

National Preceptorship Project

First Year Review Analysis

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Contents

Background.....	3
Responses.....	3
Key Headlines.....	4
Analysis of findings.....	5
Recipients of Preceptorship.....	6
Preceptee Programme of Learning.....	7
About Preceptors.....	8
Preceptorship Lead.....	10
General Comments.....	11
Next Steps for Organisations.....	12
Next Steps for National Preceptorship Project.....	13
Appendix – Copy of First Year Review.....	14

Background

The National Preceptorship framework was launched in October 2022. A baseline assessment of all organisations across England was conducted in June 2022 with the purpose to:

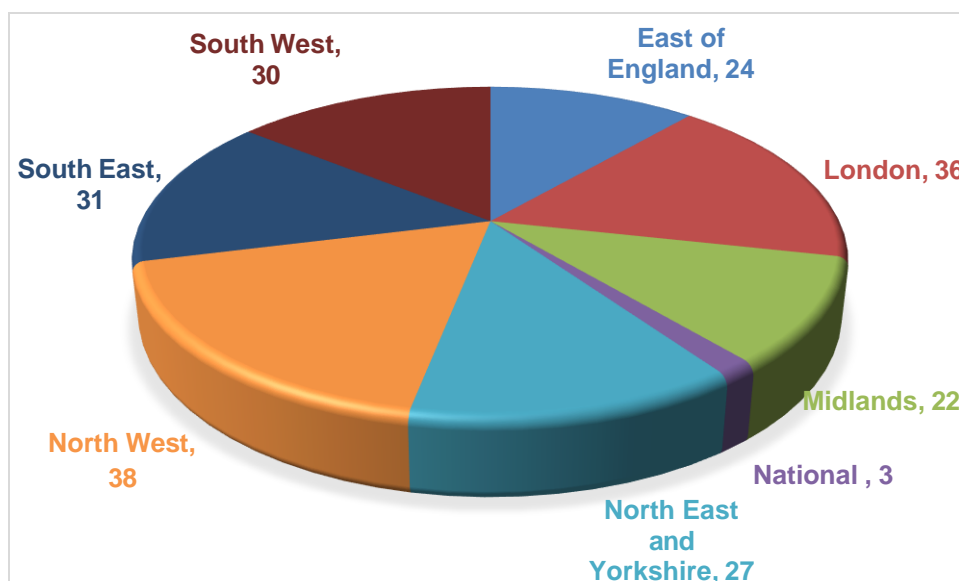
- Assess organizational readiness for the new national preceptorship framework for nursing
- Identify areas of challenge
- Identify areas of support to focus preceptorship over next twelve months

In June 2023, a first-year review was carried out to assess progress following the introduction of the National Preceptorship Framework eight months after the launch and one year on from the baseline assessment. The purpose was to inform future plans and identify areas of additional support for organisations.

This document includes analysis of the data and comments. Further information will be provided once action plans have been identified.

Responses

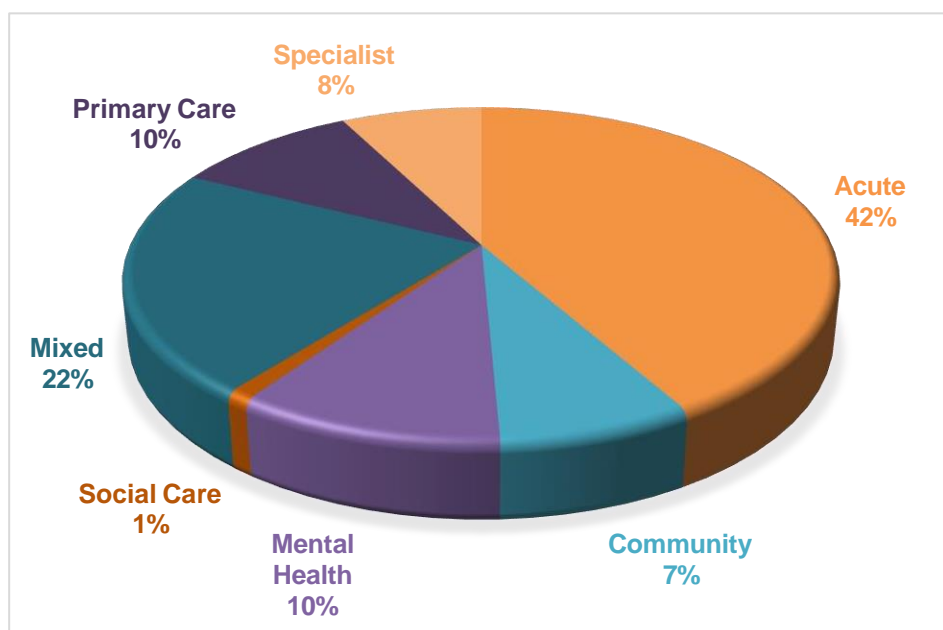
The first-year review was available to all organisations across England including acute, specialist, mental health, community, primary and social care. A total of 211 responses were received from the seven regions, with good representation from all regions:



