



Llywodraeth Cymru
Welsh Government

A National Approach to Preceptorship and Clinical Supervision

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The CNO Wales vision & aim of project

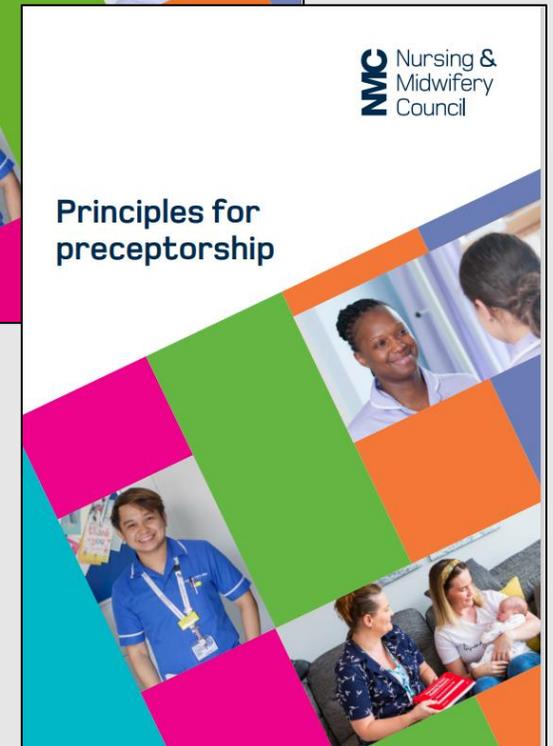
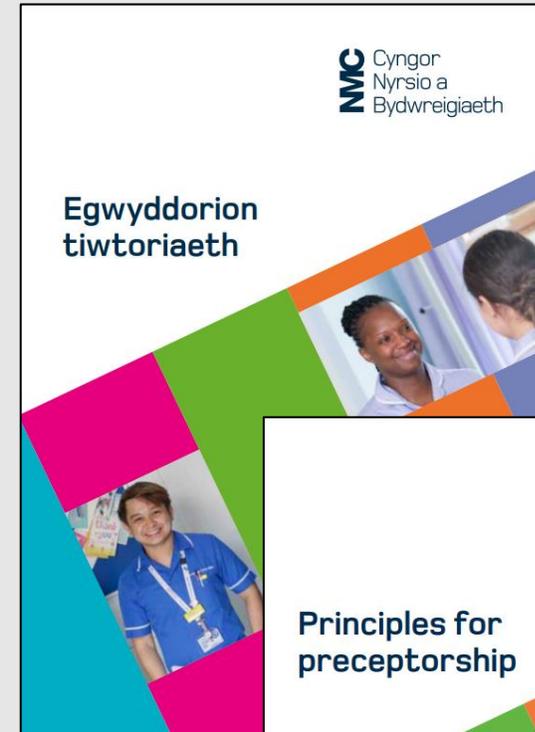
To develop a nationally consistent direction and policy position around professional career-spanning support for staff, in the format of a preceptorship programme for newly qualified/registered nurses through their transition phase from student to confident and competent registrant, to a framework of clinical supervision to continue supporting them throughout their careers.

Define preceptorship

- Beginning of a **lifelong journey** as an accountable, independent, knowledgeable and skilled practitioner.
- A **structured start** for newly registered professionals.
- Although voluntary, helps individuals have the **best possible start**.
- Aims to **welcome** and **integrate** individuals to their team and place of work.
- Facilitates the **translation of their knowledge** into everyday **practice** and helps them grow in **confidence**.

Principles of preceptorship

1. Organisational **culture** and preceptorship.
2. **Quality** and oversight of preceptorship.
3. Preceptee **empowerment**.
4. **Preparing** preceptors for their supporting role.
5. The preceptorship **programme**.



Preceptorship – objectives of project

What's good...

- Literature review
- Scoping
- Benchmarking best practice
- National perspective
- International perspective

Better if...

