

Using a preceptorship framework to support early career nurses and nursing associates in social care

Speakers

Lucy Gillespie, Debbie Cubbit, Rachel Wakelin

Lucy Gillespie 00:02

So welcome to our webinar, one in a series to support nursing recruitment and retention in social care. And today we're talking about using a preceptorship framework to support newly registered nurses, and Registered Nursing associates in social care settings. So today, what we're going to cover, we're going to talk about what preceptorship is, if it's a new term to you, we're going to talk about who preceptorship might be, we're going to talk about the benefits of developing a preceptorship programme for your organisation, or the nurses and nursing associates who might work in your organisation. And for people who draw on care and support. We're also going to look at resources that might support you in developing a new programme or developing the programme that's existing in your organisation. And we're going to finally talk about the impact of preceptorship on the existing nursing workforce. What we're going to do now is meet some people who have come along to support this conversation, and will be contributing from their experience of, of preceptorship. And what they've got to bring to today's conversation. So if we can have Debbie, and Rachel upon the screen, and if you would like to introduce yourselves,

Debbie Cubbit 01:17

yes, good afternoon, everybody hoping that you can hear me and see me. My name is Debbie Cubbit. I'm a registered nurse. And I work at NHS England, East of England as one of the senior clinical managers. And I also lead regionally on the implementation of the national preceptorship framework. Delighted to be here. Thank you for having me.

Lucy Gillespie 01:43

Thank you, Debbie. Very welcome, Rachel.

Rachel Wakelin 01:48

Hi, good afternoon, everybody. I'm Rachel and I work at Care UK. I'm the head of regulated training, long title, under care and clinical workforce development. So it's my role, essentially, to ensure that our care and nursing colleagues across the 155 homes that we have skilled and knowledgeable enough to make sure we deliver first class nursing and care. So yeah, I'm really excited, we have just rewritten the preceptorship programme, along with some other things that go with it. And that is due to launch very, very soon. So yeah, I just want to talk to you about why we've done what we've done and, and what we envisage from it. So thanks for having us.

don't need any more support because you are a nurse and we work with your. Pin number so to speak. So there was an element where we knew that those non clinical colleagues needed to be involved in supporting the nurses that were coming in. And then there was an element to tackle around some of that existing nurses that have been around for quite some time, who probably didn't get a perception. Either. They didn't get an enhanced induction either. And were trained very differently to some of the nurses that that we're we're now seeing coming through. So there was there was quite some a number of things to look at in terms of how do we support newly qualified newly registered within our have come through universities within our country? And how do we support newly registered nurses who have come across to us to work for us left all their their family, friends, everything that's familiar to them? How do we support them through a preceptorship programme? So we started off by creating a two day nurse practice supervisor programme. It was initially three days, but we've changed it to two days. And now we'll make the content more relevant. And we looked at those people support and preceptorship with a skilled enough to do that. And what we found within the organisation is actually no, there wasn't. And so we had to kind of highlight to some of

homes prepared, we've got the colleagues in the homes ready with the Nurse Practice supervisor Qualification if you like, and then we've got the new preceptorship booklet which will hopefully then give people a better experience because it's easier to work through is easier to follow. And it's clear that, you know, we're setting out expectations not just for the first 6, 9, 12 months of practice, but actually setting them up to understand how they need to continuously develop what it looks like in terms of for revalidation, where they can actually envisage their career growing as well. So there's lots of development pathways that that people might want to go into the preceptorship is a start of somebody's career journey where they can kind of evidence and work towards best practice all the time, and continuously aiming for the next level of nursing, whatever that might be in their career. So I think it's really fundamental, if you give the person the right induction, the right preceptorship they will fly and then hopefully they will be the people that are supporting other people coming in as newly newly registered nurses. That's what I want. I want from this preceptorship for those nurses that have gone through it to say, I'm going to give the next person that support, I really want some nurses surgery, it's coming to me or some newly qualified, it's coming to me because I'm going to make sure they're the best that they can be. So that's why we've kind of done it as a whole approach really to make sure that we've got things all around the preceptorship to support it, and hopefully that will become a success.

Lucy Gillespie 14:45

So thank you for that. And I suppose you've really eloquently described there that whilst the intended recipients you know, might be newly registered nurses and nursing associates, it's the thing that you're going to use much more widely to think about those nurses that are transitioning into your organisation, and may bring lots of different experiences. But this is an opportunity to really support them and ground them well in their practice, and help them learn about your organisation and find that that base.

Rachel Wakelin 15:20

Yeah, that that was something that I think was really important for me, some things that I, in my position in my organisation means I get exposed to quite a lot of incidents and other things that come my way. And quite privileged, I work in a quality role. So I'd get lots exposed lots, lots of information as experts. So therefore, I can be constantly thinking about what else is it we'll need to do to make sure these things don't happen again. So I'm fortunate that I work in that department. But what that means is then that we can kind of see nurses that are coming from other environments. So for example, we might have mental health nurses that come to us, I've got nurses that are coming from acute wards, social care nurse in a residential or in a nursing home. So it is very different. The nurse steps back from having a consultant or registrar at the back of them

they're supported the best that we can do to make sure that they succeed in our in our nursing homes? Yeah, and

Lucy Gillespie 16:35

I think it's important to point out here is that this is a model that translates over all settings. So this, you know, might be something that you will be thinking about if you're employing nurses and nursing associates in domiciliary or carry at home. So I think it's just important to this isn't a place based programme, it's really about the people. And also size of organisation was Care UK might be one of our kind of dual setting is and if you're a single home with just a couple of registered nurses, and one of them might benefit from a programme like this, then then that might be something that that you could think about for your organisation. So thank you for that. So I'm going to come

would call them as a guide for the new perspective coming in. And it also enables the preceptor to develop confidence and their autonomy for their organisations or for your organisations supporting the newly registered practitioner enables them to feel valued, and to enable them to stay with you. And it also obviously gives them consistency of care for clients. Helping them to develop an individualised programme will also support organisations. So hopefully that gives you a few ideas about what the benefits are, for the programme for both the nurses, the nursing associate, your preceptors, your preceptors, and the organisation. And I think one of the things that we do have to consider is our generation or requirements. So different generations coming into organisations, or require something very, very, very, very different. And preceptorship gives us the opportunity to look at those individual requirements for all parties to make it work for our clients.

Lucy Gillespie 21:22

When we think about that, and you've mentioned there, the potential impact on on people who draw on care and support and not forgetting that that is kind of the goal, isn't it? And it's what most nurses and nursing associates are joining that profession to be able to do. Rachel, I wonder whether there's anything that you want to share in terms

Do you know it's it's I suppose what I will say it again, when I see things, and I see outcomes on investigations and nurses who have been practising for years, but maybe have come from a different sector, we would say, I'll have to get the perception of public work through the work through it. Pick and choose what you feel you need. Because, again, this is very self directed, this is very much about what a nurse feels they need to help them in that sector, along with what the preceptor would want to think that they need as well. So I think, worked through the booklet, reduce it, do it, do it for three