



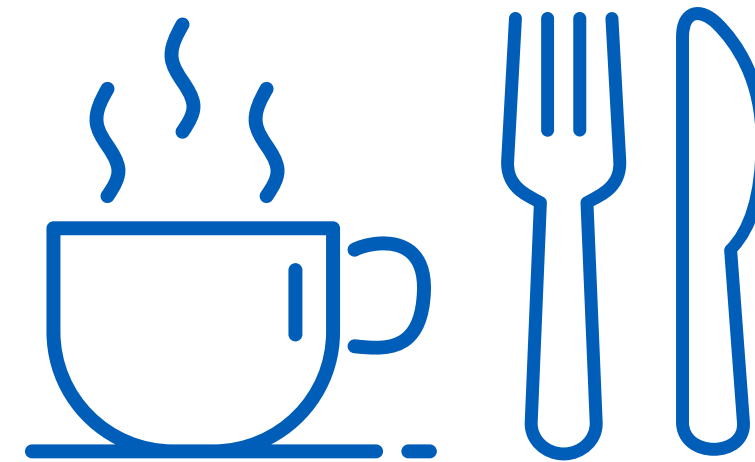
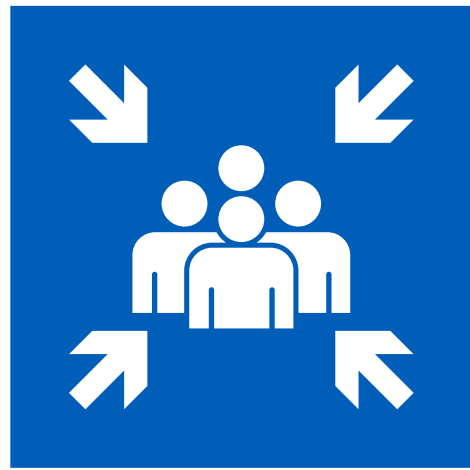
Preceptorship Matters - Celebrating Preceptorship

20th March 2023



Celebrating
Preceptorship

Housekeeping



Share your thoughts



#PreceptorshipMatters
#NationalPreceptorship



Celebrating Preceptorship

National Preceptorship Project team



Desiree Cox
Programme Lead



Dr Jane Wray
Senior Clinical
Nurse Advisor



Anna Savva
Project Manager



Jenny Durling
Central Point of Contact
Interim Quality Mark



Celebrating Preceptorship

Agenda - morning session

Welcome and project presentation	Jane Clegg
Background to Preceptorship	Louise Morton
Value of Preceptorship - postcard activity	
Preceptorship Framework	Desiree Cox & Jane Wray
View from the Regions	North West, South West, South East and London



Agenda - afternoon session

Welcome back	
View from the Regions	North East and Yorkshire, East of England, Midlands
Interim Quality Mark	Jane Wray
Celebrating Preceptorship	Desiree Cox & Jane Wray
Questions with the Panel	





Dame Ruth May

Chief Nursing Officer
for England

“ Good preceptorship plays a huge role in helping to retain our NHS people. It sets in place a structure to support newly qualified nurses to get the best possible start in their career and provides the support and supervision they need to stay and stay well. Nurses have told us how important it is to have a consistent approach to preceptorship across the NHS, and we know effective preceptorship can help them to feel valued and that their development is considered important.”

Welcome



Jane Clegg

Regional Chief Nurse,
London



An excellent preceptorship programme is critical in supporting newly-registered nurses and nursing associates in the first few months of practice."



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Principles of Retention

- Targeted intervention for different career stages: early career, experience at work and later career
- Bundles of high-impact actions are more effective than single actions
- Prioritise focus on five delivery areas from July 2022



Five High-Impact Areas

1. Complete the nursing and midwifery retention self-assessment tool
2. Implement the National Preceptorship Framework
3. Implement legacy mentoring schemes
4. Encourage staff to attend national pension seminars
5. Develop a menopause policy / guidance



Why a National Preceptorship Framework?

