

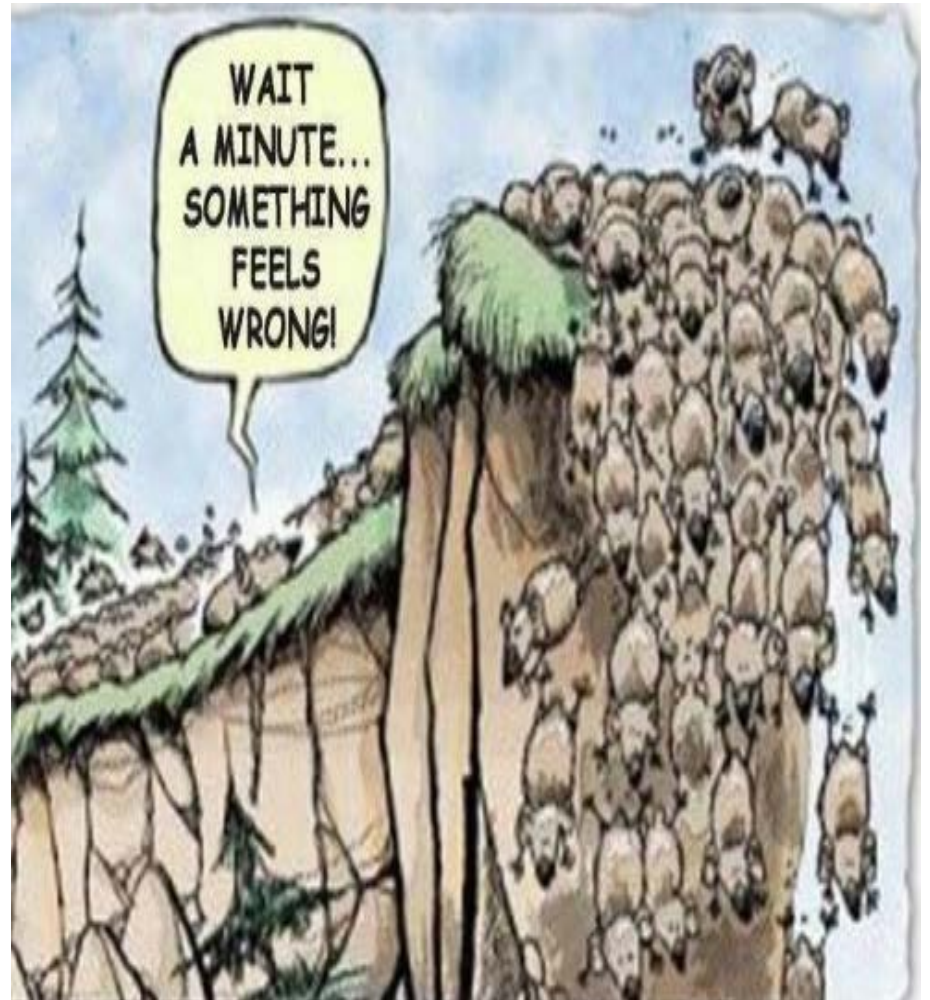


Reducing Placement Attrition at ELHT

Andrew Keavey Lead PEF
Gillian Cairns Education & Workforce Lead

Reducing placement attrition at ELHT

- Attrition at ELHT
- PEF team structure
- Listening to our students
- Getting ready for TLE
- Has it worked?



Something feels wrong

- Original PEF team 3 Band 7's
2013-14 HENW PEF outcomes 94%
- Local attrition: ELHT Sep 11 adult nursing cohort
22% Left the course 32% Did not complete on time after 3 years
- Trust & student expectations not being met
- Increasing student complaints
- High attrition meant insufficient student numbers to meet workforce needs

"It's life Jim but not as we know it"