National Preceptorship First Year Review – Analysis

The responses for 'national' category were private organisations who have a national presence and are not within one region.

Although there was good representation across most settings, there was limited input from social care with just two organisations responding. There is reference to social care staff in some of the other responses in terms of intended recipients. Although the number of community responses is low, a number of community organisations fall into the mixed category:



Key Headlines

- Excellent engagement from a wide variety of organisations from all regions with commitment to preceptorship
- 77% organisations are already compliant with National Preceptorship programme (core standards) compared with 53% from the baseline assessment
- 95% organisations have a current preceptorship programme, this has increased from 94%
- 9% organisations have already received the National Preceptorship Interim Quality Mark whilst 94% of those who have not already done so, are planning to submit an application

- All areas of development for preceptors and preceptees have improved with a particular emphasis on the number of organisations who have a preceptorship policy in place
- Revitalised passion for preceptorship amongst organisations and preceptorship leads through national preceptorship framework

Analysis of findings

95% organisations have a current preceptorship programme which has increased from 94% last year. Of those without a current preceptorship programme, 50% are primary care, one is an acute hospital trust, three are specialist organisations (ambulance service and hospices).

88% organisations have a preceptorship policy, an increase from 69% last year. 100% of organisations offer a programme of 6 months minimum with 72% offering a 12-month programme.

88% organisations have a preceptorship lead in post, compared to 87% last year.

36% organisations have preceptorship champions, compared to 11% a year ago. This is a voluntary role which has a role descriptor and is intended to promote the value of preceptorship.

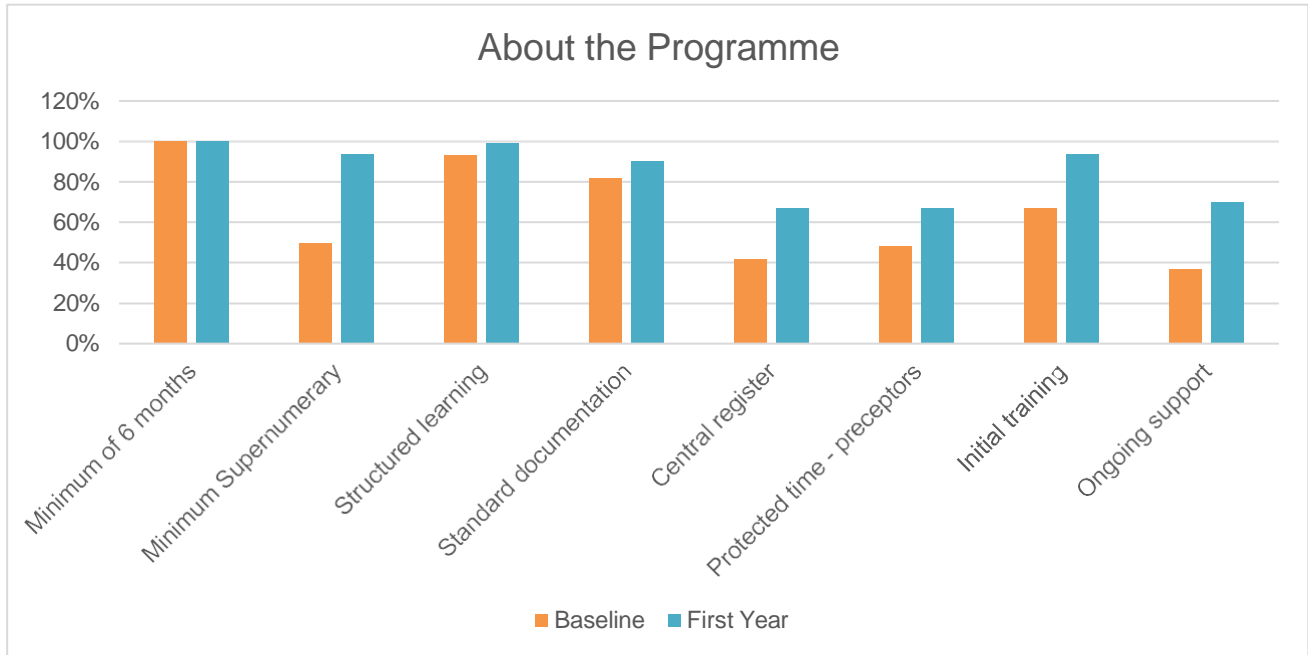
94% organisations provide supernumerary with a minimum of 2 weeks or 75 hours. Some areas offer a lot more depending on the setting and specialisms. The remaining 6% have recommendations but depends on local management.