- Many organisations had preceptorship and early careers programmes
- Variable quality of programmes
- Need for consistency across all settings and regions
- Deliver a high quality preceptorship experience



The National Preceptorship Framework

- Evidence-based
- Developed by nurses working in different settings and different regions of England
- Supported by a suite of resources
- Available for every trust and healthcare organisation in England
- Recognised by Interim Quality Mark



Impact of Preceptorship

- Critical in supporting newly-registered nurses and nursing associates
- Enhances satisfaction
- Improves morale and engagement
- Aids retention of nursing staff





Why a National Preceptorship Project?

Louise Morton

Chief Nurse, Royal National
Orthopaedic Hospital, London



Celebrating Preceptorship

Background

- DoH Preceptorship Framework for Newly Registered Nurses, Midwives and Allied Health Professionals (2010)
- HEE Standards (2015)
- NMC Principles (2020) - following the standards and proficiencies for registration
- Implications for recruitment – attractiveness of new roles
- And retention – early career attrition
- Supporting transition
- Confidence (competence) and socialisation



Why a National Approach?

- Most organisations have some form of preceptorship, and a number of well-developed models of preceptorship
- Variation in provision and experience of new registrants.
- Need for a standardised, good practice approach
- Learning from CapitalNurse (Preceptorship Framework launched in 2018) – set of broad standards
- Organisations across England keen to have the Quality Mark
- National Preceptorship Project launched in December 2021



Deliverables

- Design and deliver a national set of standards for nursing (all settings)
- Develop associated quality mark for organisations who are meeting certain criteria
- Resources including standardised documentation



Methodology

- Literature review from Middlesex University*
- Survey of healthcare organisations around the country
- Deep dive research into 26 organisations
- Design and develop framework and resources with stakeholder engagement
- Roll-out to all organisations for implementation – September 2022

* <https://workforceskills.nhs.uk/wp-content/uploads/2022/06/Preceptorship-review-corrected-refs.pdf>



Celebrating Preceptorship

Essential Elements

- Preceptorship lead as central point of contact
- Preceptor development and engagement
- Protected time
- Structured programme of learning
- Early allocation of preceptor
- Inclusion of peer support
- Standard documentation – policy, role definitions



Learning Points

- Preceptorship needs to be valued
- Executive sponsorship
- Buy-in from all staff
- Policy and standard documentation
- Core standards for all organisations



What is the Value of Preceptorship?



Dr Jane Wray

National Preceptorship
Programme
Clinical Lead



If we are committed to retaining our nursing workforce, we must look at investing in ways to support them to stay. The preceptorship model and framework provide clear guidance on what organisations need to do to deliver high quality preceptorship provision."



Celebrating Preceptorship

Delegate activity

Please discuss
in your groups,
complete your
postcards and
post in the box!

The Value of Preceptorship

- Why does Preceptorship matter?
- What is the value of Preceptorship?





Preceptorship Framework

Desiree Cox

Programme Lead

Jane Wray

Senior Clinical Nurse Advisor



Celebrating Preceptorship

Stakeholder Engagement

- National and regional engagement events (16 in total) 500+ attendees
- Project delivery group, Advisory Group, Regional Communities of practice
- NHS trusts, Primary care, general practice, social care, students, higher education institutions
- Specialist areas e.g. nurses in prison services and in the navy



Health Education England



Celebrating Preceptorship

Purpose of Preceptorship

The purpose of preceptorship is to provide support, guidance and development for all newly-registered practitioners to build confidence and develop full competence as they transition to autonomous professional.