Spock. Startreck

New priorities

Increase student contact

Local mentor support

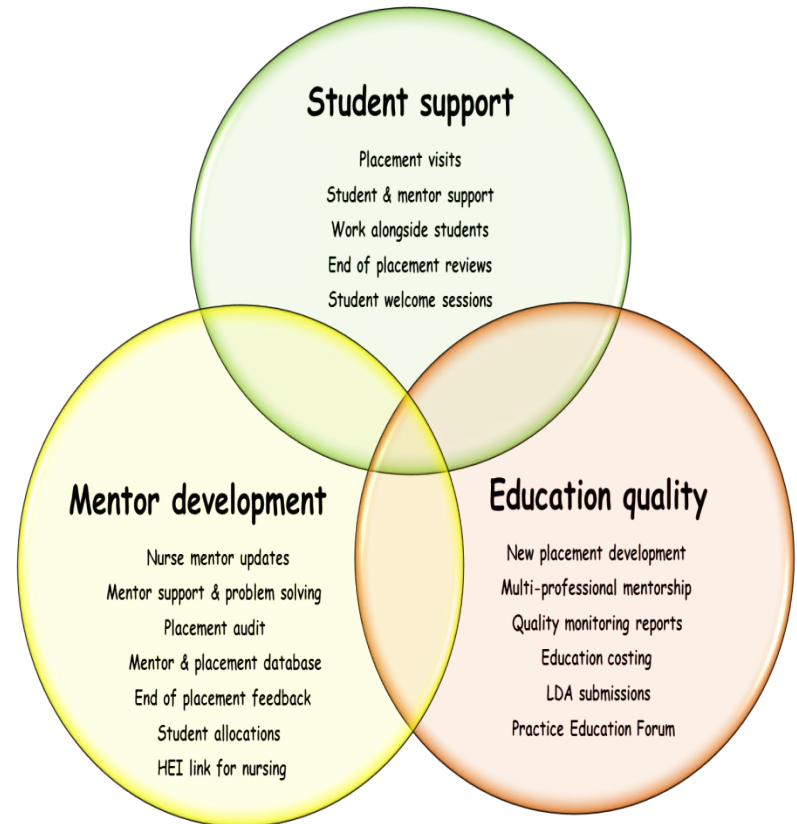
A consistent approach to
improving education quality

