



***Northern Ireland Practice and Education Council
for Nursing, Midwifery and Specialist Community Public
Health Nursing in Northern Ireland***

Impact Measurement Project: Preceptorship Framework

Project Plan

April 2017

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1.0 Introduction

In 2013 the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) published its Impact Measurement Framework. This Framework enables NIPEC to review the resources it has developed in partnership with key stakeholders and assess the impact of the resources in relation to the intended outcomes. NIPEC Council agreed that it would conduct an impact measurement on the outcomes of at least two NIPEC projects/resources, per annum. The resource chosen for the business year 2015-2016 is the Preceptorship Framework for Nursing, Midwifery and Specialist Community Public Health Nursing in Northern Ireland

2.0 Background

2.1 At the point of entry to the NMC register, nurses, midwives and SCPHNS are confirmed as safe, effective and proficient practitioners (NMC, 2008). The NMC, however, has recognised that nurses, midwives and SCPHNS who are newly registered need an additional period of support in their new role. This support is designed to help them develop their confidence and enhance their competence, including their critical thinking and decision-making skills (NMC, 2006).

2.2. The NMC therefore recommends that all new registrants should have a period of preceptorship on commencing employment, to support them through the period of transition in their new role (NMC, 2006).

2.3. To ensure a standardised approach to the effective implementation of preceptorship for nurses, midwives and SCPHNS, the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) agreed, through the office of the Chief Nursing Officer, Department of Health, Social Services and Public Safety (DHSSPS), the need for the development of a preceptorship framework for Northern Ireland.

2.4. The Preceptorship Framework (2014) comprises standards for preceptorship with an accompanying organisational audit tool and a skill set assessment tool for preceptors.

3.0 Impact Measurement Project

3.1 Aim

The aim of the project is to measure the impact of the regionally agreed resources developed as a result of the Preceptorship Framework for nurses working within Health and Social Care and the Independent Sector.

3.2 Objectives

The objectives of the Impact Measurement Project are as follows:

- (i) establish if the original project objectives were linked to NIPEC's business planning objectives
- (ii) determine if the objectives set out in the Preceptorship Framework (2011) project plan were achieved by the end of the project
- (iii) scope how widely the Preceptorship framework has been applied as outlined within Standard Statement 1: Preceptorship Implementation
- (iv) scope how widely the Preceptorship framework has been applied as outlined within Standard Statement 2: Preceptorship Governance
- (v) examine the usefulness of the audit tool to support the monitoring of the standards
- (vi) examine the usefulness of the self-assessment tool to identifying the essential skill set for preceptors.
- (vii) Identify barriers to the use of the Preceptorship Framework
- (viii) make recommendations which will enhance the use of the Preceptorship Framework

3.3 Methodology

A small impact measurement team approved by NIPEC Business Team, will be led by a NIPEC senior officer who has not acted as the Project Lead or been aligned to the work stream. The team will be chaired by an Assistant Director of a HSC Trust with responsibility for implementing the Preceptorship Framework. To support transparency, a key principle underpinning NIPECs approach to impact measurement, a NIPEC Council member will also form part of team. The project will be conducted over a period not exceeding 6 months (April to October 2017).

3.4 The Impact measurement work plan:

A detailed work plan is contained in appendix 1 which outlines key activities and milestones including: Agree data set/ questionnaires, Piloting, reviewing and amend questionnaires carrying out data collection across the five HSC Trusts and the independent sector using collaborative, inclusive and participatory approaches, data analysis, sharing of findings and delivery of final report by October 2017

3.3 Method of Data collection

Information will be gathered, via survey monkey and questionnaires (postal or email) (appendix 2 and 3) and through focus groups, from each of the five HSC Trusts and in independent sector to include

	Survey monkey	Questionnaires	Focus group
• Director of Nursing	x		
• Ward Sisters/Charge Nurses	x		
• Preceptors	x	x	x
• Preceptees	x	x	x
• Education Providers		x	

4.0 Resources

NIPEC will project manage and provide professional Nursing and Midwifery expertise as well as administrative support to the Project.

6.0 Project Screening Assessment

6.1 As required by Section 75, Schedule 9, of the Northern Ireland Act, 1998, any equality implications of this project/workstream/initiative* have been considered. In addition, consideration has been given to the terms of the Human Rights Act 1998.

6.2 As a result of these considerations a screening of the project /workstream/ initiative* has been undertaken and can be viewed at <http://www.hscbusiness.hscni.net/services/2166.htm>. Using the Equality Commission's screening criteria; no significant equality implications have been identified. This project will therefore not be subject to an equality impact assessment.

7.0 Evaluation

On-going evaluation of the management of the project will be conducted through NIPEC and will ultimately feed into the progress and outcomes of the project. This evaluation will address the achievements of the objectives outlined in the project plan and the project management process.

5.0 Dissemination and Implementation

Progress of the project will be communicated to key stakeholders using various mechanisms including the NIPEC website. On completion, the project will be summarised in a Final Report which will be available to view on NIPEC's website. It will be presented to NIPEC Council and Chief Nursing Officer, DHSSPS.

8.0 References

Nursing and Midwifery Council (NMC) (2016) Revalidation: How to revalidate with the NMC London: NMC

Nursing and Midwifery Council (NMC) (2006) Preceptorship guidelines. London: NMC.

Nursing and Midwifery Council (NMC) (2008) Standards for learning and assessment in practice: NMC standards for mentors, practice teachers and teachers. London: NMC.

Nursing and Midwifery Council (NMC) (2015) The Code: Professional standards of practice and behaviour for nurses and midwives London: NMC.

Northern Ireland Practice and Education Council (NIPEC) (2013) Impact Measurement Framework. Belfast: NIPEC

Northern Ireland Practice and Education Council (NIPEC) (2011) Preceptorship Framework. Belfast: NIPEC

	<ul style="list-style-type: none"> Share findings and agree recommendations with NIPEC Chief Executive before finalising the report 	September 2017	
6.	<p>Scope how widely the Preceptorship framework has been applied as outlined within Standard Statement 2: Preceptorship Governance</p> <p>The methodology to be used is as follows :</p> <ul style="list-style-type: none"> a. Agree template to collect data to measure the impact of the framework b. Pilot, review and amend template c. Carry out data collection across the five HSC Trusts and the independent sector using collaborative, inclusive and participatory approaches d. Analyse Data e. Share findings and agree recommendations with NIPEC Chief Executive before finalising the report 	<p>April 2017</p> <p>May 2017</p> <p>June 2017</p> <p>August 2017</p> <p>September 2017</p>	(iv)
7.	Make recommendations which will enhance the use of the Preceptorship Framework	September 2017	(viii)
8.	Complete final report	October 2017	
9.	Present to Chief Ex and NIPEC council members for acceptance and further dissemination as agreed	October 2017	

