

## Case Study

### St George's University Hospitals

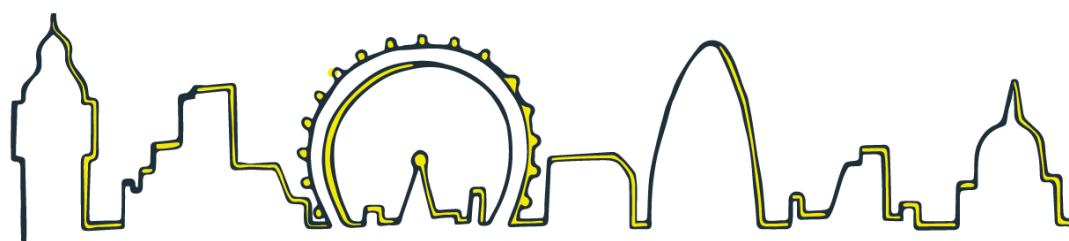
“At St George`s University Hospitals, we offer the preceptorship programme to all newly qualified nurses, nurses new to the NHS and overseas nurses who have completed their OSCE/ adaptation programme. Our preceptorship development programme has been designed to assist and support newly registered practitioners (preceptees) in their transition from student to health professional within the Trust.

“All learning is individual and it is envisaged that the six month programme will allow the nurse to further develop their professional and reflective skills, which will assist them in becoming a competent practitioner.

“The preceptees are allocated a preceptor who works in their clinical area by their Line Manager and who will have undertaken the in-house Preceptor Training. Preceptors are registered nurses who have a minimum of 12 months experience within the same field as the newly qualified nurses.

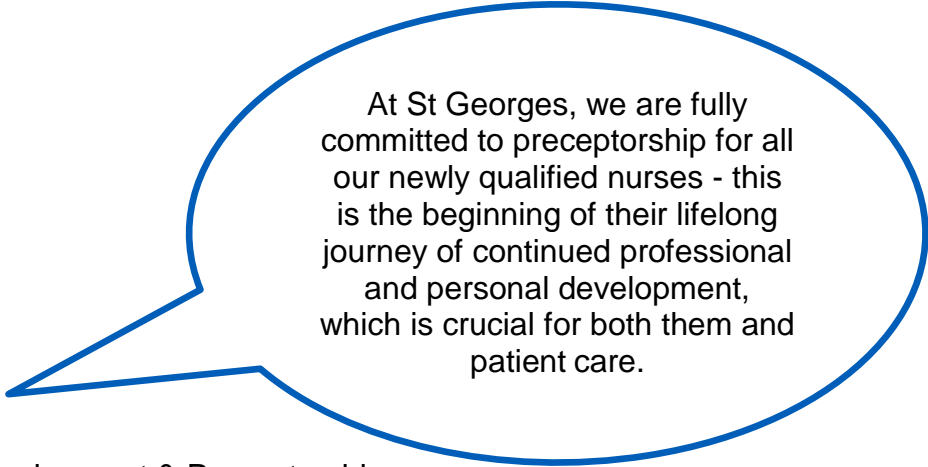
“The in-house taught programme consists of four study days. The study days consist of group work, scenarios; quiz and simulation practicals in our award winning simulation laboratory (ABCDE assessment, NEWS and using SBAR to escalate care); participation and interaction are always encouraged to enhance learning. On completion of the preceptorship programme, the preceptees are issued with a preceptorship certificate and a St Georges Nursing enamel badge by the Chief Nurse.

“The preceptorship programme has had a very positive impact on the newly qualified nurses and we have had positive feedback. The preceptees enjoy the programme as they see it as a good opportunity to learn, reflect, build confidence and develop professionally.



“The preceptors who provide support and guidance to the newly qualified nurses on the wards also enjoy their role and responsibilities. They see this as an opportunity to build on their supervision, communication and feedback giving skills and work towards becoming a mentor.

“We are confident that the preceptorship programme will have a positive impact on recruitment and retention.



At St Georges, we are fully committed to preceptorship for all our newly qualified nurses - this is the beginning of their lifelong journey of continued professional and personal development, which is crucial for both them and patient care.

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