



Mapping support for
Newly Qualified Practitioners
across
Kent Surrey and Sussex

Knowledge Exchange Conference
The Hub, University of Brighton

11th December 2014

Introduction and welcome



- Whose who
- Format of the day
- What a knowledge exchange conference aims to deliver
- The knowledge exchange café sessions – ground rules
- Context: summary of mapping exercise

The Conference Team



Health Education KSS

Jane Butler

Guest Speaker

Lynn Dunn

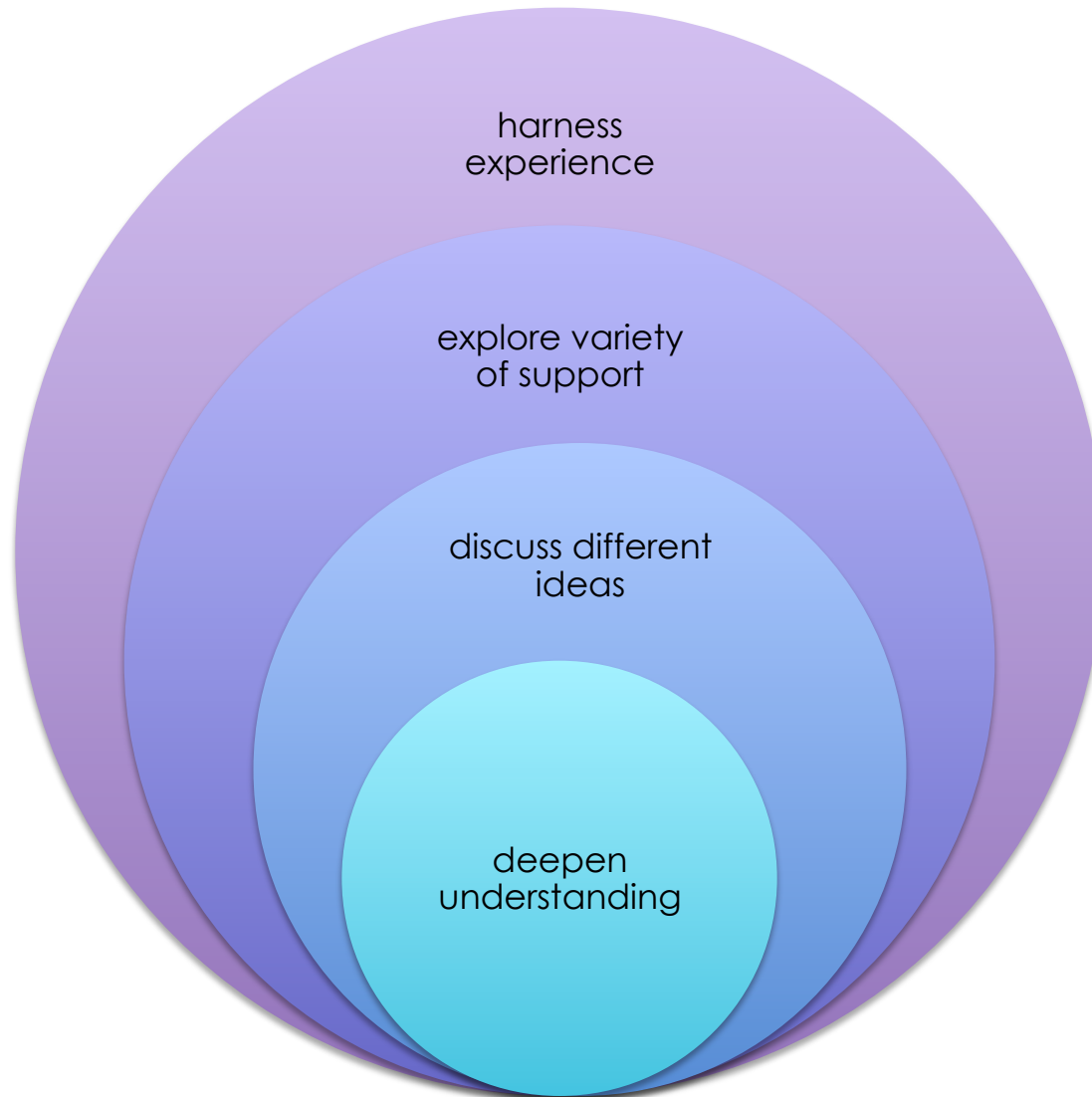
Research Team

- Professor Julie Scholes (Nursing)
- Dr Nikki Petty (AHP)
- Dr Inam Haq (Medical Practitioner)
- Dr Tania Mcintosh (Midwifery)
- Dr Anita Green (MH Nursing)
- Dr Jane Morris (Clinical Education)
- Lisa Hodgson (Research Officer)
- Mirika Flegg (Research Officer & Artist)
- Ruth Chandler (PPI Consultant)
- Laura Lee Wilson (PPI Consultant)
- Glynis Flood (Administration)