Framework and Model

- All newly-registered nurses and nursing associates
- Minimum of 6 months
- Two weeks' (75 hours) supernumerary
- Minimum of three meetings between preceptor and preceptee
- Protected time for preceptors and preceptees
- Central point of contact in each organisation / ICS
- Core programme includes wellbeing initiatives, reflection, clinical supervision and pastoral care and support



Resources

- Business case for senior managers
- Case studies – different roles, organisations and regions
- Development Resources
 - Preceptorship development - half-day workshop
 - Refresher for existing preceptors
 - Coaching skills
- Standardised documentation – meeting templates, charter, policy with escalation process and role descriptors
- Evaluation approaches



Learning from Baseline Assessment

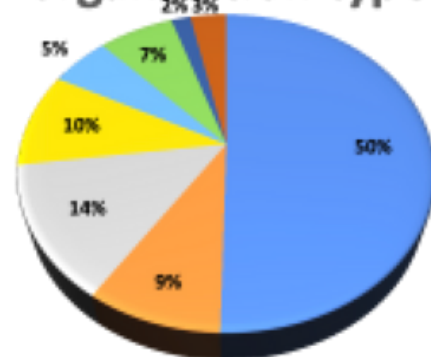
- Excellent engagement from a wide variety of organisations from all regions with commitment to preceptorship
- 53% organisations compliant with National Preceptorship programme
- 94% organisations have a current preceptorship programme.
- Organisations currently reviewing, refreshing programmes and preparing for Gold Standard
- Organisations are already using resources including development masterclass
- Revitalised passion for preceptorship amongst organisations



Masterclass Analysis

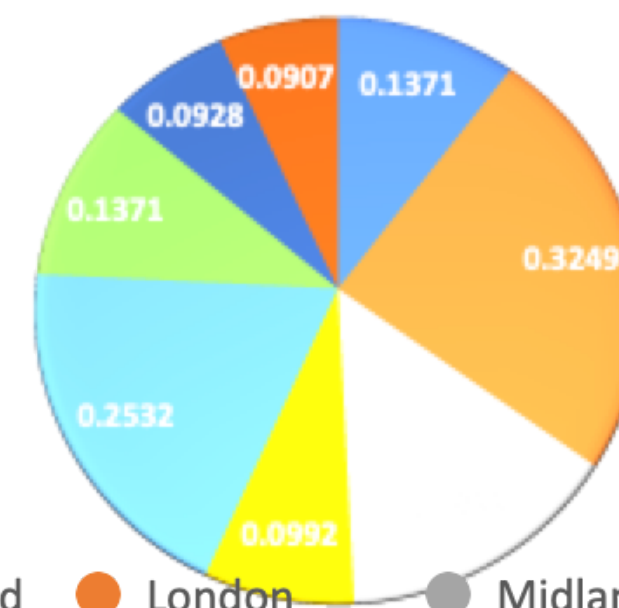
- 11 Preceptor Development Masterclasses - 474 delegates attended
- 3 Coaching Skills Masterclasses – 119 delegates attended

Attendance by organisation type



- Acute
- Mental Health
- Social Care
- Combination
- Other
- Specialist
- Community
- Primary Care

Attendance by Region



- East of England
- North East
- London
- North West
- Midlands
- South East
- South West
- National



Thank you

Steering group: Jane Clegg Chris Caldwell Louise Morton Jane Wray Edward Cox
Amanda Shobbrook Melvina Stober Catherine Morgan Debbie Knight Tania Topp
Deborah Cubitt Eileen Aylott Rachelle Alty Miriam Coffie Jacqueline Robinson-
Rouse Sharon Spain Nicola Morar Andrea Willimot Sam Donoghue Paul Vaughan
Stuart Tuckwood Debbie Sturdy John Clark Jackie Brocklehurst

Project delivery group: Ruth Cocks Jude Ditton Tracey Coyne Lisa Newsum
Hannah Fletcher Rachel Armstrong Grace Reynolds Michael Pearce
Stephen Williams Claire Cook Helen Robinson Amanda Horrocks
Caroline Williams Carol Mcrae Sonia Kitchen Naomi Smith Gemma Lyons
Bob Booth Kyle Marasigan Katherine Jupp Diane Telfer Naomi Smith Jill Pallister
Gillian Baker Lindsey Ford



