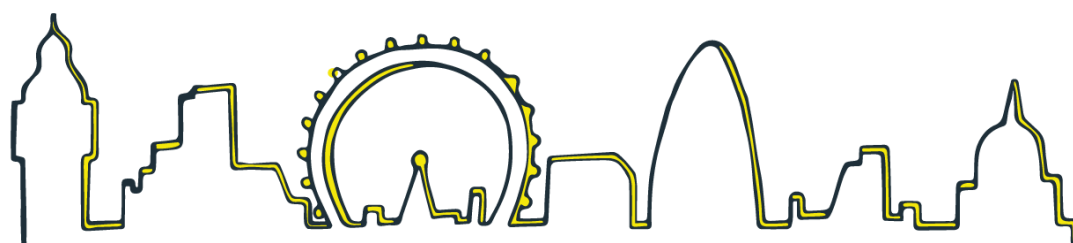


CAPITAL nurse



Preceptorship Model v3

September 2017



Preceptorship Model

The following Preceptorship Model is based on the Preceptorship Framework (September 2017) which provides full details. The following is the recommended minimum requirement:

What is preceptorship?	Supported transitional period to develop confidence and competence in practice whilst continuing with professional development
Who is preceptorship for?	All Newly Registered Nurses (NRN)
Duration	Six-12 months on or before date of joining the trust or receiving PIN
Allocated time requirements	<ul style="list-style-type: none"> • Minimum of four shifts for first month when both preceptor and preceptee are able to work alongside • Regular meetings between preceptee and preceptor – initial meeting at outset, interim meetings at three, six and nine months with final meeting at 12 months (or sooner if required) adapted to meet requirements of probationary period
Preceptor	<ul style="list-style-type: none"> • Band 5 or 6 nurse with minimum 12 months experience • No more than one preceptor to two NRNs • Attending initial training • Responsible for providing guidance to the NRN by facilitating transition from student to registered nurse. Full details available in preceptor role descriptor
Preceptorship lead	<p>Appointed by trust with responsibility ensuring the following are completed:</p> <ul style="list-style-type: none"> • Maintaining a register of all preceptors • Allocated preceptors to NRNs • Identifying appropriate levels of support for preceptor, including initial training • Monitoring and tracking completion rates • Ensuring preceptorship is operating within DH framework (2010), HEE guidance and organisational policy • Measuring effectiveness and impact of preceptorship programmes

<p>Preceptee</p>	<ul style="list-style-type: none"> • Attend all required statutory and mandatory training • NRN development programme may include study days, e-learning or facilitated on-the-job learning to comply with the nine domains of the CapitalNurse Career Framework • Attend regular meetings with preceptor and seek support / guidance as required • Reflective log • Maintain a personal development plan
<p>Indicative content of development programme</p>	<ul style="list-style-type: none"> • Supernumerary period at outset • Trust and local induction • Transitional needs analysis (TNA) • Personal development plan • Action learning / reflection • Facilitated learning / study days which must include nine elements of the CapitalNurse Career Framework
<p>Compliance</p>	<ul style="list-style-type: none"> • HEE Preceptorship Standards (2015) • HEE Preceptorship Framework (2017) • Preceptorship Framework for Newly Registered Nurses, Midwives and Allied Health Professionals, DH (2010)
<p>Metrics</p>	<p>Where required, organisations may measure the impact of their preceptorship programme. Suggested metrics include:</p> <ul style="list-style-type: none"> • Allocation of preceptors to NRNs within specific times of NRN start date • Percentage (%) of formal review meetings held between preceptor and preceptee at suggested interims • Retention of NRNs after one year and two year periods • Qualitative feedback from NRNs