New PEF team structure

Lead PEF

PEF

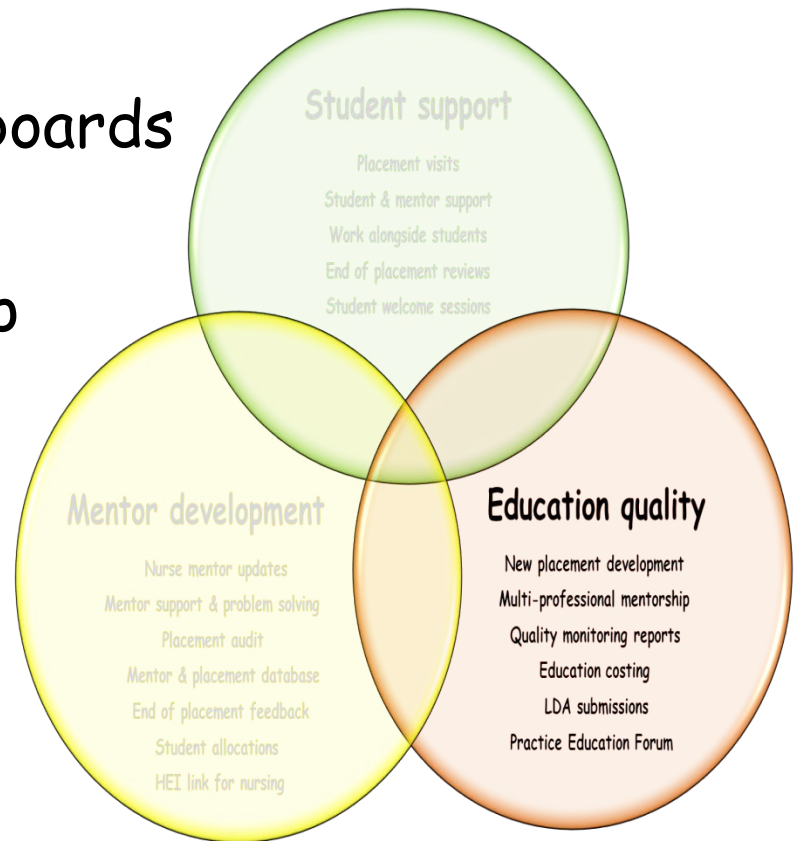
Assistant PEF



Lead PEF

Education quality

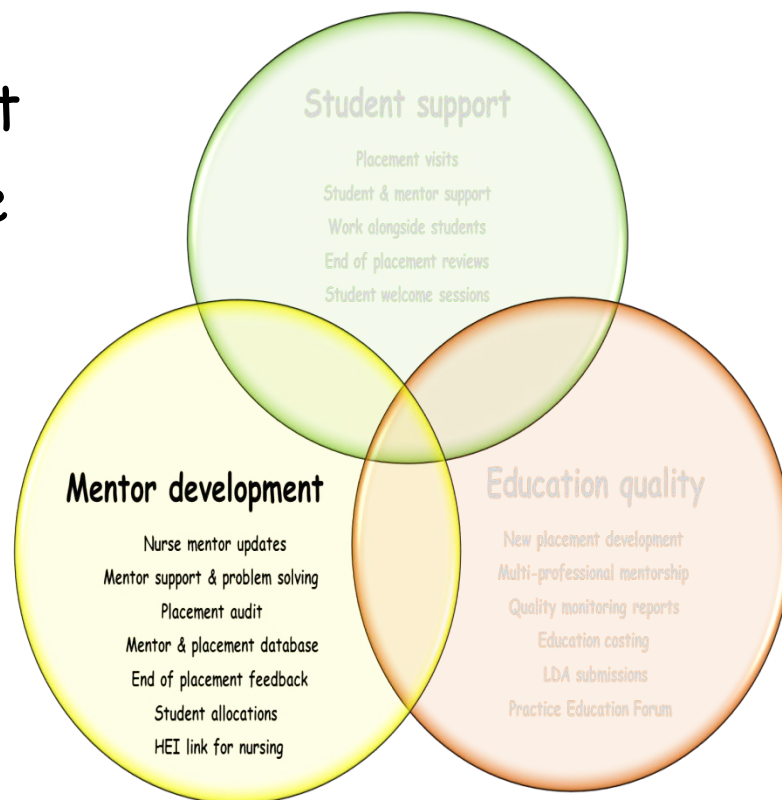
- Links to divisional education boards
- Practice Education Forum
- Multi-professional mentorship
- New placement development
- Quality monitoring reports
- Education costing
- LDA submissions



PEF

Mentor development

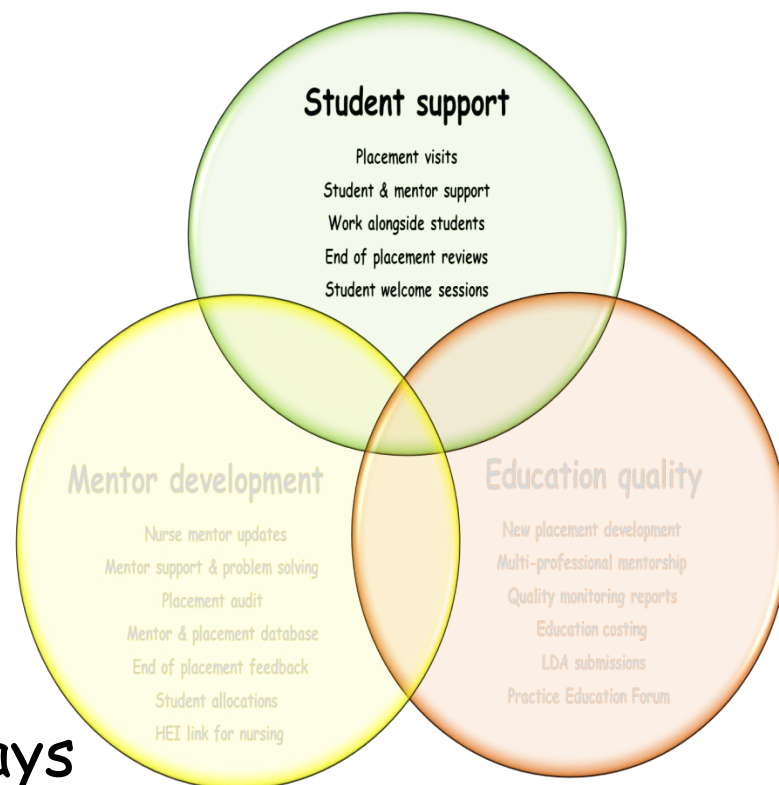
- Targeted mentor development
- Mentor & placement database
- Local mentor updates
- Mentor support & problem solving
- Placement audit
- End of placement feedback
- Student allocations
- HEI link for nursing



Assistant Practice Education Facilitator

Student support

- Placement visits
- Student & mentor support
- Work alongside students
- End of placement reviews
- Student welcome sessions
- Facilitate student training days





Working together

■ Sense of ownership

- Meeting students in fresher's week
- Chief exec & chief nurse engagement
- Daily placement visits

■ Listening to students

- End of placement reviews
- Student Friends & Family test
- Chief exec & chief nurse attend student feedback sessions
- Student feedback shared with matrons, managers & HEI

■ Improving quality

- PEF allocation of student placements
- All IR1's involving students copied to PEF team
- Attendance at bed meetings
- Local mentor updates (80 mentor updates completed 2014)
- Linking to trust priorities - bed pressures, CQC visits, workforce planning etc.