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The View from the Regions

North West

South West

South East

London



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The View from the Regions

Rachelle Alty
North West Region



Celebrating Preceptorship

Northwest



114



Educators upskilled in Coaching



Early Career Retention Webinar
3 Spotlight On Events

+170 attendances

90



Educators attended Preceptor Development Masterclasses



Established Jan 2020

Multi-Professional Preceptorship Community of Practice

Regional Innovation

Pre-Preceptorship
 NHS Southport and Ormskirk Hospital
 NHS Trust

 Transition into Practice Programme
Be the Best You Can Bee

 **PARE** Practice Assessment Record & Evaluation

Monitoring & Recording the Preceptorship Journey

27 Trust Signed Up



Congratulations

Countess of Chester Hospitals
St Helens and Knowsley
Teaching Hospitals NHS Trust

"Being a Preceptorship Lead has allowed me to be brave and creative, to develop a new programme, to enable and support its adoption, to shout about its value and champion our Preceptees"

Preceptorship Lead

North West

#NationalPreceptorship



Mersey Care
NHS Foundation Trust

Preceptorship App
Preceptorship at your Fingertips

The View from the Regions

Melvina Stober
South West Region



Celebrating Preceptorship



National Preceptorship Programme for Nursing - 2022

Implementation of the new National Framework is underway

Heat Map developed for 30 organisations to highlight gaps and best practice from baseline survey result in 2022

Community of Practice

- Monthly – over 75 members
- Includes social care, HEI, AHP
- Sharing of best practice and learning
- Structured monthly calendar of events from October 22 – April 2023
- Organisations take it in turn to showcase their preceptorship programmes and progress made so far
- Guest speakers invited to share experiences & good practice

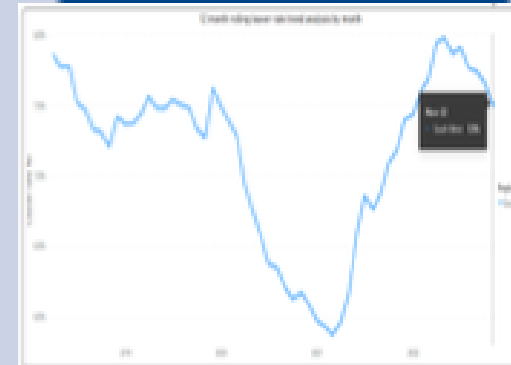
One2One and targeted support offered to organisations

Collaboration with the national team, HEE and RePAIR fellows

South West Region Retention Event on 27th April: To showcase current preceptorship programme and share learning

Programme output:

Training & Support
Retention N&M
leaver rate -
improvement of 7.5%
over a 12 months
period as at Nov 22



- Achievement of the core criteria
- Review/restructure individual programmes in line with the new Framework & standards

Achievement of Gold Standard Interim Quality Mark

Currently two applications received as at February 2023. Review in progress

Melvina Stober
Regional Lead &
Senior Nurse Fellow

Follow us on Twitter
[@MelvinaStober](#)
[@SWmand](#)
[@desireecox07](#)
[@nwsdu](#)
[@livinginhope](#)

