

Mapping the support for newly qualified practitioners (NQP) across Kent Surrey and Sussex

<https://www.brighton.ac.uk/healthresearch/research-projects/support-for-newly-qualified-clinical-practitioners.aspx>



aim

to develop an evidence-base of the type of support provided to NQPs across HE KSS

Methods

systematic Literature Review
54 papers on NQP support across all health professions
telephone interviews (n=24 from 13 trusts)
documentary analysis (n =41)
2 case study visits
knowledge exchange conference (45 delegates)

key recommendations

implementation

The Hive for Facilitators of NQP

what the research adds

wide variation in NQP support across disciplines & care sectors including:

- time to attend study days (18-0 days)
- little appetite for interdisciplinary support
- NQPs wanted specific disciplinary support to provide know-how and skills
- medicine provided the most uniform program
- a shift from **preceptorship / supervision** (nurturing and pedagogic) **to probation** (performance management).
- two models of support were identified: **Ecological** (professional growth) and **Corporate Induction** (focus to shape NQP as Trust employee embedded in values of the new NHS). Model shaped by corporate values of the Trust, services provided and organisational position of the manager leading NQP.

- training for preceptors and supervisors with career pathway for those supporting NQPs
- independent external review of NQP support
- more PPI involvement in the support of NQP programs
- online repository for materials and library of resources
- a network to provide virtual support for the leaders of NQP programs.