



<b>Report prepared for:</b>	Nursing & Midwifery Workforce Development Forum
<b>Paper prepared by:</b>	Professional Development & Education Team.
<b>Date of paper:</b>	October 2015.
<b>Subject:</b>	Health Education North West and The University of Chester collaborative project work to review current Preceptorship Programmes in North West NHS Trusts.
<b>Purpose of paper:</b>	To inform Nursing & Midwifery Workforce Development Forum regarding the project and the role of CMFT within it.

### **Introduction**

The University of Chester were commissioned by Health Education North West (HENW) to develop a research project to review current Preceptorship programmes in North West NHS Trusts as part of their workforce retention strategy. This work would contribute to developing National Preceptorship Standards and an overarching Preceptorship Framework. Dr Louise Taylor and Dr Charlotte East-Telling from The University of Chester were the project managers.

### **Background / current situation**

In June 2015, CMFT were asked to participate in the Chester Project. The initial remit was to review an on-line survey which would be sent to Directors of Nursing for completion, regarding the Preceptorship provided by their Trusts. The Head of Professional Development and the Preceptorship Lead piloted the questionnaire and suggested a number of changes which they felt would improve the response rate.

Following the questionnaire returns, the project received ethical approval to interview 2 newly qualified nurses and midwives (1 nurse, 1 midwife) using an ethnogeographical method. This involved interviewing the participants whilst walking around the main hospital discussing the participant views of the workplace.

The interview focused on the positive aspects of the organisation, recognising and valuing the contributions or qualities of things and people in the workplace and exploring how these can be used to build on in the future.

A steering group with members from HENW, The University of Chester and selected Trusts was established to provide a forum for discussion of the project and dissemination of any results. It also provided a communication channel for the National Preceptorship Steering Group. As part of the national agenda North West Trusts were asked to map their Preceptorship programmes to Health Education North Central East London, agreed Preceptorship Standards. CMFT were 100% compliant with these standards.

The preliminary results from the project highlighted that from those Trusts involved in the Project, CMFT were seen as exemplars of Preceptorship. The staff who were interviewed were positive about the programme of support they were given.

## **Initial Recommendations from the Project to Date**

Final recommendations from the project will not be released until December 2016 when the project has been completed. Some interim recommendations below have been released to CMFT, for information only

NB As these are only interim recommendations it is not clear whether they will need to be adopted from a HENW perspective or by individual Trusts.

## **Policy Recommendations**

- Robust preceptorship policy, clearly articulating the following
  - Trust wide ownership
  - Support for preceptorship, through e.g. protected time for preceptorship activities
- Clearly articulate the vision for preceptorship
- Roles and responsibilities for everybody – both strategic and operational
- Policy should articulate the strategy for preceptors, i.e. selection, training and support
- Multi-professional approach and shared learning
- Preparation for practice in last six months of studentship – HEIs

## **Framework Recommendations**

- Robust tracking and monitoring of preceptees
- Robust evaluation of framework
- Clear integration of 6cs
- Core components essential, e.g. promoting reflective practice. However sufficient flexibility is also required to allow for variation in Trust needs
- Multi-professional approach and shared learning
- On-going review and revision of the framework using intelligence gathered

## **Actions**

- The CMFT Preceptorship Programme will be presented at the HENW Preceptorship Conference in November 2015.
- The CMFT Preceptorship Programme will be published within an appropriate journal.

## **Next Steps**

The final report of the project with recommendations will be disseminated in December 2016.

There is a possible opportunity to bid for further monies from HENW, focusing on the 'Preceptors'; looking at their roles responsibilities and any additional training which may be required. It is hoped that this may be a joint bid between CMFT and the University of Chester.