47% organisations have one preceptor for each preceptee. 41% of preceptors will have two preceptees and 12% will have more than two preceptees per preceptor. This is across all settings with no specific area standing out.

67% organisations now have a central register of preceptors

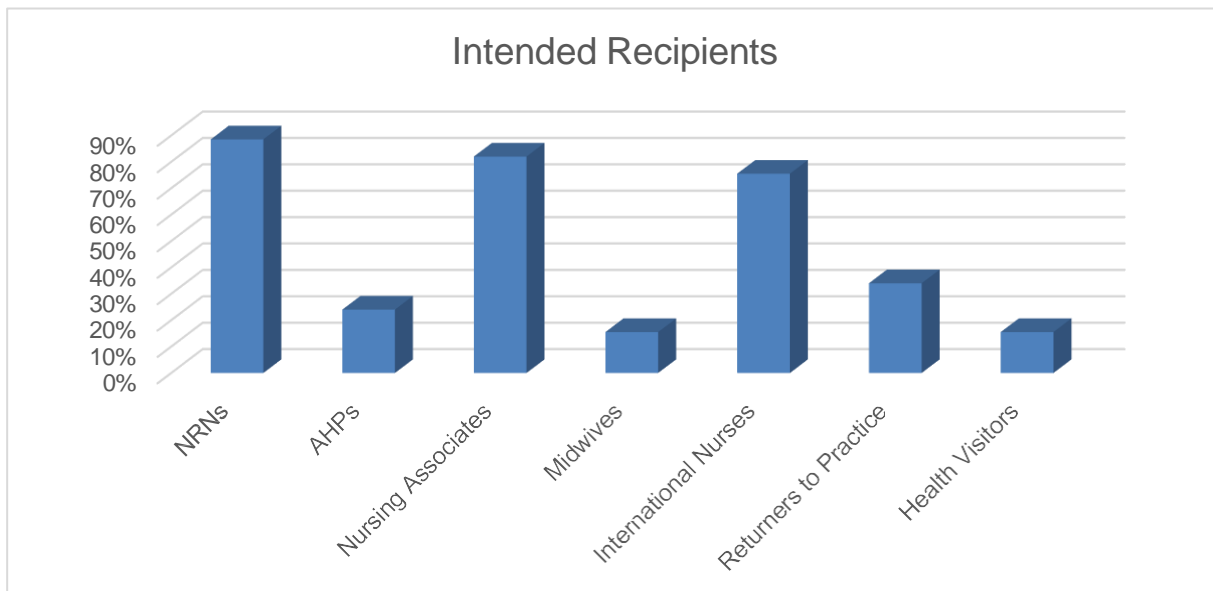
All elements of the programme showed an increase on the previous year as seen below:

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Recipients of Preceptorship

Recipients of preceptorship varied with 89% newly registered nurses and 82% of newly registered nursing associates receiving preceptorship. 76% of international nurses receive preceptorship whilst only 16% midwives are currently receiving preceptorship. The full details can be seen in the chart below:



Preceptee Programme of Learning:

