

Preceptorship



2023

The RWT Preceptorship Programme

The Trust recognises that the first year in the career of any registered healthcare staff can be exciting and promising, and that this period also comes with big challenges. Therefore, it is crucial that newly registered healthcare staff is given the right support during this pivotal stage in their employment as they make the transition from student to accountable professionals to enhance their experience and for them to become improving practitioners.

The RWT Preceptorship Programme has a learner-centred approach in terms of delivery and structure, application, and content wherein the new healthcare staff (Preceptee) will take ownership of their preceptorship programme and lead on its implementation.

Table 1

Preceptorship	
Approach	The revised programme will adopt a learner-centred and profession-specific approach wherein most of their development during the first year will be in their respective areas through a robust implementation of the preceptees' individualised preceptorship programme. Apart from using an interprofessional platform, most of the programme is directed towards learning in practice wherein they will be encouraged to gain experiences and conduct safe risk taking under the guidance and supervision of their preceptors. The programme will also recognise and invest in the value of preceptors through the creation of 90-minute preceptor forums that will allow them to explore their own learning needs and gain peer support and seal the commitment to facilitate the fulfilment of their roles.
Delivery and Structure	Each preceptee's programme will have 3 protected parts: I. Induction (Corporate and Local) - Newly registered staff will be inducted into the organisation and their local area. This will include a comprehensive orientation to their immediate environment and multiprofessional team,

	<p>during which time they are supernumerary. The duration of the supernumerary period will vary on an individual basis and must be agreed by both the preceptee and their line manager, with the recommendation and advice of the preceptor, practice education facilitator or practice development person</p> <p>II. Interprofessional Learning – This is a collection of <u>four study days</u> which rolls over throughout the year and will have a variety of theoretical teaching and learning methods. These are designed to facilitate and address the learning needs of newly registered healthcare staff in an interprofessional platform.</p> <p>III. Profession-specific Learning – The majority of the preceptorship period will be geared towards learning about the preceptees' own profession and workplace through the implementation of a structured <u>individualised learning and development plan</u>. This plan is developed by the preceptee and preceptor/line manager and spans the first year of the preceptee's employment. This plan must be developed and agreed <u>within the 1st month of their employment</u> by the preceptee, preceptor/practice education facilitator and line manager. It will include the facilitation of the preceptee's attendance and participation in learning events such as study days relevant to their job, clinical supervision, microteaching, workshops, rotation, shadowing, one to one working and reflective discussions with preceptors. This should also include protected time for the facilitation and utilisation of learning modules found in My Academy and other online resources.</p>
Content	<p>The 4 study days will cover the theoretical aspect of the Health Education England preceptorship elements (2015), incorporate the NMC Principles for Preceptorship (2020), NHSEI National Preceptorship Framework (2022), Department of Health guidance (2010) and include subjects and learning methods that applies and relate to all newly registered healthcare staff.</p>

Preceptorship study days

Venue of all study days: Various (TBC)/Virtual (dependant on COVID restrictions)

Time of all study days: 09:00 – 16:30

Table 2

Preceptorship Study Day	Description	Dates
Making the Transition: From Student to Registered Professional Staff	This study day aims for the preceptee to identify various professional bodies, understand regulations and their purpose, and to deconstruct the meaning of accountability and develop the ability to imbed this in practice. This will also look at policies and procedures and how they impact in our day to day work and reflect on the “ <i>unexpected reality</i> ” and resilience needed by registered professional staff.	02/03/2023 09/05/2023 12/09/2023 26/10/2023 21/11/2023
Learning to Learn at work	This study day explores the various learning theories and how preceptees can develop learning (study) skills that will enhance the way they learn in practice. This day will also explore the requirement that is called “continuous professional development” and to promote preceptees to become lifelong learners.	16/03/2023 16/05/2023 04/07/2023 07/09/2023 19/10/2023
Interprofessional Collaboration	This study day looks at how the various roles in the multiprofessional team and the organisation interrelate with each other and for the preceptee to be able to contribute to the integration of patient care.	08/03/2023 25/05/2023 11/07/2023 03/10/2023 16/11/2023
Leadership and Quality Improvement	This study day will introduce leadership theories and the concept of followership, and how they can be applied in practice, and for preceptees to understand and participate in quality improvement initiatives.	29/03/2023 13/06/2023 21/09/2023 19/10/2023 21/11/2023

NOTE: There are less study days set for the period of January – March to allay winter pressures. This time can be used to work on the preceptee’s **Learning and Development Plan**.

