Evaluation of Preceptorship programme for Newly qualified Midwives

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Support, Education, Impact, Learning
Long, Rewarding, Friends, Colleagues, Work, Long hours,
Hospital, Teaching, University, Projects,
Dissertation, vacation,
Passion, Inspiring

Joy
Pride
Bittersweet
Anxiety
Transition Shock
(Kramer 1974)

Swim or Sink
(Hughes & Fraser 2011)
"I did not realize that being a midwife was so hard!"
Walking on a tightrope!
Preceptorship Programme

“In order to ease newly registered midwives through their transition from students to registered midwives a period of preceptorship is recommended.”

(NMC, 2006)
**Preceptorship Programme at Imperial**

- **Clinical experience**
  - Antenatal Care (3 months)
  - Labour Ward (6 months)
  - Postnatal care (3 months)

- **Educational Offer**
  - Midwifery Mandatory Training
  - Professional Development Meetings
  - 4 Preceptorship Away days

- **Start Date. Band 5 Midwife**
  - 3 weeks orientation and Mandatory Trust Induction

- **Band 6 Midwife**
Investing in support for junior staff: 2016 Programme revision.

- Band 7 Preceptorship Lead midwife.
- Preceptorship jobs offered to student midwives trained in Imperial College Healthcare NHS Trust
- Programme structure is maintained.
The main objectives and research questions for this evaluation project are:

- Highlighting strengths and weaknesses, and opportunity to develop the programme any further;
- Opportunity to have an understanding on how a preceptorship programme can impact on newly qualified confidence and competence;
- How a preceptorship programme can impact on staff retention.
Objective 1:
Highlighting strength and weakness, and opportunity to develop the programme any further.

**SUPPORT**

“Majority of staff are helpful and offer support, but some members are not supportive and this can ruin confidence”
(Preceptorship Midwife 4)

“Too overwhelming for the coordinator supporting junior midwives as well as agency staff. It’s too much to ask as we don’t have capacity while we are coordinating a busy unit.”
(Staff Midwife 2)

“I have never been turned away with any question I have had, even if it is just a friendly chat. Best support from education team.”
(Preceptorship Midwife 1)
DEVELOPING CONFIDENCE AND COMPETENCE

“Some of preceptees are more proactive and others go under the radar”
(Senior Manager 1)

“Achieving Perineal Suturing competence is almost impossible as nobody to supervise”
(Preceptorship Midwife 1)

“Sometimes getting the doctors to understand that I am junior is difficult because they don’t do the same programme as us”.
(Preceptorship Midwife 2)
“Understaffing means that you have to do more than you feel comfortable doing.”
Preceptorship Midwife 3

“Starting on postnatal ward with no supernumerary has been challenging.”
Preceptorship Midwife 4

“Sometimes junior midwives feel overwhelmed with responsibility and this can be a main factor that can impact on sickness rate and staff retention.”
Senior Manager 3

Organizational Constraints
Objective 2:
Opportunity to have an understanding on how a preceptorship programme can impact on newly qualified confidence and competence.

How confident do you feel in your skills?

Table 9 - How confident you feel in developing your skills
Objective 3
How a preceptorship programme can Impact on staff retention.
19% of midwives from QCCH left after one year, while 8% at SMH have left. Overall 14% of midwives have left Imperial following completion of preceptorship programme.
Preceptorship midwives have been asked to rate how likely they were to stay in the Trust for the next two years.
Moving forward

- Band 5 Preceptorship Midwife roles are offered to Student Midwives trained at Imperial College Healthcare NHS Trust
- Preceptorship Lead role is now permanent
- Enhance team work and communication between Preceptorship Lead Midwife
- Use of supernumerary period more effectively
Preceptorship Programme at Imperial

- **Antenatal Care (3 months)**
- **Labour Ward (6 months)**
- **Postnatal care (3 months)**

- Clinical experience
- Preceptorship Lead Midwife
- Educational Offer

- Programme management
- Point of contact
- Clinical support

- Midwifery Mandatory Training
- Professional Development Meetings
- 4 Preceptorship Away days

Band 6 Midwife

Start Date:
- Band 5 Midwife
- 1 Week Induction
- 1 week Supernumerary time in first rotation area
Limitations

- The person conducting the research is Preceptorship lead midwife and her role in conducting this evaluation has been taken into consideration as causing possible bias.
- Questionnaires and evaluation forms have been given anonymously the Qualitative questionnaires have been given to the four preceptorship midwives instead of interviewing them in order to prevent a potential Hawthorne effect.
- The absence of exit interviews made it impossible to analyse in depth specific reasons for leaving the Trust following support given during Preceptorship programme.
Thank you!

Always Remember that we all were Newly Qualified!
References

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