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Oxleas

NHS

Meet the NET

Improving lives

• Nurse Education Team (NET) Contacts

Head of Nurse Education & Practice Improvement

Maggie Grainger

maggiegrainger@nhs.net

Nurse Education Lead

Lisa Newsum

Lisa.Newsum@nhs.net

Nurse Education Managers

Leah Alexander – leah.alexander1@nhs.net

Neil Blurton – n.blurton@nhs.net

Jonathan Lemmon – jonathan.lemmon@nhs.net

Nurse Education Facilitator

Vacant

Project Co-Ordinator & Administrator

Sophie Ellul

sophie.ellul@nhs.net

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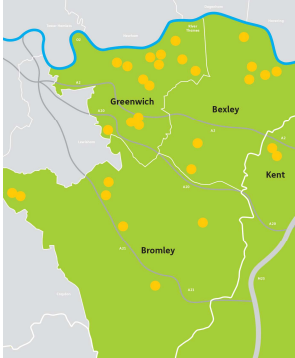
About Oxleas

Improving lives

• We provide local NHS services in south London and Kent that take care of the whole person - body and mind.

• We provide a wide range of health and social care services in South-East London, specialising in community health, mental health and learning disability services.

• We work at around 100 health sites as well as in local schools, children's centres and, of course, in people's homes with 4500 staff.



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About Oxleas

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• From October 2022 we have been providing healthcare services for the South West Prisons Bristol cluster.

• From December 2022 healthcare services were extended to the Devon and Dorset Prison clusters.



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Values

Our values express our heart at Oxleas. They are the lens we look through to guide our behaviours day-to-day, informing how we act, the decisions we make, and how we work with our service users, patients, families, carers, and colleagues.

Our values are:

we're kind

We show consideration, concern and thoughtfulness towards everyone

we listen

We always seek to understand, learn and improve

we're fair

We embrace difference, treat everyone with respect and promote diversity, equity and inclusion

we care

We work together and innovate to put our service users at the heart of everything we do

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Our strategic priorities

Our strategy
Being fit for the real world

...kind ... fair ... listen ... care

Our three big priorities:

1 Great care

2 Timely care

3 Best PLACE TO WORK

Our core commitments:

- Equity for all
- Strong patient and carer voice and involvement
- Force for good in local communities
- Cultivating continuous improvement
- A thriving safety, listening and learning culture
- Partnerships
- Improving outcomes for patients
- Digital innovation
- Embedding sustainability into the culture of Oxleas
- Living within our means and maximising productivity

We will be involving staff, service users, carers and partners in our plans to take these workstreams forward. We will report on developments and outcomes through our website and intranet.

Our aim is to be the best place to receive care and the best place to work in the NHS

we're kind we're fair we listen we care

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Two years of building a fairer Oxleas

Two years

We now have a dedicated budget to purchase specialist equipment and assistive software for disabled staff.

Disabled candidates are as likely to be appointed after shortlisting as non-disabled candidates.

Black, Asian and minority ethnic job candidates are as likely to be appointed after shortlisting as White candidates.

Our NHS staff survey results show perceptions of fairness and staff engagement have improved, and we are on the way to making...

55% of our senior management and medical consultant staff are Black, Asian and minority ethnic people

of building a fairer Oxleas

40% of our Board members are Black, Asian and minority ethnic people up from 23% in a year

Representatives of Black, Asian and minority ethnic people have increased in senior grade roles up by 3.3% overall.

We have thriving staff networks and we've launched a number of groups for staff covering disabilities, neurodiversity and neurodiversity

Over 300 members already have part in workshops on ways to talk about race and racism, microaggressions and gaslighting, and how not to be a bystander to behaviours that are at odds with Oxleas values.

From 1 August 2021 to 31 January 2022 we had 868 permanent internal promotions

Over 38% of these were Black, Asian and minority ethnic staff

BAF Building a fairer Oxleas for all

All our Pride 2022

We have a float at London Pride for the first time.

a great place to work!

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Our Directorates

- Nurse Education Team (NET) sit within Corporate Support Teams
- The purpose of Corporate Support Teams is to ensure you have everything you need to work safely and are adequately supported.

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Improving lives

What is Preceptorship?

The main aim of preceptorship is to welcome and integrate newly registered professionals into their new team and place of work. It helps these professionals translate their knowledge into everyday practice, grow in confidence and understand how to apply the Code in their day-to-day work (NMC, 2020 Principles for Preceptorship)

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Preceptorship in Oxleas

7 Study Days

- 3 month period, you will be involved in 7 study days, each with a core focus:
- Day 1: Welcome to Nursing!
- Day 2: Working with others
- Day 3: Caring for others
- Day 4: Mental Health
- Day 5: Physical Health
- Day 6: Learning Disabilities and Medication
- Day 7: Supporting Others

Action Learning

- An action learning set is a group of people who work together with a facilitator over a period of time and who learn from each other and support each other.

Medication Competencies

Principles of Nursing Competencies

Mandatory Forms

Bank restrictions will be lifted when all documents have been submitted and approved.

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Preceptorship in Oxleas

Career Conversation and Reflection

- Career Conversations with a trained PNA
- Written reflections of experience so far

➔

Beyond Preceptorship

- Year 2 of Preceptorship focused on band 5-6 development
- Day 1 – Who am I as a nurse?
- Day 2 – Clinical Pillar
- Day 3 – Leadership Pillar
- Day 4 – Education Pillar
- Day 5 – Research Pillar
- Day 6 – Where am I going next?

Each division has their own competency document / process that runs along side Beyond

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NURSING PRECEPTORSHIP PROCESS

The Preceptorship programme has been designed for you as a newly registered nurse or nursing associate to assist you in your transition from student to nurse or nursing associate within Oxleas. The Preceptorship programme is designed to develop your professional skills to assist you in becoming a competent and confident practitioner.


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Information to find

1. What is Action Learning
2. What is Preceptorship (NMC and HEE definition)
3. When is your deadline for competency documents
4. Minimum attendance requirements and how to register
5. How many competencies are there
6. How many forms are there
7. How to upload your medication competency
8. What are the 4 sections in useful info
9. What is the role of your preceptor
10. What your role as preceptee



SCAN ME

In groups, find the information on the nursing preceptorship website. For those who cannot log in, please let us know now. - www.oxleasnurseeducation.com -

Then present your findings to the rest of the group after introducing yourself, your field of nursing and where you work.

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