

Figure 1: Illustration of Code, Category and thematic development

Data extraction from documents and telephone interviews: Codes

Facilitator

Scope of Role
Hospital Department base

Supervision / Preceptorship

Training for role
Appointment by whom?
Updates / Review performance

NQP Package 'The offer'

Length of program
Program features
Specific content
Placement experiences
Mandatory attendance (for what?)
Number of study Days
Evidence of learning
Evidence Notes
Supernumary component

Additional materials

Training Manual
Competency Framework

Assessment

Formative / Summative points
Documentation
Who reviews / assesses?
Assessment: on line, face to face

Patient / Public Involvement in program

How
When
Nature of Contribution

Data verification at KEC

Wide variation in NQP support across organisations
Little evidence of inter disciplinary training
Uni-professional supervision prevalent model
Preparation variable

Content, program length variable
Organisational preference / need
Bespoke at supervisor / preceptor NQP

Professions determined
Specialist Practice framework

External / Internal framework
Determined by provider / self directed

Undeveloped opportunity

Categories

Bespoke individualised learning needs
Amnesty revisit, remediate
Reflective encounters
Emotional management
Resilience training
Competence based learning
Assessed knowledge for clinical role
Assessed performance for clinical role
Placements to inform practice
PPI testimony

Induction
Organisation goals
Exposure to organisational provision
Placements to inform understanding of the organisation's priorities
Observe Board Meetings
Review plaudits and complaints
Mandatory training (health and safety, lifting, BLS etc.)
Assessed to meet role standards
PPI at Board level

NQP Learning and transition

Theoretical framing

Ecological transition
professional growth
Individual learning needs
Facilitating transition
Competence for role and in role

Patient Safety

Corporate Induction
Organisational goals
Transition to NHS employee
Employability Capability
Performance Review
Staff Development

