

Growing the future of nursing; a grassroots approach to supervision

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Short Term

PIPS can be implemented now as a voluntary attendance, interprofessional peer facilitated supervision group, held approximately twice monthly meetings for 60 minutes.

Suggested session structure:

- mindfulness,
- learner shared experiences and reflection or case presentation
- Wrap up

The Future

Long Term

Dissemination of the model including publication
Current opportunities with UWE for implementation

Further research and model development
? Potential for gold standard, best practice, national initiative within preceptorship and student training.

PIPS for growth and leadership

The evidence base and realities of practice is calling for initiatives to:

address inconsistent and poor learning experiences

minimise the practice/theory gap

reduce attrition rate of students and the workforce shortage

develop competence and confidence of practitioners in engagement and facilitation of supervision.

As of September 2019, under the new NMC education standards, newly qualified nurses can mentor nursing students.

Supervision is vital to positive mentoring and good clinical practice. PIPS provide safe, experiential development of clinical supervision at the grassroots level, prior to the point of registration. The PIPS model;

- Empowers students to be agents of change, by taking ownership and leadership of individual and group learning goals and outcomes
- Fosters positive practices and working cultures, including reflection, peer networking, collaboration, interprofessional working, inter-personal communication and providing constructive feedback
- Improves student learning experiences,
- Embeds supervision within the future healthcare agenda and best practices, valuing the importance and impact for staff

Sowing the Seeds

Experiential learning is the cornerstone and foundation of the nursing profession. The seeds we sow right at the beginning of a nursing career are vital to the continuation of nursing profession.

Currently the dynamic is shifting towards;

AUSETERITY, INCREASED WORKLOAD, BURNOUT = NEGATIVE CULTURE & EROSION OF NURSING IDENTITY

This is evidenced by:

- 30% of nursing students fail to enter the register due partly to poor support in clinical placements.
- Recruitment and retention continue to plague the nursing workforce coupled with a decline in student nurse application rates

The seeds of change are actually PIPS (Peer supervision for interprofessional students)

PIPS is an initiative to help grow the future of the nursing profession. A structured, peer group supervision model, open to all students and learners, inclusive of associate practitioners, allied healthcare professional students and post grad learners including newly qualified preceptee nurses and trainee clinical psychologist. PIPS is an interprofessional approach, bridging the practice-theory gap through collaboration and partnership between trusts, academic institutions and learners, protecting the future of the nursing workforce

References

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