Listening and learning from key stakeholders e.g.

- Patient & public engagement
- Nursing /health workforce
- HEIW, WG workforce
- National groups

Improvement

- Establish a pilot with key stakeholders
- Plan impact assessment of upscaling nationally
- Develop a tool kit to support pilot implementation

Outcome

Recommendations for:

- A Welsh model for preceptorship based on a methodological approach to inform a policy position for Wales
- To include key performance indicators of benefits and impact for citizens, workforce and the organisation

All Wales preceptorship programme?

- Be timely and align with the start of a new employment role.
- Recognise the knowledge, skills, attributes and competence of the health professional.
- Seek to ensure that activities within the programme are agreed with the individual preceptee.
- Vary in length and content according to the needs of the individual and the organisation.
- Include activities designed to welcome and integrate the preceptee into the team and place of work.
- Be designed to ensure that it is possible for the preceptee to meet the aims and outcomes of the preceptorship programme within the agreed timeframe.

Clinical Supervision: Definitions and models

“Clinical supervision is a formal process of professional support, reflection and learning that contributes to individual development”

(Butterworth 2022 p20).

Supervision Alliance model has 3 elements – formative (tasks of learning and facilitating learning), normative (tasks of monitoring, self-monitoring, standards & ethics), restorative (task of refreshment) (Proctor 2008).

Restorative Supervision – A model of supervision that demonstrates effectiveness in reducing burnout and stress (Wallbank 2012).

Resilience based clinical supervision (RBCS) is underpinned by principles of compassion focussed therapy (protect the self from threat, compete with self of others for external validation and success; to soothe the self to enable contentment and self-acceptance (Stacey et al 2017).

A-EQUIP model of employer led supervision (Advocating for Education and Quality Improvement) (Macdonald 2019, NHS England 2021).

Clinical Supervision *purpose of* project

To support and strengthen clinical supervision in nursing practice.

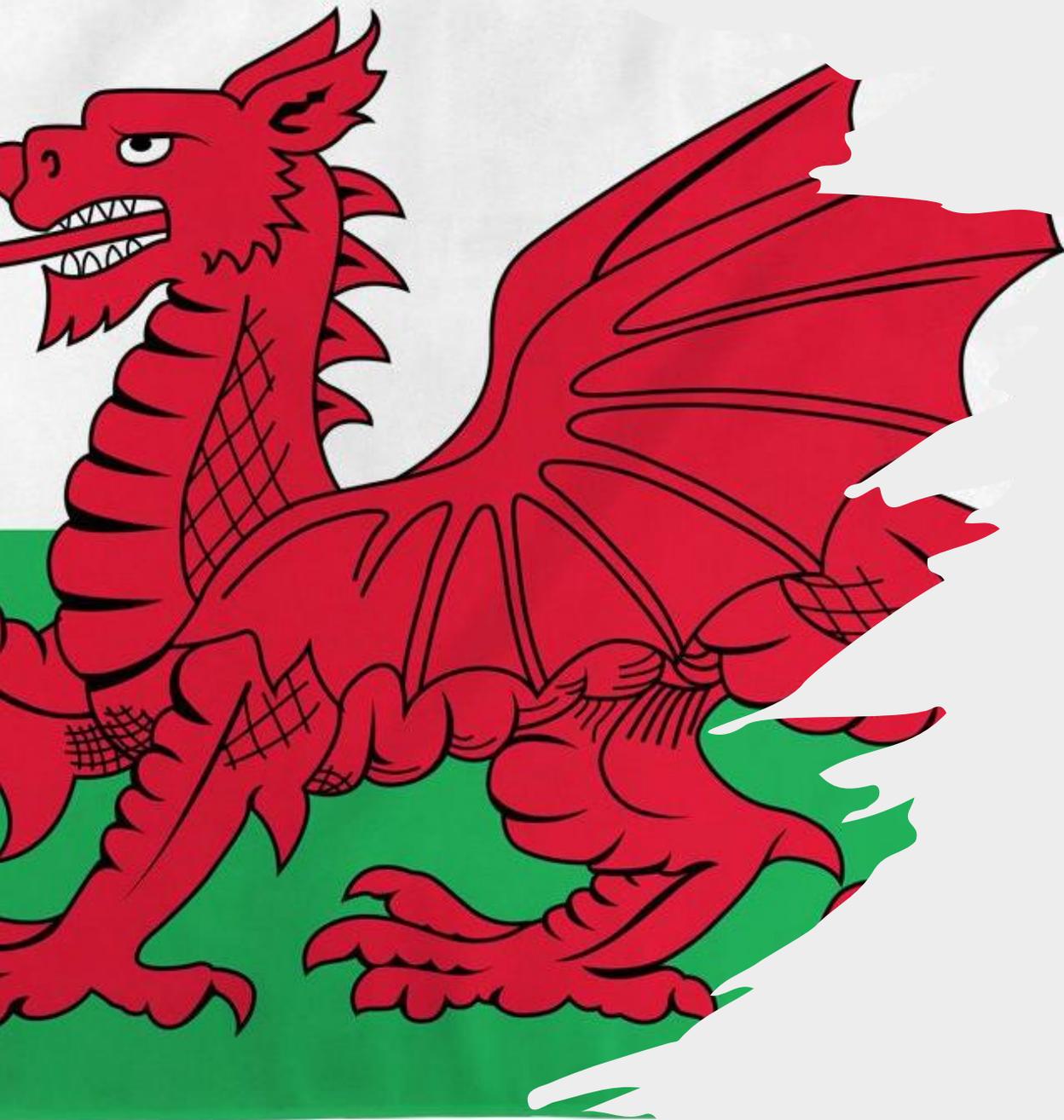
To foster and support a kind approach within the nursing workforce by enhancing well-being and support networks within healthcare organisations.

