

# Here to Improve Preceptorship Midwife Experience

Carly Barnes

Midwifery Led Unit Ward Manager

## Introduction

- The College is warning of a 'midwife exodus' as it publishes the results of its annual member experiences of work survey. Over half of midwives surveyed said they were considering leaving their job as a midwife with 57% saying they would leave the NHS in the next year.
- Of those midwives who either have left or were considering leaving, more than eight out of 10 were concerned about staffing levels and two-thirds were not satisfied with the quality of care they are currently able to deliver.
- Alarmingly, the highest level of dissatisfaction among those surveyed came from midwives who had only worked for five years or less in the NHS.



## Project aim

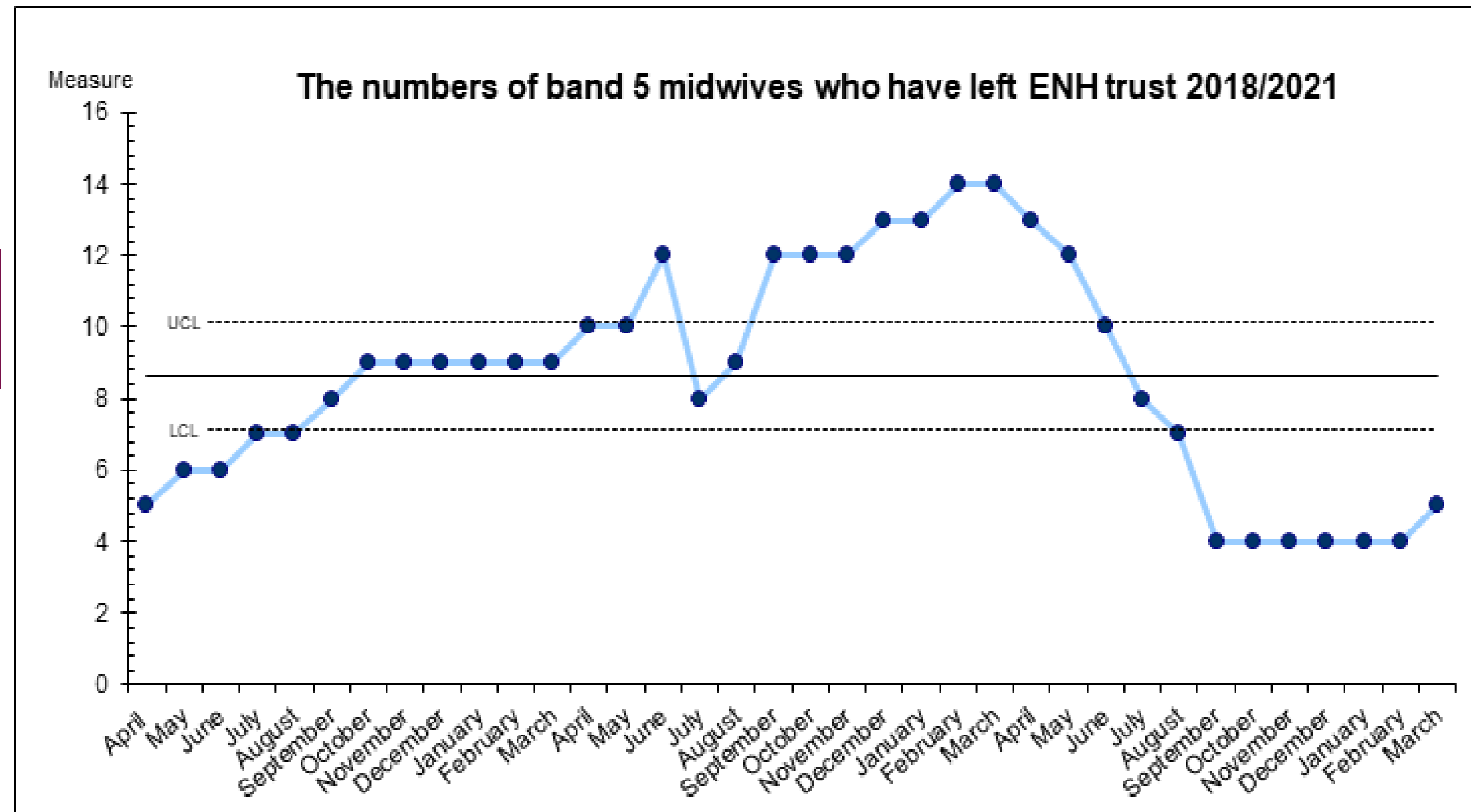
To improve the experience of preceptorship midwives and improve retention numbers by 50% post year one of qualification, within maternity at Lister

