



## In 2010, the Department of Health defined preceptorship as:

*'A period of structured transition for the newly registered practitioner during which time he or she will be supported by a preceptor, to develop their confidence as an autonomous professional, refine skills, values and behaviours and to continue on their journey of life-long learning.'*

- From the moment they are registered, nurses and midwives exercise professional judgement and are accountable for their work. From January 2019, this will also apply to nursing associates.
- In 2018, the RePAIR report identified that preceptorship, and the support given during the preceptorship period, is important for newly qualified practitioners.
- For nursing associates, joining the Nursing and Midwifery Council nursing associate register for the first time in 2019, this is particularly important as the role continues to embed into the health and care workforce.
- As such, newly qualified nursing associates will benefit from a structured preceptorship programme that offers support and guidance as they transition from trainee to registrant.

In preparation for this new role joining the nursing workforce, many employers are planning preceptorship programmes for their newly registered nursing associates.

While approaches vary, there are a number of common themes to preceptorship that benefit newly registered practitioners and their employers.

These include:

- Building confidence
- Building competence
- Consolidating learning
- Building resilience
- Reduction of attrition

### Sources of additional information

#### *Health Education England*

- The RePAIR (Reducing Pre-registration Attrition and Improving Retention)Project
- The CapitalNurse Preceptorship Framework for London

#### *Department of Health*

- Preceptorship Framework for Nursing

#### *The Nursing and Midwifery Council*

- Nursing Associates

# Preceptorship for Nursing Associates



## Best Practice Guidance



## Responsibilities of newly registered nursing associate – the preceptee

- Value the opportunity of preceptorship.
- Take ownership of your transition into a registered role.
- Preceptorship is a means to support and help your transition to registrant - it is not an extension of your trainee experience.
- Be an active participant in your employer's preceptorship programme.
- Promote your role: be prepared to share your experiences of your journey to becoming a nursing associate – be loud and proud!
- Do your research! Understand what preceptorship is and how it will work for you.
- Communicate regularly with your preceptor, team and manager. Let them know how you are getting on.
- If you need a helping hand or someone to talk to, seek them out. Ask for support if you need it.
- Let your preceptor know in good time when review meetings are needed in line with your preceptorship handbook.



## Responsibilities of the preceptor +/- education team

- Be prepared to welcome nursing associates into your clinical area. As a newly qualified practitioner, they will need to be supported to transition into their registered role.
- You are a role model, be inspirational! Emphasise and demonstrate professional values, attitudes and behaviours.
- Be inclusive, welcome the new registrants into your current preceptorship programme and take advantage of the opportunity to promote this new profession with other newly qualified practitioners.
- Be informative; provide the preceptee with guidance and information on how your preceptorship programme will support them during their transitional phase.
- Communicate regularly with your preceptee, make yourself available to them and work together to schedule regular opportunities to meet and discuss progress, formally and informally. Be available and approachable.
- Provide constructive feedback appropriately.
- Provide a programme timetable or equivalent; make sure your preceptee is fully informed of the preceptorship requirements.



## Responsibilities of the employer

- Continue to promote the new nursing associate role across your organisation.
- Demonstrate your organisational values through the preceptorship programme.
- Keep the nursing associate employer partnerships flourishing and working together; offer your preceptorship programme to smaller employers that do not have the capacity to deliver their own programme.
- Review organisational policies, in particular your preceptorship policy, and include the nursing associate role in these.
- The nursing associate will be required to have the same protected time as other preceptees to attend preceptorship activities that all new registrants need.
- Create opportunities for preceptors and others supporting nursing associates during preceptorship to receive support and guidance.
- As your nursing associate workforce grows, consider how they can become future preceptors.