Supporting newly qualified Children’s nurses in the modern NHS

The Nottingham Children’s Preceptorship Programme

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Aims of Session

• Identify key literature and drivers for preceptorship in the UK

• Outline the development and progression of a preceptorship programme at Nottingham Children’s Hospital

• Highlight the need to develop new and responsive approaches when delivering preceptorship in the future
Preceptorship and it’s Key Drivers

• ‘A period of structured transition for the newly registered practitioner during which he or she will be supported by a preceptor, to develop their confidence as an autonomous professional, refine skills, values and behaviours and to continue on their journey of life-long learning.’ (DH 2010)

• Supported by the NMC (2006)

• Willis Commission (2012)
Preceptorship and it’s Key Drivers

• Widely recognised that a period of ‘preceptorship’ is required (Whitehead et al 2013)

• Transition Shock (Duchscher 2008)

• Shape of Caring Review (2015)
Implementation of a Preceptorship Programme

• Introduced at Nottingham Children’s Hospital in 2010 by PDN

• Programme consisted of:
  ❖ 18 month rotation
  ❖ Clinical Supervision
  ❖ Comprehensive induction and training days
  ❖ Preceptorship packages and named preceptor
  ❖ Competency packages
  ❖ Supernumerary time
  ❖ Side by side working
  ❖ MDT approach
  ❖ Initiated important links e.g. Recruitment, local HEI
Implementation of a Preceptorship Programme

- Improvement in recruitment and retention
- Decrease in sickness/absences
- Newly qualified satisfaction with many elements of the programme...

“I felt that the supervisions and support from the preceptorship development nurse were by far at the beginning a life saver”

“I had the chance to get things off my chest and have the support from the other newly qualified nurses. It was nice to know that I was not alone in how I was feeling.”

“...I felt very supported in my transition from the role of student nurse to qualified staff nurse. This helped to improve my confidence in my ability.”
However...

- In 2013 prior to a large intake of newly qualified nurses it was important to review the programme to ensure it continued to meet staff needs and could evolve with an ever changing workforce.

- It was also noticed by the recruitment team that a number of staff were accepting jobs but not commencing in post.

- Recognised need to improve role of the preceptor.
What the staff said….

“I feel frustrated at the lack of organisation in the area. No one has had time to show me anything”

“I want to enjoy my job, going to work and feel confident in my practice. I want to be able to answer questions myself and have knowledge to share. I wish I was supported more…”

“Some people don’t speak to me when on shift I want to be able to make friends and become part of the team, feel wanted to be there”

“I am 1 month into my new job as a staff nurse and feel very overwhelmed and stressed in my new role.”

“I have received hardly any clinical supernumerary time and don't feel prepared at all”
To move the programme forward and address some of the concerns identified we introduced:

- Keeping In Touch Newsletters
- Welcome day
- Acute care skills programme
- Social media support
Keeping in Touch

Nottingham Children’s Hospital

The Welcome to NCH Newsletter

The Admin Hub Issue

Admin Hub Team

The Admin Hub is a central hub where all children’s services are located, so it’s important for us to know about any queries we are likely to receive. If you have any questions or concerns, please feel free to contact us.

The team will be happy to help if they are able to.

This is Us

We are a team of fantastic medical professionals who are dedicated to providing the best possible care for our patients. Our team includes doctors, nurses, therapists, and support staff, all working together to ensure that each patient receives the best possible care.

The Hub

This is where all the action happens! The Hub is the central location for all activities and is equipped with state-of-the-art facilities.

This is Where To Find Us

We are located in the Children’s Hospital on the 1st floor, near the main entrance. Our team is available during office hours to answer any questions you may have.

Rachel

Unicorns

Our team has some unique requirements when it comes to uniforms. We have a specific code that we follow, and it is important to follow these guidelines to ensure that we maintain a professional appearance.

Your First Few Weeks

In order to make your stay as comfortable as possible, we have put together a list of basic information that you can refer to. This information covers everything from meal times to emergency procedures.

Nottingham University Hospitals NHS Trust

NHS

Supporting Transition through Education and Empowerment

helping you every step of the way
Welcome Day

This week D33 would like to Welcome.....

Terri, Joanne
Geraldine and Lena

• Set start dates
• Supernumerary time
• Introducing short shifts
Acute Care Skills Programme

Day 1
Patient Safety, Communication
Compassion in Care

Day 2
Airway and Breathing

Day 3
Circulation

Day 4
Disability and Exposure

Day 5
RCUK Paediatric Immediate Life Support
“Alleviated my fears of moving to a new hospital”

“Empowered to speak out with regard to bad practice”

“Put things into clinical perspective by relating to real case studies. Very relevant.”

“Excellent content and delivery”

“Well presented engaging course. Gives new starters confidence”
Online Support

Nottingham Children’s Hospital

@keay_rachel
How have we measured impact?

• New staff feedback
• Current ward staff feedback
• Ward manager feedback
• Retention/sickness levels
What we have found....

• Increased positive feedback

• Decreased negative feedback

• Improved retention figures

• Reduced sickness levels
What the feedback said...

“With having large numbers of new starters it has been very beneficial to have a structured programme and know where I can go to get extra support to help newly qualified staff”

“So far I have found the transition from student to staff nurse ok; I feel I have had and still am receiving a lot of support from staff on the ward and preceptorship nurse.”

“I’ve been allowed to work at my own pace without judgement and feel part of the team despite being relatively new”

“Everyone willing to share knowledge and help to develop new starters. Good opportunities to learn and reflect with other staff”

“Feel like I’m working in a supportive team and am listened to if I have any concerns”

“Changes made to the Preceptorship programme have increased new staff and current staff morale and increased patient safety. Staff feel more valued and confident in the care they are giving.”
Our next challenges

Preceptor training (Panzavecchia and Pearce 2014)

Developing post preceptorship programmes

Responding to changes such as a graduate curriculum, commissioning numbers

The need for robust evaluation

Preceptorship for Health Care Assistants
Amy

Questions!