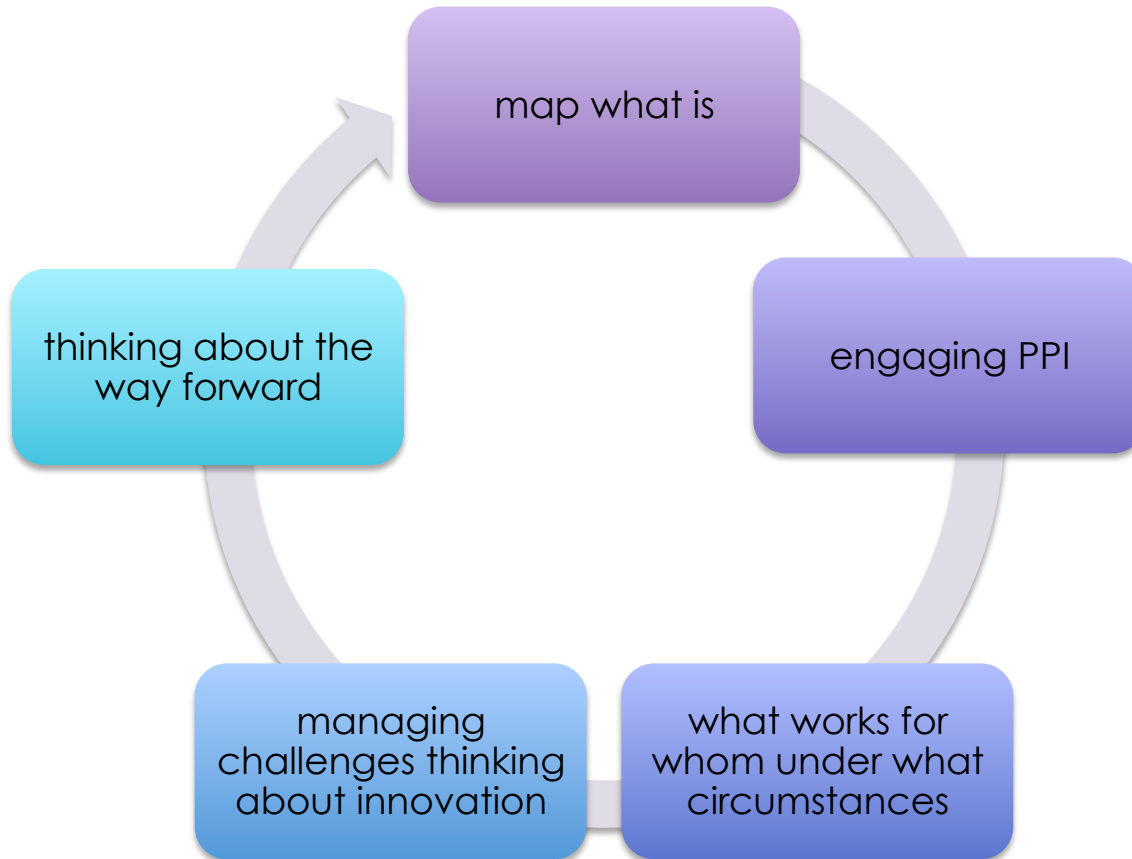
PGR Support

- Ben Hodgson, Simon Booth, Celia Stamper, Liz Blackburn, Louis Buckley

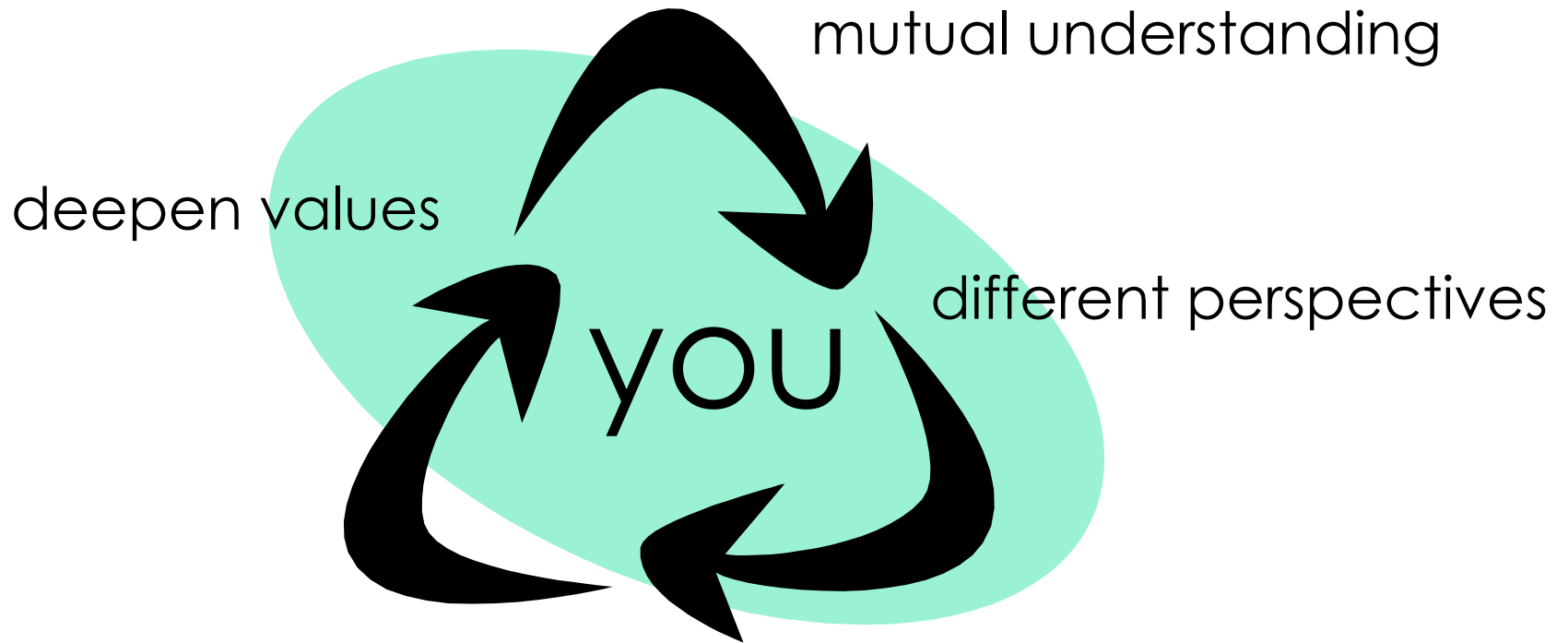
Format of the day



Program

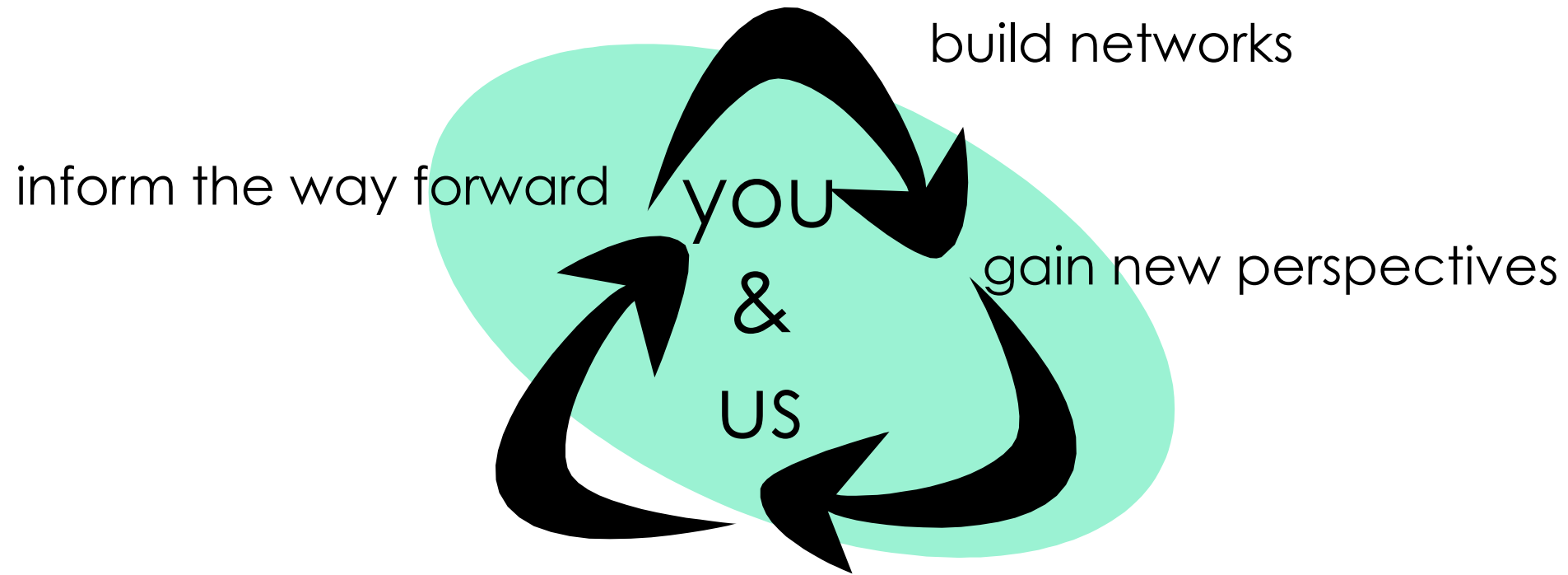


The knowledge café



flush out ideas that need to be aired

Purpose cont:-

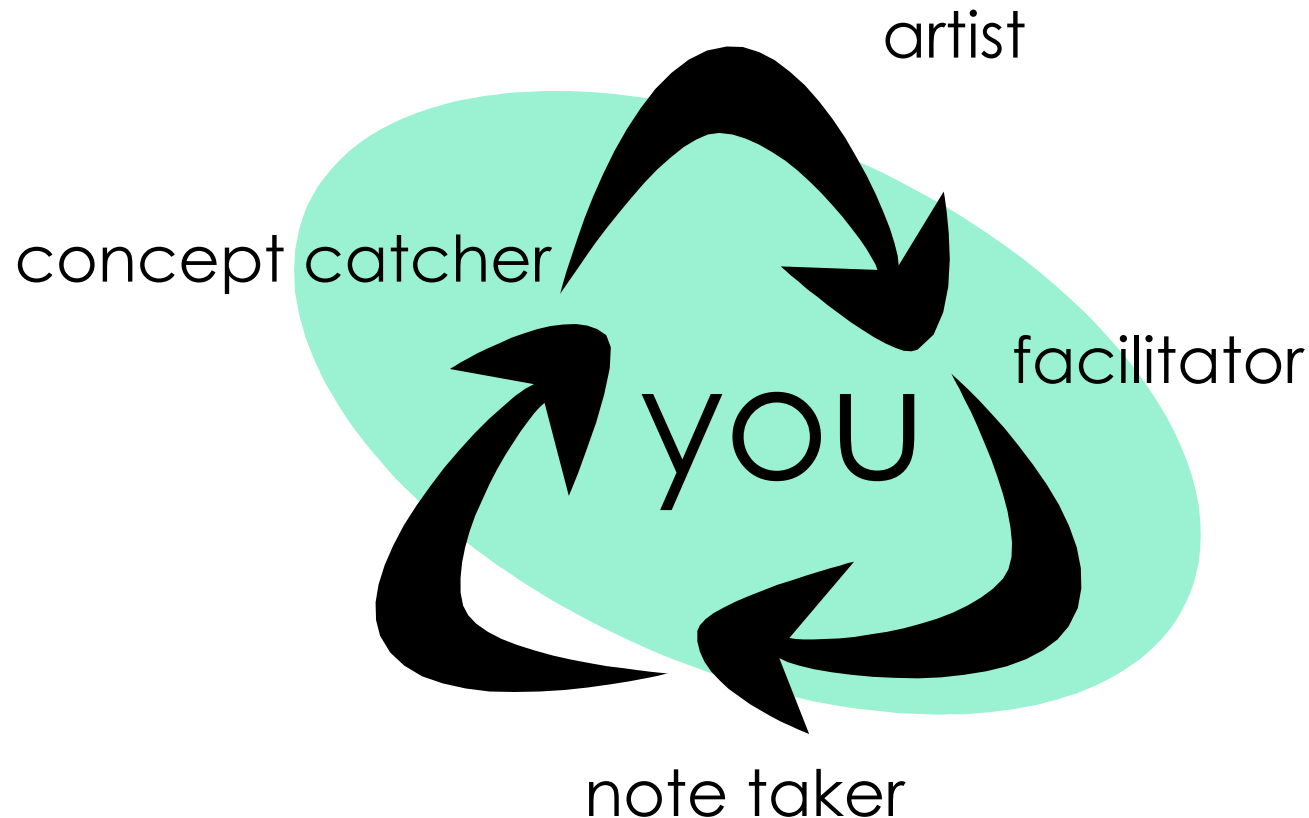


We may not be making new knowledge (for all conference delegates) but we hope to deepen the understanding that we already have.

therefore



Each break out session will have a:



Ground Rules



Respecting difference of opinion

Not talking over one another

Prepared to share /contribute ideas

Respecting organisational sensitivities /IP_{etc.}

Speaking in a public space

Limits to confidentiality (whistle blowing,
disclosure)

Names to remain confidential?

Mapping support for newly qualified practitioners



- Telephone Interviews (N=24)
Kent (n=7); Surrey (n=8) Sussex (n=9)
Acute, Community, Mental Health, Commissioners
- Site Visits (x2 – 8 additional interviews)
Further visits to be determined after the KEC
- Knowledge Exchange Conference (45 delegates)

Report – March 2015

findings

purpose: conceptual distinction

individual

up-skilling (competencies)