The View from the Regions

Tania Topp
South East Region



Celebrating Preceptorship

South East Region – Our Story

Community of Practice

Engagement

Evolving workstreams

Commitment

Peer learning – Futures platform

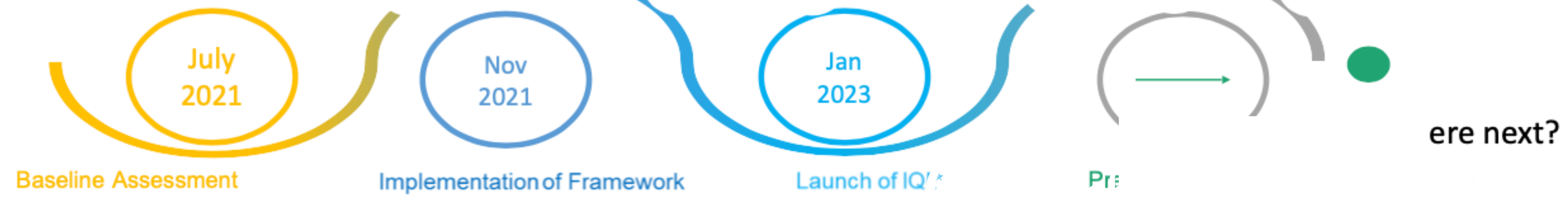
Growing community

Invited speakers

Sustainability



June Sept Oct Nov Dec Jan Feb Mar April May June July Aug



The View from the Regions

Desiree Cox
London



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London - CapitalNurse

- 88% organisations with CapitalNurse Quality Mark
- Focus on Beyond Preceptorship
- Quarterly communities of practice
- Monthly workshops:
- Facilitating a career conversation
- Coaching skills
- Action learning sets
- Primary care preceptorship system





Lunch & Networking

Afternoon session
starts at 13.30



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The View from the Regions

North East and Yorkshire

East of England

Midlands Region



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The View from the Regions

Eileen Aylott
North East and
Yorkshire Region



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North East and Yorkshire Region

- Monthly Community of Practice with a nominated Chair and Deputy
- Topics covered in the CoP include:
 - Regular updates
 - Running stakeholder events
 - Baseline assessment preparation and support
 - Promoting the 'Preceptorship Matters' Celebration Event
 - IQM process overview, expectation
 - Role of the legacy mentor, HEE funding and implementation
 - Midwifery and AHP preceptorship frameworks
 - Action Learning Set Facilitator and train the trainer training for AHP to support preceptorship implementation
 - Sharing of resources using a dedicated NHS futures platform
- Planned topics:
- RePAIR presentation
- National updates
- Digital portfolio demonstration
- Twitter chat
- Linking Preceptorship and PNA - presentations to both Community of Practice

The View from the Regions

Deborah Cubitt
East of England Region



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East of England

- Monthly Community of Practice
- Reach out to Primary Care and Social Care Teams
- Combined presentation at EOE Retention Conference and to EOE HEI Deans
- Sharing of good practice across Regions through Quality Mark validation
- Currently one organisation in The EOE has successfully achieved the Interim National Preceptorship Quality Mark Award