Each study day will be held on numerous occasions throughout the year, giving the preceptee and their respective line manager flexibility to choose a date that is suitable to them and their services. It is highly recommended that each preceptee attend the four days for them to experience the full value of the programme. A full description of each study day will be made available to the preceptee, preceptor, practice education facilitator and line manager. The preceptee will then decide which study days they need for their own learning and development plan. During the initial preceptorship meeting, the preceptee will include the chosen preceptorship study days in their individualised preceptorship programme wherein their attendance and participation will be facilitated by the line manager. Ultimately, with sufficient planning, it is the preceptee who will actively direct their attendance in the four study days through discussions with their line manager and preceptor/practice education facilitator.

The RWT preceptorship study days are offered to all new registered healthcare staff at the Trust:

Biomedical Scientists	Orthoptists
Clinical Scientists	Pharmacists
Dietitians	Physiotherapists (PT)
International Healthcare Staff (e.g. overseas nurses)	Podiatrists
Midwives	Prosthetists and Orthotists
Nurse Associates	Radiographers
Nurses	Return to Practice Healthcare Staff
Occupational Therapists (OT)	Speech and Language Therapists (SLT)
Operating Department Practitioners (ODP)	

Preceptor Status

The programme aims to recognise the value of preceptors as they are a key factor in influencing the development and experience of newly registered healthcare staff. Achievement of this status will entail the commitment of managers/team leaders to facilitate the fulfilment of this role. Preceptors are highly experienced practitioners who actively provide positive support, and create environments conducive to learning, teaching, coaching, reflection, and debriefing. To achieve preceptor status, one must have undertaken training in effective teaching and coaching skills and have the competence to conduct learning needs analyses and create developmental action plans.

Recommended study days for preceptors:

- Introduction to Coaching
- Action Centred Leadership
- People development courses i.e Learned Optimism, Process Communication Model, AEI...
- Introduction to Teaching and Assessment
- Acute Illness Management
- Leadership/Development programmes

Preceptor forums and learning sessions have also been created as an opportunity to discuss the implementation of the programme and provide updates. They will also include training in coaching, teaching, assessing, clinical supervision skills and other significant subjects.

Table 3

Preceptor Forums			
Dates	Time	Venue	Capacity
23 February 2023	13:00 – 16:00	TBC	40
04 May 2023	13:30 – 15:00	TBC	40
05 September 2023	13:30 – 15:00	TBC	40
21 November 2023	13:30 – 15:00	TBC	40

Engagement Opportunities

- 12 Teaching Fridays: 1-2 hourly monthly sessions
 - Bimonthly Health and Wellbeing check
 - Clinical Supervision sessions with Professional Nurse Advocates
 - Patient Experience
 - Pastoral support sessions
- **To book your place in the study days and preceptor forums, kindly complete a [Course Booking Form](#) which can be requested by writing to: rwh-tr.nurseeducoursebookings@nhs.net**
 - **Or download the Course Booking Form at the Practice Education (Nurse Education) Intranet Page.**
 - *For enquiries, contact the Nurse Education Department at 85364.*

Welcome to the Team



Preceptee checklist:

- ☐ Corporate Induction
- ☐ Local Induction
- ☐ Supernumerary period agreed
- ☐ Preceptor identified
- ☐ Initial meeting with Preceptor
- ☐ Individualised **Learning and Development Plan** created
- ☐ Preceptorship study days booked
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____



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