Listening to our students

- Daily placement visits
- End of placement reviews
- Friends & family test
- **Stop, start, carry on**
- Feedback shared within trust & with HEI
- Mentor & placement awards

East Lancashire Hospitals NHS Trust

STOP **KEEP CALM CARRY ON** **START**

East Lancashire Hospitals NHS Trust Student Feedback Sessions
September 2012 Student nurse end of course evaluation 30th June 2015

Best Placement 2015

Which of your placements over the last 3 years do you think have been the best? Please briefly explain why you have given this response.

| Placement | Supportive & friendly staff, knowledgeable mentors, & learning experience |
|-------------------|---|
| ED RBH | |
| Critical care RBH | |
| Theatres RBH | Welcoming |
| MAU RBH | Supportive |
| B 4 RBH | Amazing |
| B 20 RBH | Excellent |
| B 24 RBH | Very good |
| C 3 RBH | |
| C 4 RBH | |
| C 10 RBH | |
| C 14 RBH | |
| C 18 RBH | All |
| LUCC BGH | |
| Renal Unit BGH | |
| Reedford ward FCH | |
| Hartley ward FCH | |
| Kiddow Lane ICT | Supportive |
| Booth ICT | |
| Venous access | |
| Treatment room | |
| Community nurses | |
| Dorcas | |
| A & E Alderley | |
| A & E Preston | |

For more information

East Lancashire Hospitals NHS Trust

STOP **KEEP CALM CARRY ON** **START**

East Lancashire Hospitals NHS Trust Student Feedback Sessions
September 2012 Student nurse end of course evaluation 30th June 2015

Most supportive staff 2015

Which members of staff have you found to be the most supportive in the last 3 years? Please briefly explain why you have given this response.

| Staff Member | Response |
|-------------------------------|--|
| ED: Jared Tobin-Bennett | Really supportive mentor, kind & compassionate |
| ED: Amy East | Very supportive & encouraging |
| ED: Becky Stanworth | Fantastic mentor, supportive & built confidence |
| ED: Nicholas Forbes | Supportive |
| ED: Janine Swales | Raises the bar & pushes the boundaries |
| Critical care: Vianne Hain | Encouraging & supportive, let me try new things |
| Critical care: Lucy Barnes | Encouraging & supportive, let me try new things |
| Critical care: Martin | Great mentor, supportive & explains things well |
| Critical care: David Smith | Knowledgeable, supportive & always has time |
| Critical care: Kay Green | An inspiration & a role model |
| Critical care: Amanda Venn | Welcoming, helpful & encouraging |
| Theatres: RBH: Jack Bohan | Approachable & supportive |
| Theatres: RBH: Ruth Nicholson | As a newly qualified nurse she gave advice & support |
| Theatres: RBH: Louise Marsh | Encouraging |
| Theatres: RBH: Anne Pugh | Approachable, supportive & compassionate |
| MAU: Joanne Tegen | Excellent nurse & mentor, always found time to teach |
| B 4: Jacqui Green | Very supportive, encouraged & promoted independence |
| B 6: Debbie Mason (now SDCL) | Fantastic nurse, inspirational |
| B 14: Carla Barnes | Enthusiastic about teaching students |
| B 18: Hannah Williams | Helped to build my confidence, took me under her wing |
| B 18: Natalie Lucy | Great mentor, knowledgeable, understanding & supportive |
| B 20: Shantelle Cresson | Excellent nurse & mentor, a delight to work with |
| B 22: Lynette Parkinson | All round encouragement & support |
| B 24: Lisa Briggs | Very supportive & helpful with learning |
| B 24: Kerry Huddell | Very supportive during my internship |
| C 3: Julie | |
| C 4: Anne Sheridan | Really supportive, gave me confidence, a true role model |
| C 5: Priscilla Manuel | So supportive, made everything less scary |
| C 10: Karen Reguda | Fantastic manager |
| C 10: Karen Reguda | Brilliant to work with |
| C 22: Carl Anderson | Made me believe myself |
| D 1: Alessandra Bistoni | Very supportive, listened if I had a problem |
| D 1: Joanna Rhodes | Excellent caring nurse, a pleasure to work with |

East Lancashire Hospitals NHS Trust

STOP **KEEP CALM CARRY ON** **START**

East Lancashire Hospitals NHS Trust Student Feedback Sessions
September 2012 Student nurse end of course evaluation 30th June 2015

Friends & Family Test 2015

1. How likely are you to recommend the placement area you have worked in to your friends or family if they needed care or treatment?

| Don't know | Extremely unlikely | Unlikely | Neither likely or unlikely | Likely | Extremely likely | Overall satisfaction |
|------------|--------------------|----------|----------------------------|--------|------------------|----------------------|
| 0 | 0 | 1 | 1 | 10 | 22 | 94% |

Please briefly explain why you have given this response.