The View from the Regions

Miriam Coffie
Midlands Region

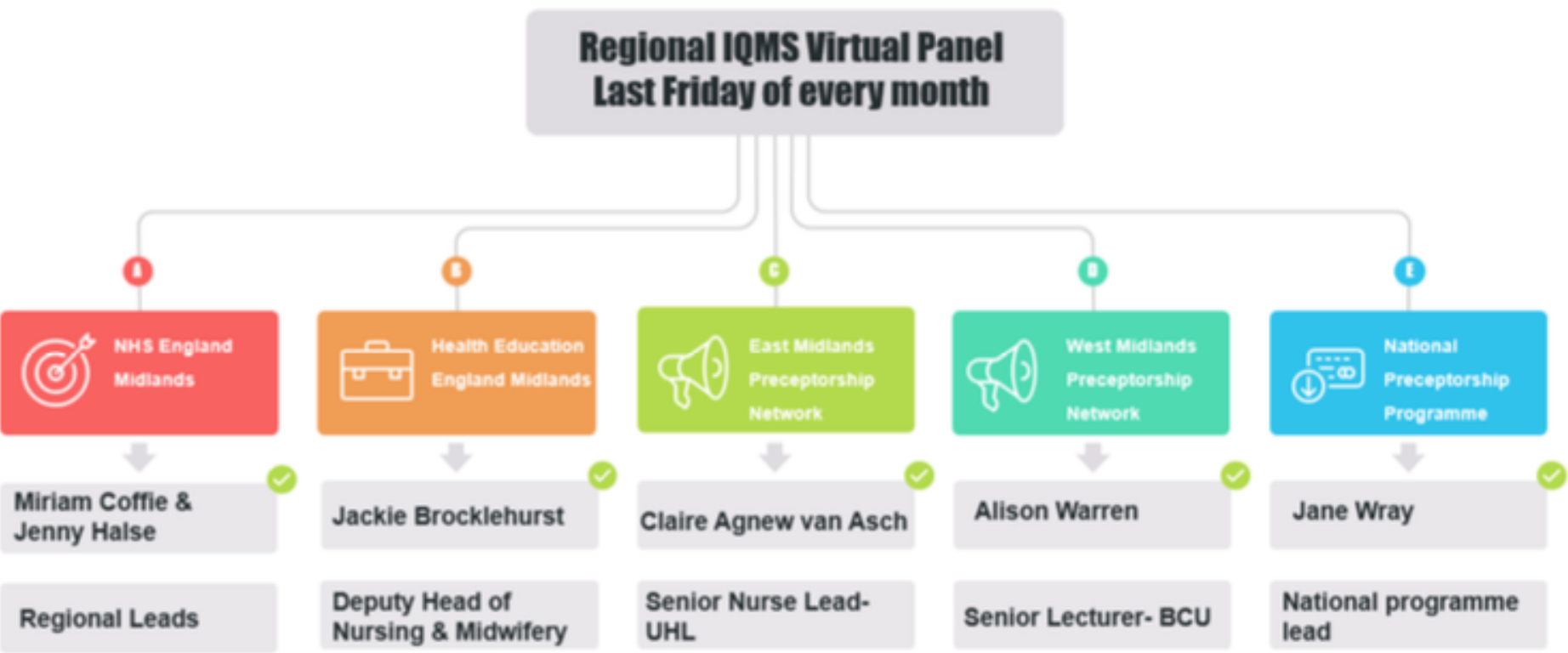


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Our regional work



915 staff	41 NHS providers
11 STPs	10.6m population
Approx 1250 GP practices	
Over 3000 Care Homes	



- As of 1/3/23, 2 organisations have submitted a self assessment for the interim quality mark scheme.
- Preceptorship - the foundation of the nursing & midwifery 5 high impact actions
- Working with “JustR” to produce a retention campaign with a focus on preceptorship
- Promoting a system approach
- Regional monthly forums plus individual East & West Networks – well established and well attended
- Scoping need for preceptor development workshops such as coaching/ALS and psychological safety
- Linking PNA to preceptorship and students
- Scoping use of electronic tools to support “monitoring of preceptorship activities
- Aligning preceptorship with the General Practice New to Practice fellowship



Celebrating Preceptorship Interim Quality Mark

Jane Wray



Celebrating Preceptorship

Interim Quality Mark

- Complete self-assessment form*
- RAG rating for organisational status against each criteria
- Include indicators of evidence to support rating for each criteria
 - 80% minimum requirement
 - Valid for two years from approval
- Submit to Central Point of Contact (CPOC) NPPquality@Tavi-Port.nhs.uk
- CPOC will advise on evidence required to support self-assessment
- Submission then sent to Regional Lead (RL) for assessment by regional review panel (meet monthly)
- Run in parallel with CapitalNurse Quality Mark

*<https://workforceskills.nhs.uk/projects/nhse-i-national-preceptorship-programme-2022/>



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Mandatory Criteria

- Current policy
- All new registrants (nurses, NAs, RTWs, International)
- Minimum length of 12 months
- Meetings between preceptor and preceptee
- Protected time for preceptor
- Protected time for preceptee
- Preceptorship lead in place
- Preceptor development programme
- Formal structured programme of learning
- Annual evaluation of programme



**Ten mandatory
criteria**



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Supplementary Criteria

Seven supplementary criteria – 80%

- Preceptors of equal level or senior to preceptee
- Minimum of two weeks or 75 hours supernumerary
- Support network for preceptors
- Preceptor allocated to NRP within two weeks of start
- Preceptorship champions
- Senior responsible officer within organisation
- Additional development for preceptees



Quality Mark Awards

- Central London Community Healthcare NHS Trust
- Countess of Chester Hospital NHS Foundation Trust
- Croydon Health Services NHS Trust
- East Kent Hospitals University NHS Foundation Trust
- Kings' College Hospital NHS Foundation Trust
- South Tees Hospitals NHS Foundation Trust
- St Helens and Knowsley Teaching Hospitals NHS Trust
- West Hertfordshire Teaching Hospitals NHS Trust



Celebrating Preceptorship

Delegate activity

Thank you for
your comments

The Value of Preceptorship

- Why does Preceptorship matter?
- What is the value of Preceptorship?



