

The evaluation of Compass: An enhanced support programme for newly qualified nurses



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Context

Recruitment and retention: the national/international shortage

The organisation: Rotherham NHS Foundation Trust

The existing Preceptorship programme newly qualified nurses transition, support networks, advancing knowledge & skills

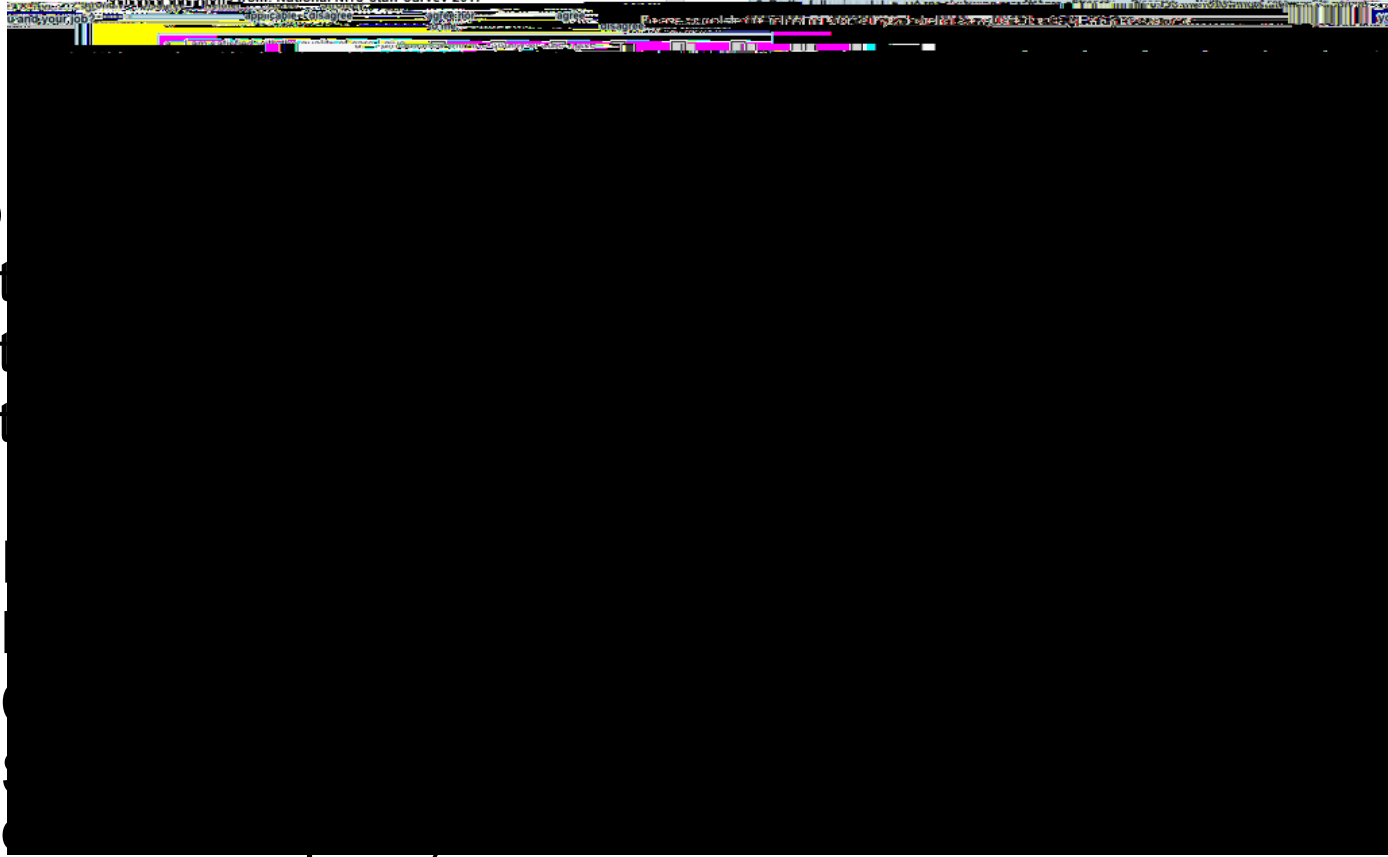
1. The COMPASS programme is th

- Strongly agree
- Agree

Name _____ / Date _____

Selected questions from: National NHS Staff Survey 2017

- Co
- 1) t
- 2) t
- 3) t



- Ø
- Ø
- Ø
- Ø
- Ø Job Satisfaction Survey (start/end of preceptorship, end of Compass)
- Ø Focus group interviews (end of Compass)



What we found: 1. Compass Survey

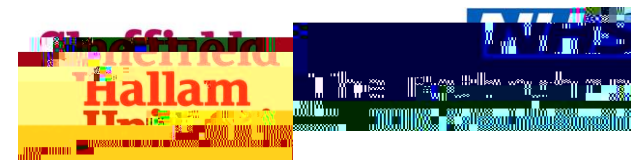
The majority agreed (and consistently) that they strongly agreed *Compass was the best option.*

They universally (and consistently) agreed/strongly agreed that *Compass provides a range of experience, additional skills and additional support to help NQN development.*

They universally (and consistently) agreed *support from Compass peers was important.*

Although the cohort generally agreed that *people they worked with were aware of Compass*, a number of participants were unsure or disagreed with this statement.

