

QI 137: Standardised Preceptorship

Project lead: Grace Reynolds Preceptorship Facilitator

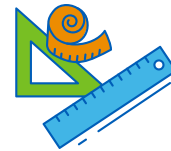
Project Aim: To standardise and establish preceptorship across Coventry and Warwickshire Partnership NHS Trust (CWPT) for all newly qualified staff.

Summary:

I was asked to implement the national standards for preceptorship for newly qualified nurses across CWPT. I reviewed what was currently offered across the Trust and then found out what colleagues would like to see within the preceptorship programme. This was reviewed along with other NHS Trusts preceptorship programmes and national guidance to develop our programme. The right stakeholders were involved throughout the project and the sustainability of the project was assessed as the project progressed. The completed Preceptorship study programme launched June 2022 and has evolved using Plan Do Study Act (PDSA) cycles.

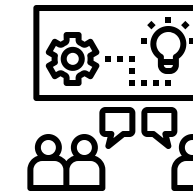
Measures:

- Focus groups
- Feedback
- Bench marking against other Trusts and National Interim Quality Mark.



QI Tools Used:

- Project Charter
- Driver Diagram
- Action Tracker
- Stakeholder Analysis
- Sustainability Tool
- PDSA Cycles.



Change Ideas Tested:

- Study session content
- Study session start time
- Study session delivery method (Teams/Face-to-face)
- Portfolios.



Training Feedback:

"I found all aspect of the session useful"

"I believe the session is going to help and improve the just qualified nurses to know where they are going and what next to do. I believe it will be rewarding going through this programme"

"Presenters were very knowledgeable and made the session informative and interesting."

"Every aspect of the session is very useful. It's good for everyone, commendation goes to the convener of the programme."

"I always look forward to the next session because of the relevance of the topics"

"Can not wait for the next session"

"the preceptorship programme was very useful"

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Outcomes Achieved:

- The trust now offers 12 study days for newly qualified nurses, nursing associates and AHP's through a blended approach of face-to-face and virtual sessions.
- Preceptees are provided with a portfolio/framework for their preceptorship journey.

Preceptees now have:

- Signposting to resources in CWPT
- Support provided for all newly qualified professionals
- Peer-to-peer support
- A point of contact for new starters outside of the work place.

Next Steps:

- Continue to use PDSA to continually review and improve the programme.
- Continue to obtain feedback from attendees
- Review attendance and completion dates.
- Utilise ESR to record bookings and attendance.
- Develop course to meet the National Quality Mark.

