



***Northern Ireland Practice and Education Council
for Nursing and Midwifery***

***Impact Measurement of the NIPEC
Preceptorship Framework:***

Executive Summary

January 2018

1.0 INTRODUCTION AND BACKGROUND

The Northern Ireland Practice and Education Council (NIPEC) uses its Impact Measurement Framework (2014) (IMF) 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. The IMF clearly describes how project outcomes are related to impact measurement, and incorporates five key areas of focus which should be considered within the impact measurement process as set out below:

Alignment:	The extent to which the outcomes were aligned to stakeholder's objectives
Attainment:	How well the stakeholders' specific objectives were met
Adoption:	The extent to which the desired target was reached
Utility:	The extent to which the outcomes have been utilised
Efficiency:	The efficiency and/or cost effectiveness of the outcomes

Impact Measure Framework, Figure 5: page 11 (NIPEC 2014)

One of the resources chosen for Impact Measurement by NIPEC in the business year 2016-2017 was the Preceptorship Framework. The Preceptorship Framework aimed to ensure a standardised approach to the effective implementation of preceptorship for nurses and midwives. It provided guidance for Northern Ireland employers and managers of Nursing and Midwifery Council (NMC) registrants in the implementation, auditing and evaluation of preceptorship. The framework also aimed to provide a useful resource for preceptees and preceptors including those responsible for leading and managing preceptorship within their organisations.

The *Preceptorship Framework* comprises of a standard for preceptorship with an accompanying organisational audit tool and a skill set assessment tool for preceptors. It is important to note that in HSC Trusts the preceptorship process is also closely aligned into the principles of Agenda for Change and the personal development process within the National Health Service Knowledge and Skills Framework (NHS/KSF) (DH, 2004).

2.0 METHODOLOGY

A small Impact Measurement Team (IMT) was established in April 2017 consisting of a NIPEC Associate Senior Professional Officer, a NIPEC council member and was chaired by a HSC Trust Assistant Director for Nursing and Midwifery Workforce and Education, The project was conducted from April to October 2017 adhering to a detailed workplan and included reviewing a wide range of relevant documents

2.1 AIM AND OBJECTIVES

The aim of the project was to measure the impact of the Preceptorship Framework for nurses working within Health and Social Care. Although the Independent sector was identified as a key stakeholder initially, early in the process it was clear that a separate exercise would be needed to be undertaken at another time to assess impact in this sector.

The objectives of the Impact Measurement Project focused on determining how widely the Preceptorship Framework (Standard Statements 1 and 2) has been applied, and to explore the usefulness of the resources within the framework.

2.2 Target Groups

For the purpose of impact measurement, it was agreed that information would be gathered from those stakeholders directly affected by the resources, namely:

- Ward Sisters/Charge Nurses, preceptees and preceptors across the Five HSC Trusts
- Executive Directors of Nursing (or designated deputy) across the five HSC Trusts
- Clinical Education Centre (CEC)

2.3 Data Collection

Data collection was undertaken using questionnaires and focus groups.

Data collection	Approach	Target group
Questionnaires	A questionnaire was developed for each group with a request to complete within four weeks using survey monkey or hard copy	Survey 1 for Executive Directors of Nursing, Survey 2 for Ward Sisters/Charge Nurses, preceptees and preceptors
Focus Groups	A focus group template was developed to encourage individuals to participate in the focus group activity	Preceptees: Focus groups were held in each of the five Trusts Preceptors: Focus groups were held in each of the five Trusts CEC : One focus group was held within CEC

The overall response rates were as follows:

Group	Response rates						
Group 1: Ward Sisters/ Charge Nurses Preceptee Preceptors	In total there were 105 responses. The responses rates ranged from three from one Trust to 39 from another, and were received from Nursing (85%), Midwifery (8%) and Specialist Community Public Health Nurses (7%). The cohort of respondents was made up of Preceptors (55%) and Preceptees (45%).						
Group 2: Executive Directors of Nursing	Nine responses were received.						
Focus groups:	A total of 40 registrants attended the focus groups. One Trust was not represented at any focus group.						
	<table border="0"> <tr> <td style="text-align: center;"><u>Preceptee</u></td> <td style="text-align: center;"><u>Preceptors</u></td> <td style="text-align: center;"><u>CEC</u></td> </tr> <tr> <td style="text-align: center;">18 attended</td> <td style="text-align: center;">22 attended</td> <td style="text-align: center;">4 attended</td> </tr> </table>	<u>Preceptee</u>	<u>Preceptors</u>	<u>CEC</u>	18 attended	22 attended	4 attended
<u>Preceptee</u>	<u>Preceptors</u>	<u>CEC</u>					
18 attended	22 attended	4 attended					

3.0 LIMITATIONS OF THE IMPACT MEASUREMENT ACTIVITY

Although the findings are noteworthy, they must be considered in light of the limitations in relation to the response rates and number of registrants who participated in the focus groups.

