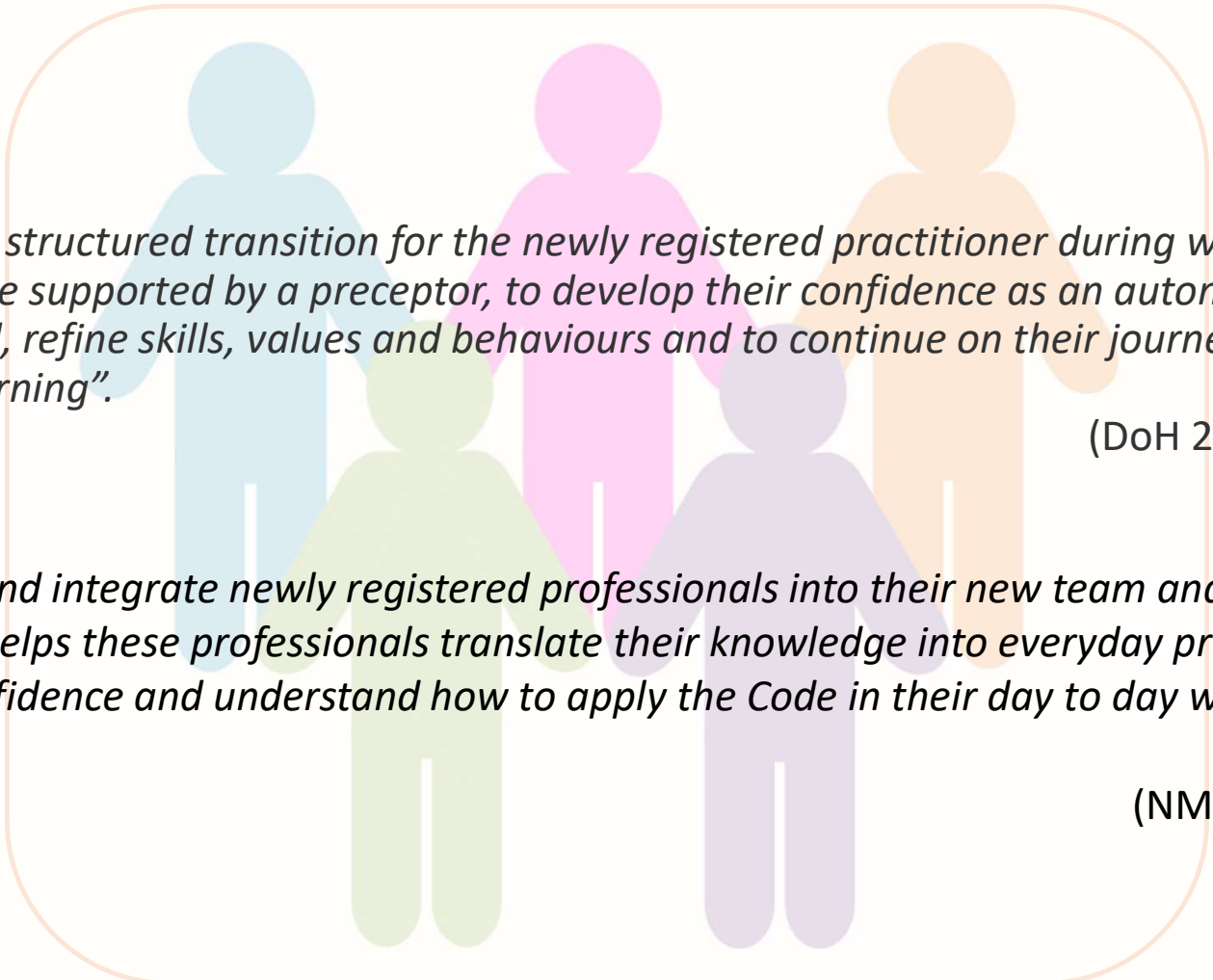


# Implementing Preceptorship Programmes to Improve the Retention of New NHS Staff

**Debbi Howard – Head of Clinical Education**

**Sarah Sumner – Clinical Educator**



*“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”.*

(DoH 2010)

*“Welcome and integrate newly registered professionals into their new team and place of work. It helps these professionals translate their knowledge into everyday practice, grow in confidence and understand how to apply the Code in their day to day work.”*

(NMC 2020)

# WHH Preceptorship Program Review Key Points



## REGIONAL/ NATIONAL STANDARDS

- North-West Multi-Professional Preceptorship Framework (2020)
- NMC Principles of Preceptorship (2020)



## 2019 PRECEPTORSHIP REVIEW - ACTIONS

- Increase AHP numbers through redesign of training
- Streamline 12-month programme
- Preceptee Identification
- Use alternative to Infopath to document progress