ED: RBH

MAU: RBH

Critical care: RBH

Theatres: RBH

MAU: RBH

B 4: RBH

B 20: RBH

B 24: RBH

C 3: RBH

C 4: RBH

C 10: RBH

C 14: RBH

C 18: RBH

LUCC: BGH

Renal Unit: BGH

Reedford ward: FCH

Hartley ward: FCH

Kiddow Lane: ICT

Booth: ICT

Venous access

Treatment room

Community nurses

Dorcas

A & E Alderley

A & E Preston

For more information

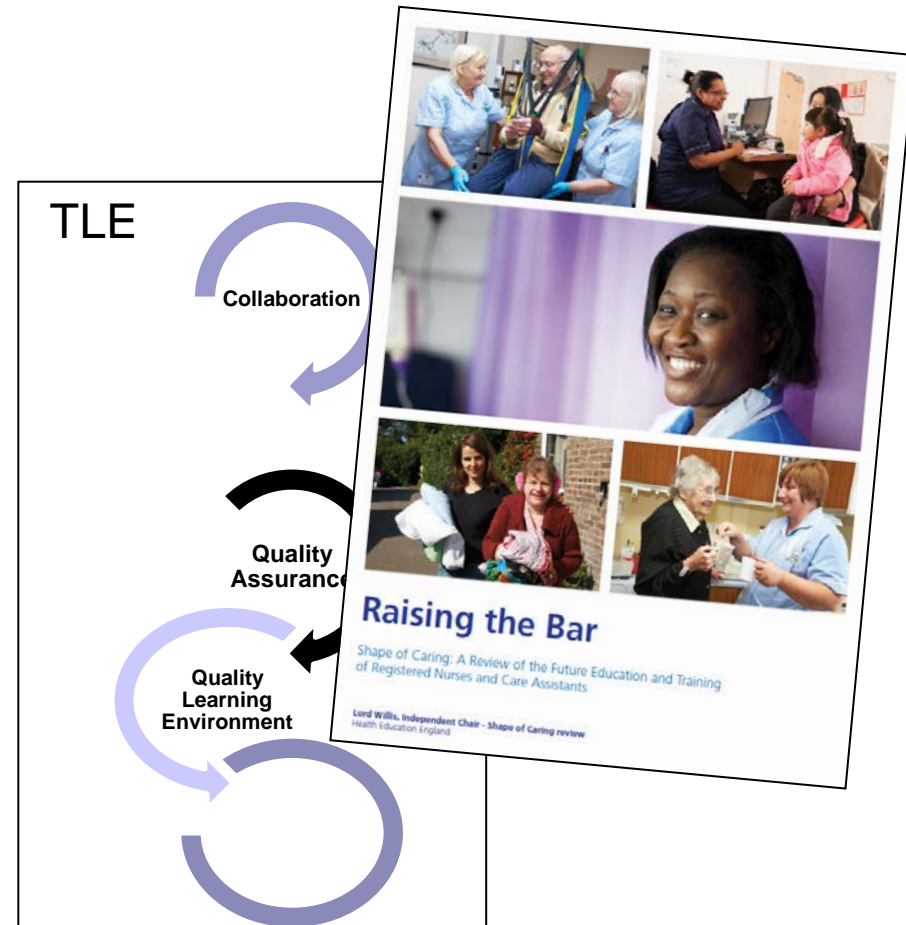
Shaping the future

TLE

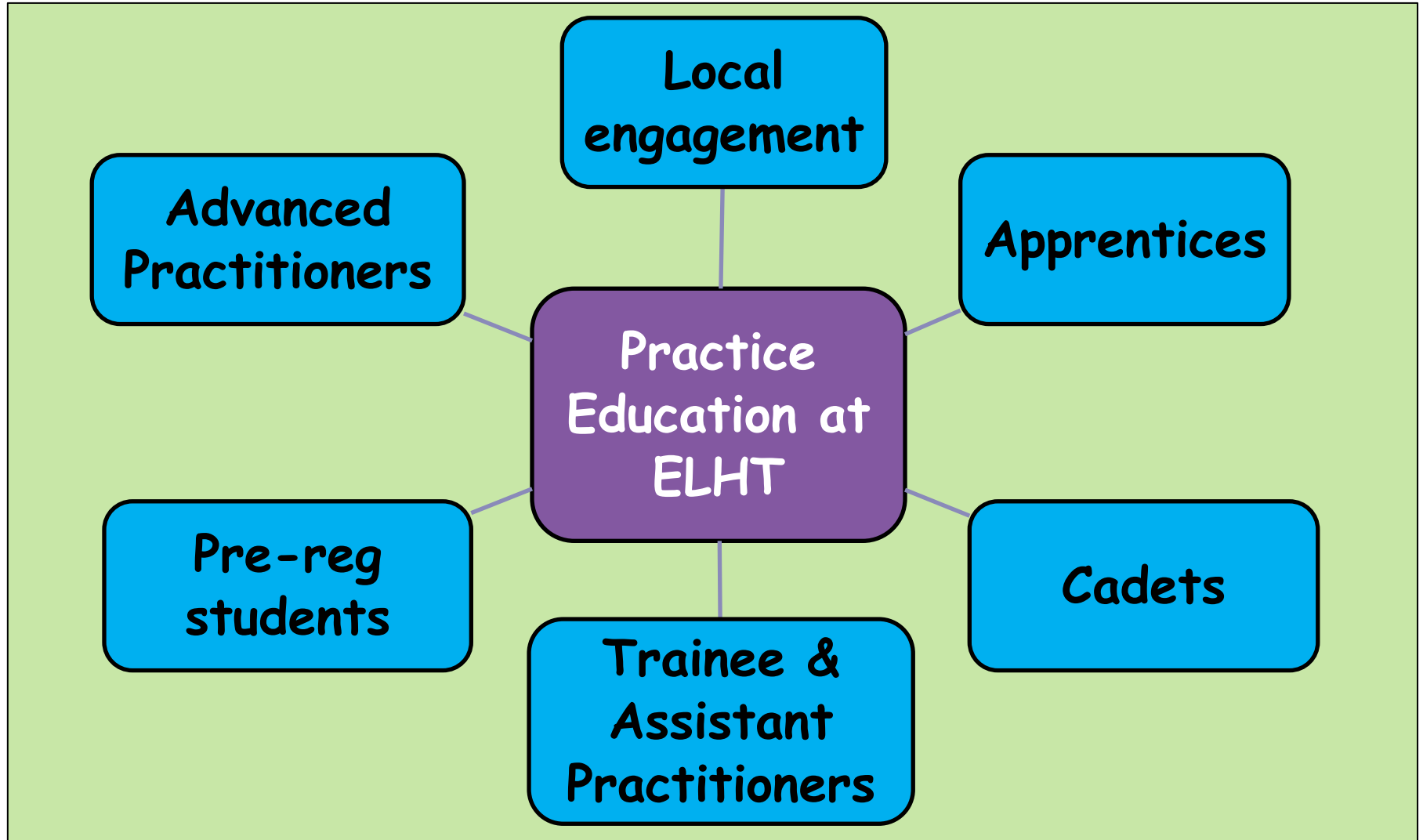
- Closer ties between Cadet, tAP, WBEF, apprentice & pre-reg education
- A single point of contact

Raising the bar

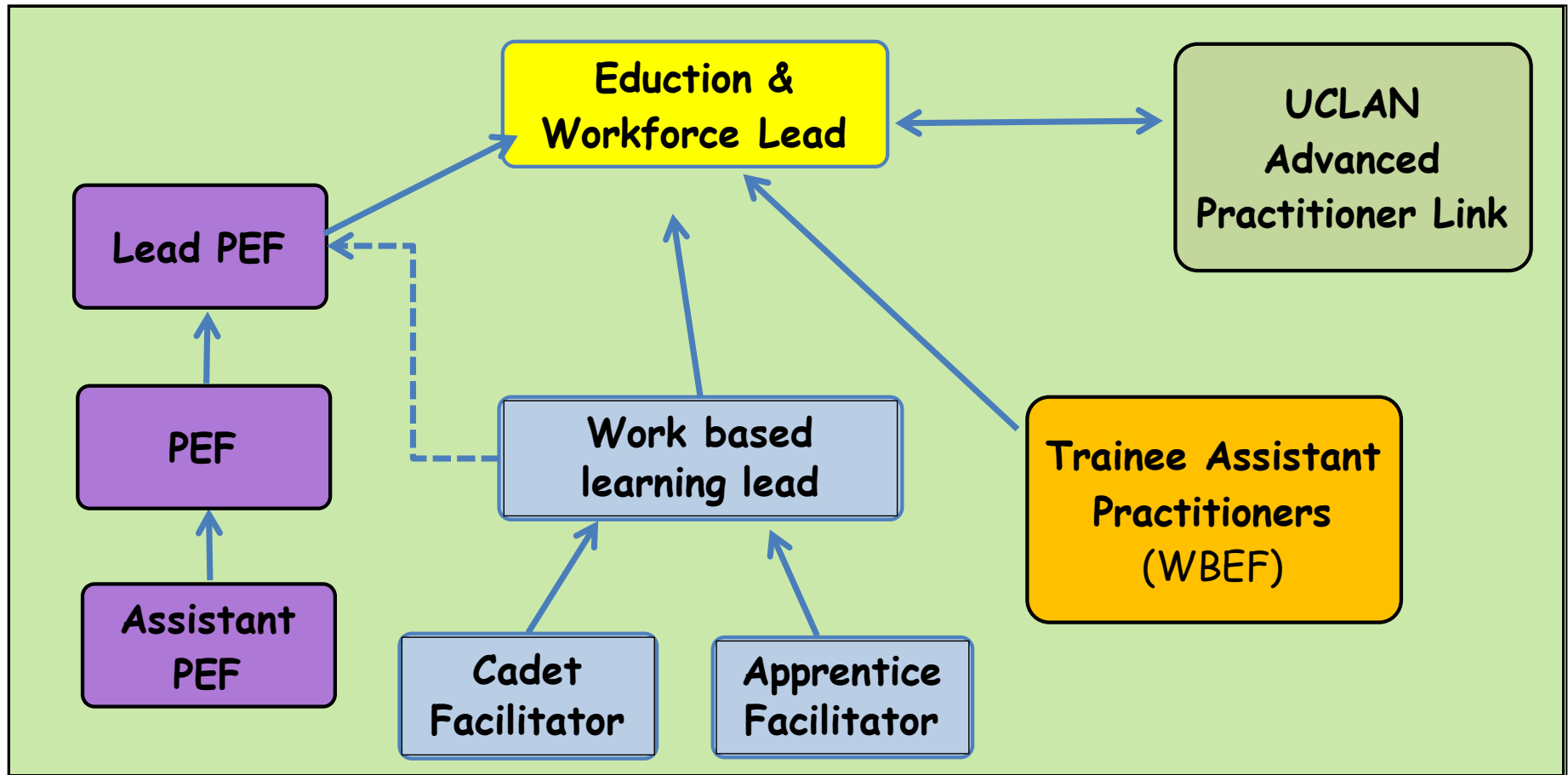
- Developing bands 1-4 (care certificate)
- Enhanced pre-reg clinical skills
- Quality learning environments for all learners