The Value of Preceptorship

Why does
Preceptorship
matter?

"To promote professionalism and pride, recognising the support needed during the transition from student to qualified practitioner."



Celebrating Preceptorship

The Value of Preceptorship

Why does
Preceptorship
matter?

"Preceptorship matters because everyone should be offered the support and sense of belonging they need within their early career."



The Value of Preceptorship

Why does
Preceptorship
matter?

*"I really enjoyed my
Preceptorship experience.
Now I lead Preceptorship I
hope to give people a great
experience too. I love to see
the staff progress."*



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The Value of Preceptorship

Why does
Preceptorship
matter?

*"Supporting a healthy
mental health and
wellbeing. We are the clinical
area supporting new ideas
and encouraging
development."*



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The Value of Preceptorship

Why does
Preceptorship
matter?

"It is about saying to NQNs that you matter - that we as an organisation are committed to supporting and developing you."



Celebrating Preceptorship

The Value of Preceptorship

Why does
Preceptorship
matter?

"Preceptorship offers support to new nurses not only clinically but also psychologically, mentally and emotionally."



The Value of Preceptorship

Why does
Preceptorship
matter?

"If we invest in our new workforce we will drive high quality care... Our new practitioners are our patient advocates and leaders of the future."



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The Value of Preceptorship

Why does
Preceptorship
matter?

*"Preceptorship is INVALUABLE!
Not just the newbies - think of
the value to Preceptors, think
of the value to Trusts.
Pride. Role Model. Profession."*



The Value of Preceptorship

Why does
Preceptorship
matter?

"Preceptorship is key in supporting and valuing our workforce, enabling them to feel in charge of their professional development."



Celebrating Preceptorship

The Value of Preceptorship

Why does
Preceptorship
matter?

"There is nothing more satisfying (aside from caring for patients!) than seeing people develop and grow in confidence."





[Click here](#)
[to watch](#)

Celebrating Preceptorship

Video messages
from colleagues

Desiree Cox & Jane Wray



Celebrating Preceptorship



Next Steps for Preceptorship

Desiree Cox & Jane Wray



Celebrating Preceptorship

Working with Stakeholders

- Primary Care, Social Care, Integrated Care Boards
- Higher Education Institutions; academic staff and students
- Midwifery and AHP Framework leads
- Preceptorship E-Compendium



Next steps

- Support to organisations for IQM applications
- Additional masterclasses and events at national and regional level
- Continued development and embedding of the CoPs in each region
- First year review of organisational readiness in June 2023



Questions with the Panel



Jane Clegg
Regional Chief
Nurse, London



Louise Morton
Chief Nurse,
Royal National
Orthopaedic
Hospital, London



Winnie George
National Programme
Lead (Retention):
NHS England



Dr Jane Wray
Senior Clinical
Nurse Advisor



Desiree Cox
Programme Lead



Thank you

- CPD forms
- Evaluation forms



Connect with us

Jane Wray - Senior Clinical Nurse Adviser j.wray@hull.ac.uk

Desiree Cox – Programme Lead desiree@praeceptorconsulting.co.uk

Anna Savva – Project Manager - Asawa@Tavi-Port.nhs.uk

Email: NPP@tavi-port.nhs.uk

Website: <https://bit.ly/3rKpO7z>

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@livinginhope
@desireecox07
@nwsdu



@nwsdu



Dr Jane Wray
Desiree Cox
National Workforce Skills
Development Unit



Celebrating Preceptorship