## NEW 12 MONTH PROGRAMME

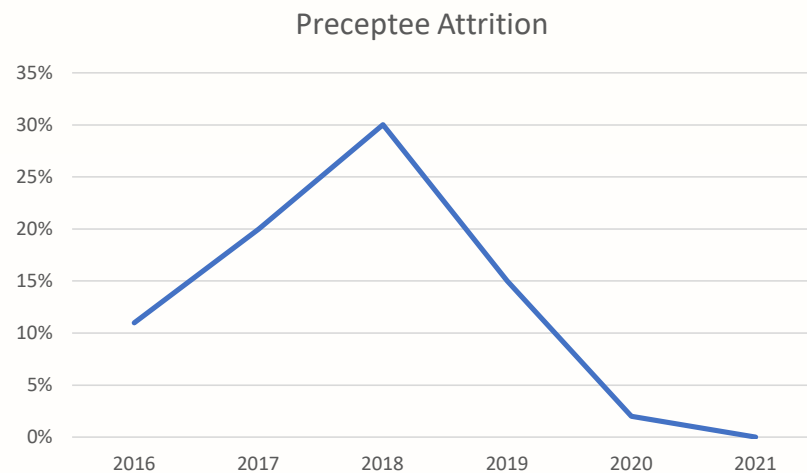
- Preceptee Induction Day
- Preceptee Lanyards
- Multi-professional Preceptorship Fortnight
- Protected Development Time (full day bi-monthly)
- Simulation at 1 & 8 Months
- Celebration Event
- Preceptor Update
- Online Pare document
- 1,3,6,9,12 mths meetings with Preceptor



## 2021 STATISTICAL REVIEW OF CHANGES

- Numbers of Preceptees
- Supernumerary Period
- Retention
- Documentation
- Training attendance
- Qualitative Feedback

# WHH Preceptee Attrition Rates within 0-24mths



	2016	2017	2018	2019	2020	2021
Preceptee Population	18	56	63	75	66	27
Total Leavers 0-24mths	2	11	19	11	1	0
	11%	20%	30%	15%	2%	0%

Retention of Preceptees is just as important as the recruitment.

The Preceptorship Programme review in 2019 was in line with the high Preceptee leavers identified for 2018, through incorporating feedback and input from the current and previous Preceptee staff population, changes were suggested and swiftly implemented.

Reviewing the data since the changes has seen a steady decline in Preceptee leavers, and, despite the challenges of the last 18 months with the COVID-19 pandemic there has only been 1 Preceptee to leave the trust in 2020 to follow their passion and original career aspirations within primary care, and at the time of report no leavers for 2021.

We are WHH & We are  
**PROUD**

to make a difference



Warrington and Halton  
Teaching Hospitals  
NHS Foundation Trust

Lab Education Centre

Multi-  
Professional  
Learning

Confidence

Mentoring

Learning  
Objectives

Ongoing  
Support



# Case Study - Testimonial

“Starting as a newly qualified staff nurse on an acute medical ward has been one of the biggest challenges in my nursing journey to date. My first shift on the ward can only be described as a rabbit in the headlights, I was nervous, excited and petrified all at the same time.

My first few weeks on the ward I was supernumerary which meant I was supported by a more experienced nurse, however these first few weeks went by way too quickly and soon enough I was counted in the numbers which meant I was responsible for my own patients.

Too say I found the first few months as a staff nurse difficult would be an understatement, I struggled with time management, I didn't feel confident to trust my own decisions and I constantly felt like I was a burden to my colleagues. I remember thinking that I didn't want to do this anymore and I felt like I'd let everyone down as I'd spent 3 years training for nothing as I was useless at my job, but more importantly I felt that I was letting my patients down every day and that I'd let myself down after 5 years of studying for a career that I'd always dreamed of.

Eventually I realised that I couldn't keep pretending that everything was ok and that I had two choices, either hand my notice in or ask for help. The relief after speaking to my manager, matron and preceptorship lead Sarah was the best feeling, and the support and words of encouragement I received was more than I could of wished for. My colleagues have also been amazing supporting me when I'm feeling overwhelmed and for the first time since qualifying I didn't feel like I was constantly drowning.

I'm now a year qualified and have just worked through a pandemic which I'm sure will be one of the most difficult phases of my career. However I now feel that I am good enough to call myself a nurse and that asking for help is not a weakness.

If I had one piece of advice for nurses who are starting their journey it would be don't be scared or ashamed to admit that you are struggling, its ok not to know everything, and its not the end of the world if you get something wrong because by getting it wrong we can learn how to get it right next time”



Any Questions?

