

## CapitalNurse reflecting – How do you value preceptorship?

### CapitalNurse: What is your name, what is your job and which organisation do you work for?

Hi CapitalNurse, I'm Ruth Sivanesan.  
I'm the Placement development facilitator working with pre-reg nursing students and newly qualified nurses on the preceptorship programme at Guy's and St Thomas' NHS Foundation Trust.

### CapitalNurse: How have you or your organisation been involved in preceptorship?

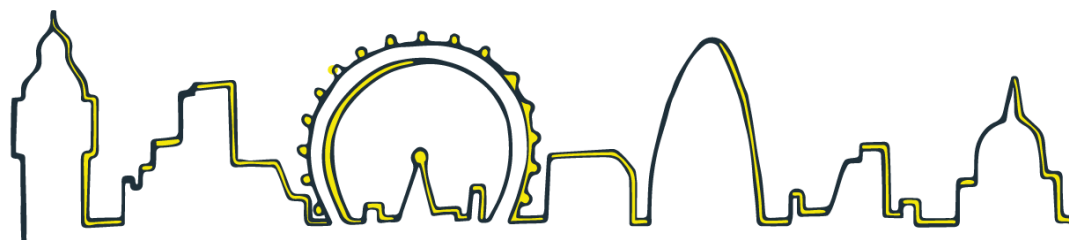
Ruth: Guy's and St Thomas' have been offering a formal preceptorship year for some time. Over the past few years we have been looking to raise the profile and value of the preceptorship year among our current staff and our preceptees. We have joined the Capital Nurse Preceptorship Project to support the implementation of the framework with the hope that, in turn, this will support our preceptorship programme in trust.

Since becoming involved in the project we have seen an increase in interest in preceptorship and the role of first year experiences in retention. We have undertaken work to look at what our preceptees are looking for and used this as well as the framework to enhance our programme this year.

We heard that preceptees did not feel ready to take on the responsibility when they were new to their areas so are piloting a flipped supernumerary period on one of our wards. Here the experienced nurse is supernumerary but the preceptee is the named nurse. The idea is to ensure the preceptee has dedicated supported but feels accountable for their patients in a way they did not as a student. So far feedback has been positive and we are looking to develop and formalise what this will look like over the next year.

Preceptees also said want to feel like they belong and are part of something. To address this we have started preceptee networking events hosted in the trust staff club. We had a great turn out for our first event and saw new starters making connections and accessing peer support in a way that would not have been possible in a more formal study day setting.

We also heard that the preceptees wanted direction and focus. To support this we have formalised the end of preceptorship with a portfolio for completion based around meetings with the preceptor and starting revalidation paperwork and asked for this to be returned to our team. We then issue a certificate and invite preceptees to our planned graduation



event at nurses day 2018. We have also offered a career coaching session for our 2016-17 cohort which has been well reviewed by those that took up the session. We hope to continue incorporating coaching into the preceptorship programme this year.

**CapitalNurse: What has the impact of preceptorship had on you personally or your organisation?**

Ruth: "Being part of the preceptorship project has, so far, been very positive for the organisation. We have seen value placed on preceptorship following the launch of the framework and we are seeing improved engagement from the teams. We are recording more names of preceptees prior to start date which is a positive step forward and increasing the sense that the preceptees feel welcome and valued. We look forward to continuing this work with the 2017-18 cohort of preceptees."

**CapitalNurse: If you had to sum up in one key quote the CapitalNurse preceptorship project, what would it be?**

Ruth: "Since we started using the framework we have seen a rise in interest in preceptorship. We have undertaken work to look at what our preceptees are looking for and used this as well as the framework to enhance our programme this year."

Thank you Ruth.

If you would like to take part in the CapitalNurse preceptorship case studies, please contact [capitalnurse@hee.nhs.uk](mailto:capitalnurse@hee.nhs.uk)