3.1 Response rates

This is a small evaluation and the number of respondents who returned Survey 1 was less than anticipated. The number of returns for Survey 2 (n=9) is not consistent with the number of organisations contacted (5). The survey was carried out anonymously which has prevented further analysis of the information received.

3.2 Focus groups

The number of participants at the focus groups ranged from two to nine, and one Trust was not represented at any focus group. To ensure anonymity is maintained, results are generalised.

In addition, the responses to the surveys provided considerable information which is outside the scope of this Impact Measurement Project, which should be considered within future work.

4.0 CONCLUSIONS

Conclusions have been drawn from the data gathered and recommendations are offered in regard to the application in practice of the Preceptorship Framework. Although the response rate was less than anticipated, the findings are nevertheless noteworthy and may be considered for use in the outworking of the recommendations of this report and are presented under the headings of the Impact Measurement framework.

Alignment

The IMT concluded, through the review and analysis of relevant documentation, that the Preceptorship Framework Project Team had aligned its outcomes to NIPEC's objectives

Attainment:

It was evident from the documentary evidence examined by the IMT that the stakeholders' objectives of the Preceptorship Framework Project were fully achieved

Adoption:

Analysis of the information gathered from the targeted groups through questionnaires and focus groups demonstrated that those directly affected do have an awareness of the resources developed through the Preceptorship Framework Project

Utility:

Analysis of the quantitative and qualitative information gathered from the targeted groups would suggest that the use of the resources varies across both the targeted groups in the five HSC Trusts. The findings would suggest that in the main, the resources developed by the Preceptorship Framework Project Team were being utilised, although individual staff were not aware of the origins of the work.

The wide range of requirements for new registrants taking up post in a new organisation, including induction, mandatory training, and preceptorship would appear to have influenced the perception of what is required for each individual. From the data collected, the IMT would suggest that preceptorship is being confused with the need to develop skills, competencies and complete induction, by preceptees, preceptors and ward sisters/charge nurses.

Efficiency:

From this Impact Measurement activity it is not possible to report if the resources have had an effect on the efficiency or effectiveness of new registrants working in their role. The IMT are unable to state if the introduction of the framework has increased new registered staff retention rate or reduced their individual concerns. However, almost all responses and focus group participants valued the Preceptorship Process. A large number reported that the reflective skills of individual improved which prepared staff for revalidation with the NMC.

From the data collected, the evidence would suggest that the Preceptorship Framework remains fit for purpose; however, further work needs to be undertaken in relation to standardising the implementation across the region.

5.0 RECOMMENDATIONS

The recommendations have been developed by the IMT as a result of the information attained from respondents via the survey and the focus groups held within the Trusts and are presented below

1. When the NMC standards of proficiency for the future registered nurse' and the 'The NMC Education Framework ' are finalised and published the implications for the Preceptorship Framework should be considered
2. Consideration should be given to the relationship and interfaces between preceptorship and supervision in the development and implementation of a new framework for supervision of nurses and midwives in Northern Ireland
3. The findings of this Impact Measurement Project should be shared with the Regional Review of Induction Programmes Project Team for consideration
4. Establish a regional task and finish group to revisit the NIPEC Preceptorship Framework and develop an action plan which addresses recommendations 1-3 and supports full implementation of the Framework. The task and finish group will consider:-
 - a) Development of a regional operational policy for Preceptorship within an agree timescale which aims to standardise the implementation of preceptorship (including the establishment of local registers of preceptors-Standard 2) and ensures that the Preceptorship Framework is embedded within the governance arrangements of all organisations which employ new registrants
 - b) A standardised approach to the development of supporting documentation for preceptees
 - c) Agreement on the content of a regional programme for the preparation of preceptor in partnership with CEC



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**This document can be downloaded from the NIPEC website
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