skills amnesty

confidence building

Trust standards

professional autonomy

learning needs

resilience

organisation

patient safety

improving patient experience

induction: corporate agenda

quality assurance

preventing tipping points

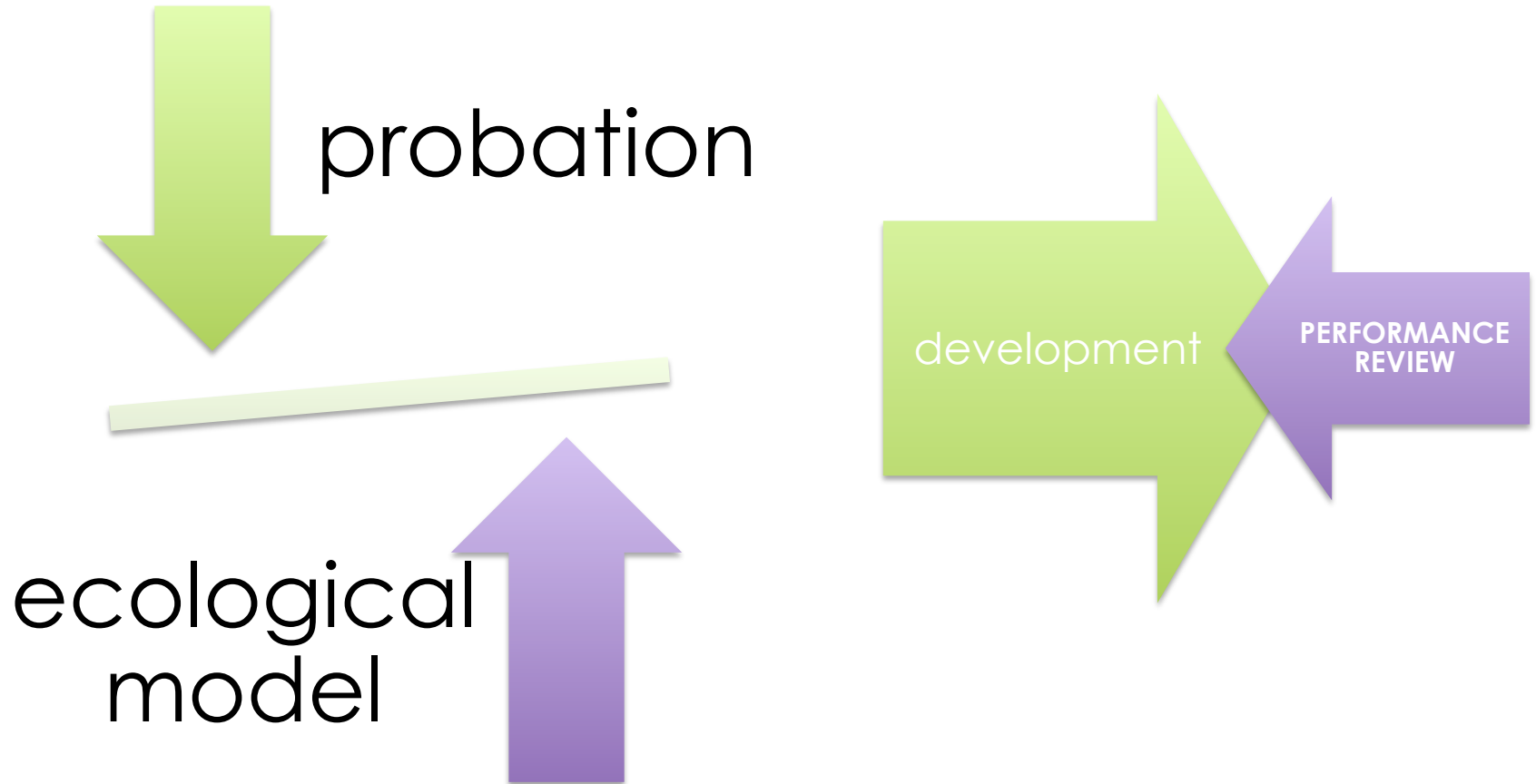
(black Wednesday)

