

Preceptorship

Dr Helen Green, Director of Education and
Development, Oxford Health NHS
Foundation Trust

Definition of preceptorship

Preceptorship is about providing support and guidance enabling 'new registrants' to make the transition from student to accountable practitioner to:

- practise in accordance with the *NMC Code*;
- develop confidence in their competence as a nurse, midwife, nursing associate or specialist community public health nurse;

NMC 2006

Complete the preceptorship quiz

Mandatory or not?

- NMC strongly recommends!!
 - What does this mean?

How long should preceptorship be?

- The preceptee should have protected learning time in their first year of qualification
- Formal preceptorship should last for 4 months although this may vary from person to person

Who can be a preceptor?

A registrant with due regard to the part or field of the register that the registrant is on.

The exception is that a Registered Nursing Associate can have a Registered Nurse as a preceptor.

What does due regard mean?

Should there be any additional qualifications for the Preceptor?

- They should be qualified for at least a year
- They should have some preparation for their role
- No formal qualifications are required.

What are the responsibilities of the preceptor?

- The preceptor should:
 - facilitate the transition of the 'new registrant' from a student to a registrant who is:
 - confident in their practice,
 - sensitive to the needs of patients/clients, an effective team member, up-to-date with their knowledge and practice.
 - provide positive feedback to 'new registrants' on those aspects of performance that are being undertaken well;
 - provide honest and objective feedback on those aspects of performance that are a cause for concern and assist 'new registrants' to develop a plan of action to remedy these;
 - facilitate 'new registrants' to gain new knowledge and skills; and
 - be aware of the standards, competencies, or objectives set by the employer that the 'new registrant' is required to achieve and support them in achieving these.

Responsibilities of the preceptee

- The NMC firmly believes that the 'new registrant' who is receiving preceptorship has a responsibility to:
 - practise in accordance with *The Code*;
 - identify and meet with their preceptor as soon as is possible after they have taken up post;
 - identify specific learning needs and develop an action plan for addressing these needs;
 - ensure that they understand the standard, competencies or objectives set by their employer that they are required to meet;
 - reflect on their practice and experience; and
 - seek feedback on their performance from their preceptor and those with whom they work.

Design your own preceptorship programme in small groups

Oxford Health Flyer Programme (our version of preceptorship)

- 2 year multi-professional programme
- Preceptor in practice ensuring specific competencies signed off
- Action Learning Sets
- Masters modules
 - Self as an Emerging Practitioner
 - Coaching and Facilitation of Learning
 - Introduction to Quality Improvement

Health Education England New to Practice programme

- This will be for newly qualified practitioners working in primary care
- Will be managed by the Training Hub
- Format still to be agreed but should incorporate required elements of preceptorship and more.

References

- Health Education England (2016) Preceptorship and Return to Practice for Nursing. Health Education England, London
- Nursing and Midwifery Council (2006)
- NMC Circular 21/2006 Preceptorship Guidelines. NMC, London

- Any Questions?