### Measures

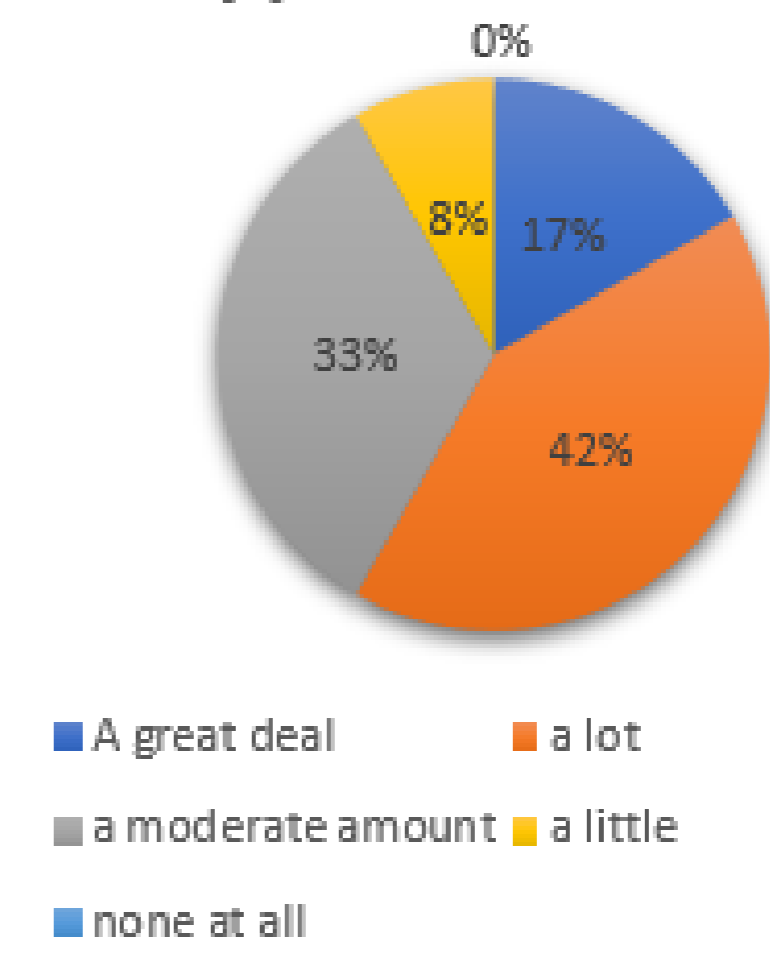
The measures included surveys with the staff to ensure they felt supported and had the right information on who to ask for help if required.