Although a number of the cohort was unsure to start with, the majority strongly agreed that they *would recommend Compass to other NQNs.*



What we found: 2. Spider diagram

Compass nurses initially had a lower score at the end of their preceptorship programme than other colleagues (increased self awareness, less time in any one setting)

By the end of Compass all scores were higher than those measured at the end of preceptorship (as expected as had an

By the end of Compass, areas noted to be the most developed were **Leadership skills** followed by **clinical confidence** and **supporting others to learn**

What we found: 3. Staff satisfaction survey

Preceptorship

Average scores were changeable

I am encouraged to become a leader in my area of work ; I have the capability of becoming a leader in my area; I am involved in deciding on changes which effect my work

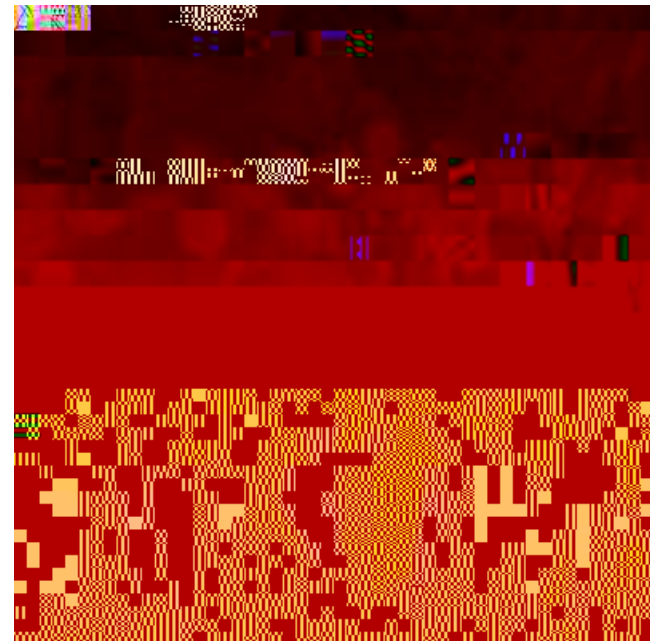
Colleagues don't demonstrate the values at work; the conversation

Compass

Average scores less changeable, with **fewer negatives**

What we found: 4. Focus groups

1. Enhancing the recruitment offer
2. The value of rotation
3. Creating an adaptable workforce
4. Accelerated skills development
5. Supportive mechanisms
6. Putting the Patient first
7. Developing careers



Thank you for listening!
Any questions?

