

Case Study

Preceptorship in Camden & Islington NHS Foundation Trust

“We have developed a robust 6 months preceptorship programme since 2015 with a preceptorship lead to co-ordinate the programme and offer support to the NQNs and preceptors. This includes:

- An allocated preceptor for each NRN to work a minimum of one shift a week
- Agreed supernumerary period
- 1:1 preceptorship meetings
- A 12-month Training and Development Programme for NRNs. The programme covered key learning priorities and quality improvement initiatives and involved senior staff throughout the trust
- Monthly peer professional development group facilitated by senior nurses
- Individual support in workplace given by practice development nurses
- Preceptorship handbook to aid safe and competent practice through a journey of practical, developmental and reflective practice.

Our 2015 recruitment strategy led to the employment of 56 NQNs

Evaluating one year on we retained 90% of our 60 NQNs

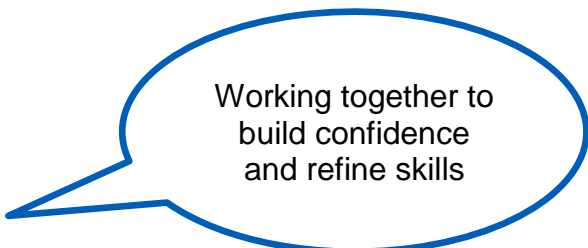
Evaluating two years on we retained 80% of these NQNs

Our 2016 recruitment strategy led to the employment of 30 NQNS

Evaluating one year on we retained 98% of our 30 NQNs

Dean Gimblett, Preceptorship Lead
Camden and Islington NHS Foundation Trust

February 2018



Working together to
build confidence
and refine skills