Outcome:

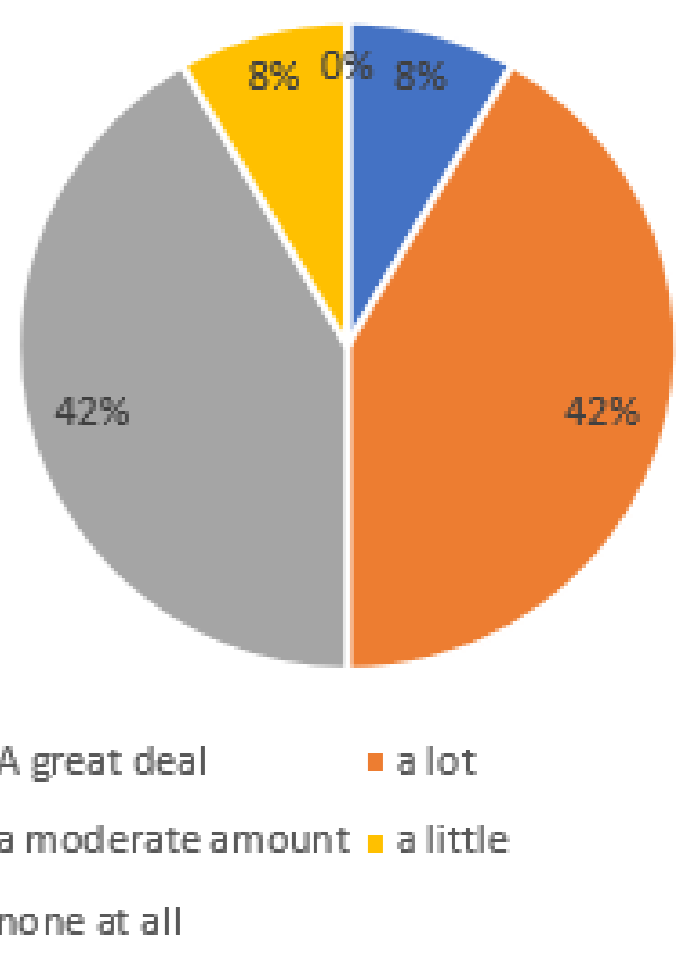
The number of preceptorship midwives who have left the trust in the past 2 years



Do you feel well supported at work?



Are you enjoying your preceptorship



## Change ideas / Driver Diagram

There were many areas of the PDSA that were used. We tried many different ways of trying to engage with the staff to ensure that we were meeting their needs where they were required this included trying virtual sessions, different times of days, meeting in and out of the hospital and offering different support including skills based scenarios. Each time we were able to reflect on these sessions to work out what was the best way of meeting with them. To ensure uptake of the sessions and reducing barriers.

### Impact

The importance of developing and building a strong workforce for the future is of great importance, this will have long lasting legacy as midwives feel capable to staying in their careers longer, have greater job satisfaction and are able to support each other to grow and develop. Having a strong and well supported workforce will then impact the women and their families we provide care.

### Next Steps

As we move forward with the next season of preceptors we wish to do move surveys to ensure we are meeting the needs of the preceptors and use that information to guide us more on their needs. We have also been fortunate enough to employ a skills development midwife who's main aim is to support the band 5 midwives on the clinical floor with their skills development this is a vital and fantastic post which helps the midwives develop their confidence with more intense clinical skills. Finding time to support staff was difficult however the implementation of a Practice facilitator who also had a Professional Midwifery Advocate back round meant that she was a able to give vital support as required. Getting time for the midwives to come out of work to have time together. This was difficult as the midwives where having to access the RCS sessions in their own free time however we have linked with the general side and now have a biyearly study time for the preceptors in their contracted hours giving them time to attend.

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### Additional Info

This generation make up the majority of the midwifery workforce and require regular support and feedback to develop progress and strengthen their capabilities (Jones et al 2015). Restorative clinical supervision has been shown too:

- Have a positive impact on the immediate wellbeing of staff
- Help staff feel 'valued' by their employers for investing in them and their wellbeing
- Influence a significant reduction in stress
- Influence a significant reduction in burnout
- Improve the compassion and job satisfaction of staff
- Improve the retention of staff
- Reduce stress levels whilst maintaining compassion
- Improve working relationships and team dynamics
- Help staff to manage work/life balance more effectively
- Increase enjoyment and satisfaction related to work. (Pettit and Stephen 2015)