Getting ready for TLE

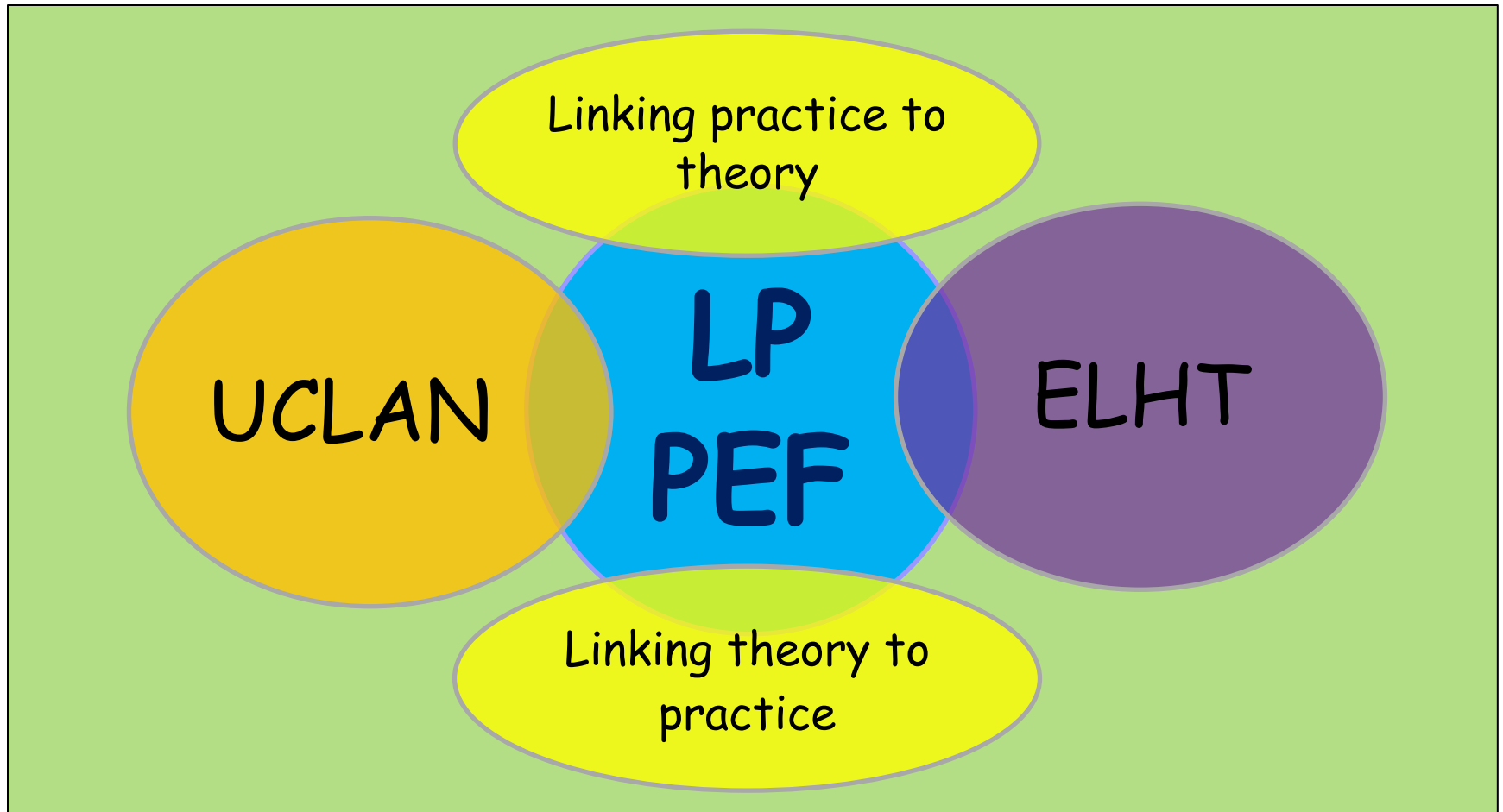


Getting ready for TLE



Practice Education at ELHT

Raising the bar



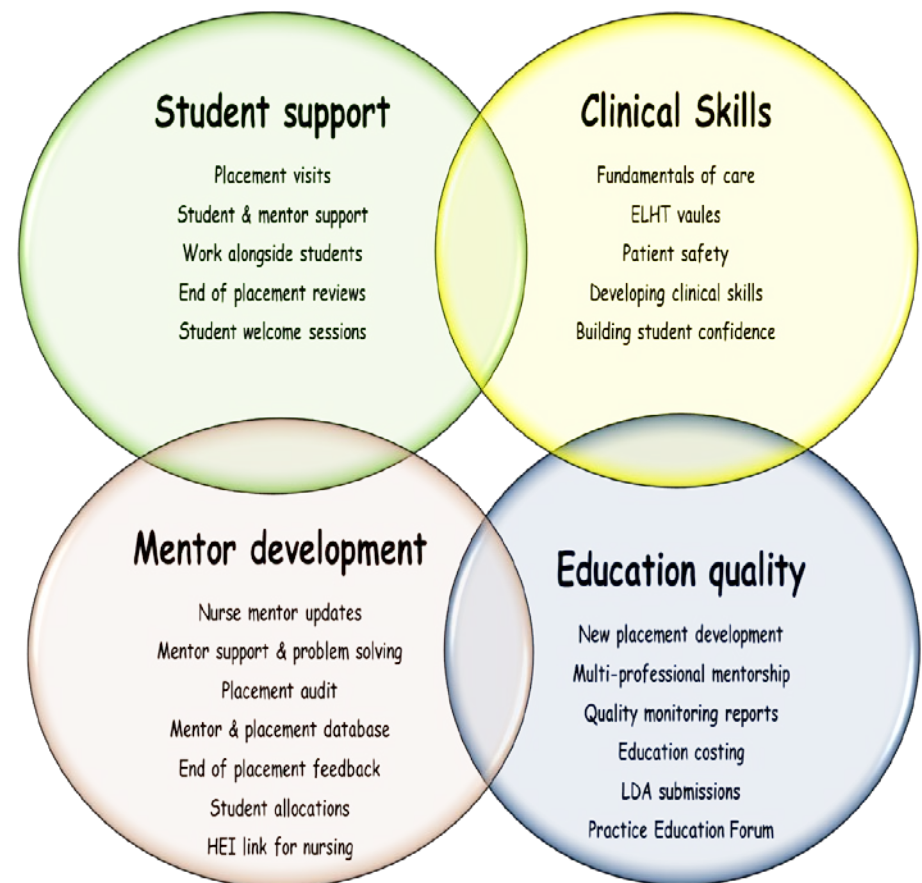
Lecturer Practitioner / Practice Education Facilitator Role at ELHT

"Developing our own"

Role of the LP PEF

- Improve links with UCLAN
- Emphasise fundamentals of care
- Prioritise patient safety
- Develop clinical skills
- Build student confidence
- Underpin ELHT values

Safe | Personal | Effective



ELHT PEF Team Structure

Is it working?

- | | | |
|---|-------------------|------------|
| ■ Student Friends & Family test (Sep 12 cohort 30 th June 2015) | Care Education | 94% 94% |
| ■ UCLAN Student evaluations 2014 - 2015 | | 88% |
| ■ Student complaints 2014 - 2015 | | 1 |
| ■ Best placement nominations | | 24 |
| ■ Most supportive staff nominations | | 84 |
| ■ 2014 HENW PEF outcomes | | 97% |

Student attrition 8%

(Jan 14, Mar 14, Sep 14 & Mar 15 Cohorts. September 2015)



Student feedback

"The PEF team saved my nursing career. I felt like throwing in the towel but Karen (Wrigley) & Fran (Clare) helped me so much. They supported me & made me feel like I wasn't alone"

March 2015 UCLAN student nurse
End of placement review 12/08/2015