To promote recruitment into the profession whilst improving retention within the nursing workforce.

Recognise the importance of continued professional development and lifelong learning within the remit of clinical supervision.

To develop key principles of clinical supervision for nursing to embed a flexible but structured approach to its delivery across Wales.

Enhance safe and effective nursing care throughout the Welsh population by competent, confident and supported nursing teams.



Objectives of Clinical Supervision Project

To undertake a systematic review of published documents, models, evaluations and literature scoping and benchmarking effective practice of different forms of clinical supervision.

Explore and review existing models of clinical supervision in nursing and midwifery across the UK.

Undertake a review of how clinical supervision for nurses is currently undertaken in **Wales**.

How will we use the data informing clinical supervision practice?

Analyse the findings from stakeholder events and the evidence base with the potential to develop and introduce a potential Welsh model(s) for clinical supervision or principles of clinical supervision to align with the NMC principles of preceptorship.

Plan an impact assessment of upscaling nationally to include developing toolkit to support pilot implementation.

Work closely with HEIW and WG Workforce colleagues, liaising with ministerial steering group on workforce, in particular the subgroup on attraction, retention and recruitment.

Where are we?

Discovery phase

- Stakeholder engagement (Executive Directors of Nursing, NMC, Florence Nightingale Foundation, Foundation of Nursing Studies, Trade Union Committee, Public Health Wales, #WeCommunities, Midwifery leads, Pre-registration nursing and midwifery education groups, Coleg Cymraeg Cenedlaethol, Digital Health and Care Wales, HEI's, HEIW).
- Ongoing literature reviewing, scoping, bench marking.
- Scoping best practice, nationally, UK and internationally.

What next?

- National Survey to students and nurses across all settings
- Development of stakeholder events
- Ongoing analysis of stakeholder meetings, events and surveys
- Preparing to write a position statement to include proposed Welsh frameworks of preceptorship and 'clinical' supervision
- The development of principles for 'clinical' supervision
- Potential further consultation

Questions?

