

August 2014

Organisational Briefing

The Introduction of the National Induction and Preceptorship Frameworks from September 2014

Health Education England (HEE) has commissioned the Institute of Health Visiting (iHV) to produce a customised Induction and Preceptorship framework for Health Visitors (HVs) entering the workforce as part of the Health Visitor Implementation Plan (DH, 2011).

The frameworks provide a clearly articulated structure for integrating, retaining and developing new and returning health visitors to the workforce and it is recommended that all employers begin to consider how to best use them and integrate this best practice guidance from September 2014.

The frameworks will help your organisation to:

- Prepare the organisation to receive a large influx of newly qualified and returning Health Visitors to the active workforce to deliver a transformed service as outlined in the HVIP with the aim of maximising recruitment and retention.
- With regard to the health visiting workforce the frameworks will give guidance and published best practice on how to:
 - Support the introduction of newly qualified, employed and returning health visitors to the workforce at a time when around 70% of those already in the workforce have less than two years' experience.
 - Support the transition from student to qualified health visitor and minimise attrition at this potentially vulnerable time.
 - Strengthen retention of the health visitor established workforce.
 - Support safe, effective and efficient clinical skills development of the health visitor workforce.

(Robinson and Griffiths, 2009, Whitaker et al, 2013)

Anticipated timescale for publication, offer and introduction of the frameworks:

- **9 September 2014:** The Induction Framework will be emailed to you via LETBs but will also be available to download at: <http://www.ihv.org.uk/>
- **15 September 2014:** The Preceptorship Framework will be emailed to you via LETBs but will also be available to download at: <http://www.ihv.org.uk/>

The intention is to invite organisations to consider the iHV offer to use and implement the new frameworks based on user feedback from January 2015. We will be conducting a National Survey in the autumn alongside testing both Frameworks over 7 sites spread across the country.

We would welcome your feedback to influence the final publication of both frameworks. This means that current versions will remain in **DRAFT** until January 2015.

Proposed Actions recommended for consideration:

- Download the Induction and the Preceptorship Frameworks from the iHV website and familiarise yourself, your organisation and service with the requirements for organisations.
- Incorporate information and instructions for using the frameworks into your new starter information pack to enable individuals to access the frameworks.
- Brief your Human Resources Department (recruitment lead), service leads and line managers/team leaders to ensure that they understand the requirements for supporting the transition of new and returning health visitors in your organisation.
- Develop your plan for disseminating the information throughout your organisation.

Proposed Implementation Plan to embed guidance into every day and ongoing practice in relation to delivery of retention enhanced Induction and Preceptorship programmes:

- Integrate the Induction framework into your organisation's induction programme.
- Decide and publicise your organisation's Preceptorship offer i.e. individual 1:1 delivery or group delivery (***this is likely to be influenced by the number of preceptors and the number of newly qualified/returning health visitors employed by your organisation***).
- Identify the health visitors who will take on the preceptor role and ensure that each individual understands the requirements of this role (***refer to the requirements for preceptors in the framework***).
- Allocate each newly recruited health visitor to a preceptor in line with your chosen delivery offer (***refer to the requirements outlined in the preceptorship framework***).
- Identify and activate the workload amendments required as a consequence of implementing the Induction and Preceptorship frameworks in your organisation.



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- Identify and activate the caseload allocation strategy that you will implement to support the new entrant's transition to your health visitor workforce.

We welcome this opportunity to work with you and hope you will find these new National Frameworks for Induction and Preceptorship for new and returning HVs exciting to read, consider and plan to implement within your organisation.

We do need your feedback and give details here of how to do that. Please email the **Lead Project Manager Elaine McInnes** at Elaine.McInnes@iHV.org.uk.

Yours sincerely



Dr Cheryl Adams

Director

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References:

Department of Health (2011) The Health Visitor Implementation Plan, London. The Stationary Office.

Robinson S and Griffiths P (2009) Scoping review: Preceptorship for newly qualified nurses: impacts, facilitators and constraints. London, National Nursing Research Unit.

Whittaker K, Grigulis A, Hughes J, Cowley S, Morrow C, Nicholson C, Malone M, Maben J, 2013. Start and Stay: The Recruitment and Retention of Health Visitors, London, National Nursing Research Unit.



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