- Recommendations within the Trusts

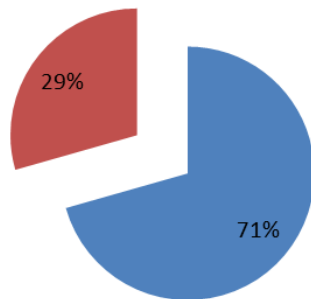


# WHERE WE ARE NOW

- Preceptees becoming autonomous confident nurses
- Increased staff retention
- Reduced incidence reports
- Recommendation from other Trusts

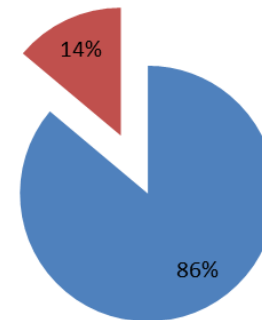
## 18 March 2013 - 18 March 2014

- Still employed within 12 months of preceptorship
- Left the Trust within 12 months of preceptorship



## 15 Sept 2014 - 15 Sept 2015

- Still employed within 12 months of preceptorship
- Left the Trust within 12 months of Preceptorship



# I'M NOT LEFT OUT! The Trust Invests In Me



- Education
  - Post graduate Certificate in Leading Education
  - Project Management
  - Motivational interviewing
  - Report Writing
  - MSc Leading Education for Health & Social Care Reform

## NEXT STEP

- Commencing March 2016
  - One day Preceptors Training (Feb 2016)
  - Multi-Professional Preceptorship programme involving Health visitors, AHPs, HCS
  - Multi-professional Preceptorship Handbook
  - Inter – Professional learning
  - Need for more facilitators to support the multi-professional preceptorship programme





**Thank you**