appraisal and progression

reward and promote

retention

tensions



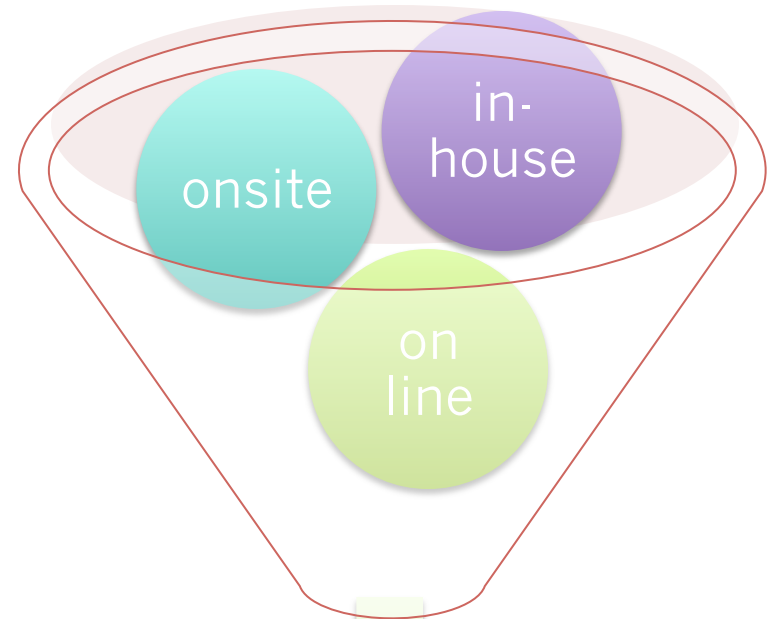
time



enhancing
contribution



service
delivery



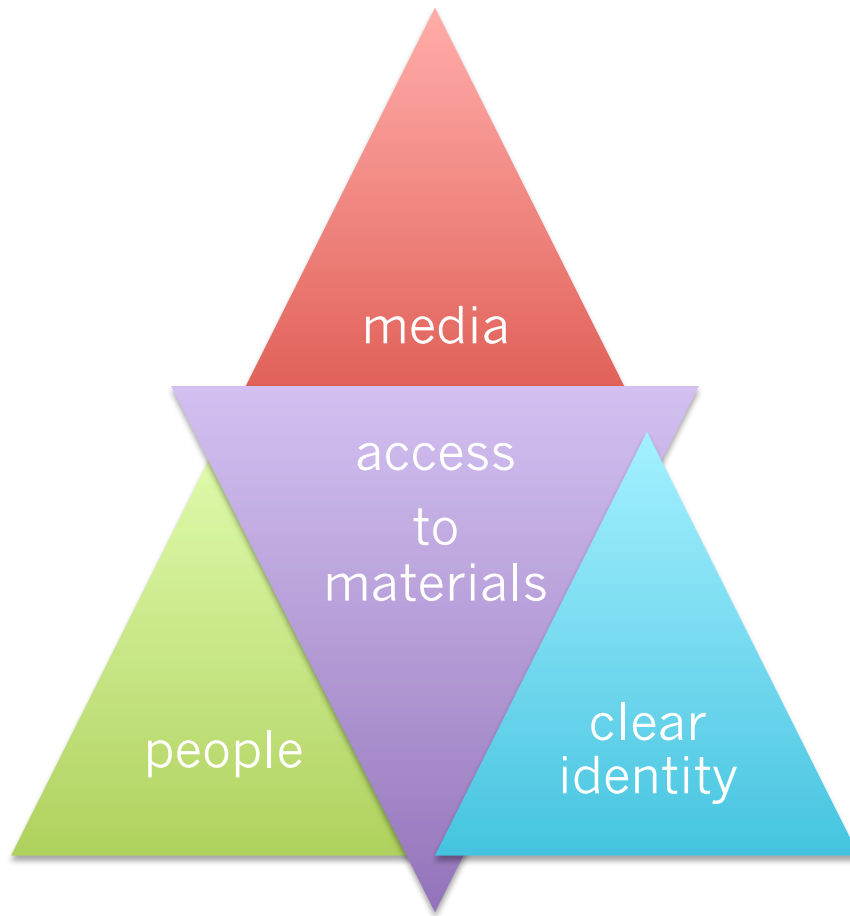
protected	<ul style="list-style-type: none">• study days• external funding
gift economy	<ul style="list-style-type: none">• commitment• generosity of spirit
embedded	<ul style="list-style-type: none">• part of the job• chimera

core ingredients



- Economy of scale
- Common start date
- Critical mass
- Central organisation
- Preliminary visits / prep
- Know how -notes NQP – to NQP encyclopedia of experiential wisdom
- Set time (social / formal)
- knowing who to call supervision / assessment / softer support / line manager
- Clear demarcation between assessment and performance review
- Formative vs summative
- Progression versus developmental review
- Fora – regular, neutral, clear purpose
- Discussion / formal learning
- Common understanding
- Clear expectations
- Drop Ins

learning materials, assessment, access



- Portfolio
- KSF
- Training manuals
- Documentation
- Framework for Foundation Program



Big issues

1. protected time
2. opt In
3. inconsistent experience within Trusts and across Trusts and across professions
4. managers assessing NQP
5. provision of those who can provide support inconsistent
6. facilitator's/ supervisor's / preceptor's appointment 'arbitrary' – training inconsistent
7. PPI within existing structures not explicit
8.



The use of patient and public involvement in the support of NQP

Lynn Dunne,
Independent Consultant
Clinical Governance, PPI and
Organisational Development

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Knowledge Café One



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Knowledge Café Two

Planning sustainable support

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Plenary Session: amassing the knowledge

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Summary

Direction of travel to support

Newly Qualified Practitioners

across

Kent Surrey and Sussex