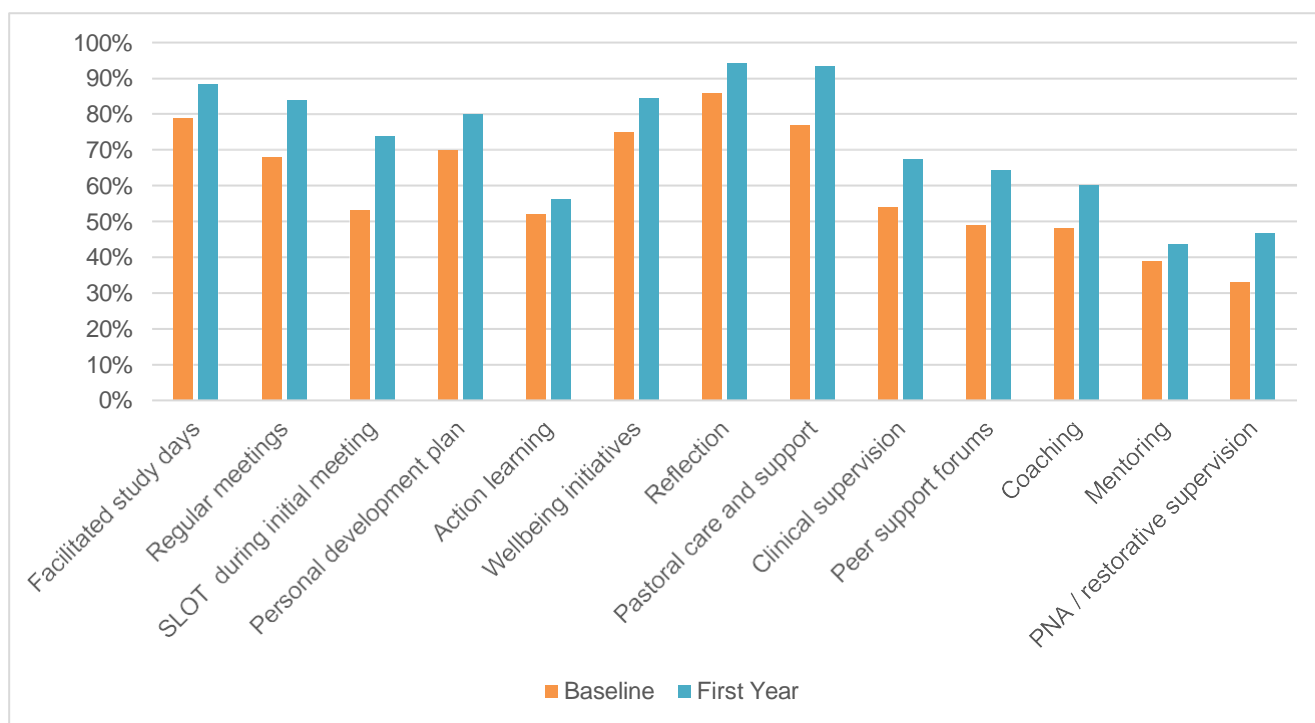
99% organisations have a structured programme of learning for their preceptees. Of those organisations who do not, one is a primary care organisation and the other two are hospital trusts.

48% preceptees are allocated a preceptor within their first week.

An additional 16% are allocated to their preceptor on their first day and a further 11% are introduced to their preceptor prior to starting their new role.

The remainder are within four weeks, however there are some local variations depending on allocation of preceptor to preceptee.

This includes a wide variety of offerings and inclusion of all components has increased over last year:



Full results can be seen in the following table:

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Components	Baseline	First Year
Facilitated study days	79%	88%
Regular meetings	68%	84%
SLOT during initial meeting	53%	74%
Personal development plan	70%	80%
Action learning	52%	56%
Wellbeing initiatives	75%	84%
Reflection	86%	94%
Pastoral care and support	77%	93%
Clinical supervision	54%	67%
Peer support forums	49%	64%
Coaching	48%	60%
Mentoring	39%	44%
PNA / restorative supervision	33%	47%

About Preceptors

67% organisations offer protected time for their preceptors compared to 48% last year.

94% organisations offer initial training to the preceptor compared to 67% last year. This varies between workshop and e-learning with 66% offering workshops and e-learning whilst only 11% offer only an e-learning option. 6% organisations do not provide preceptors with initial training, although there was no trend in types of organisation as all areas were represented.

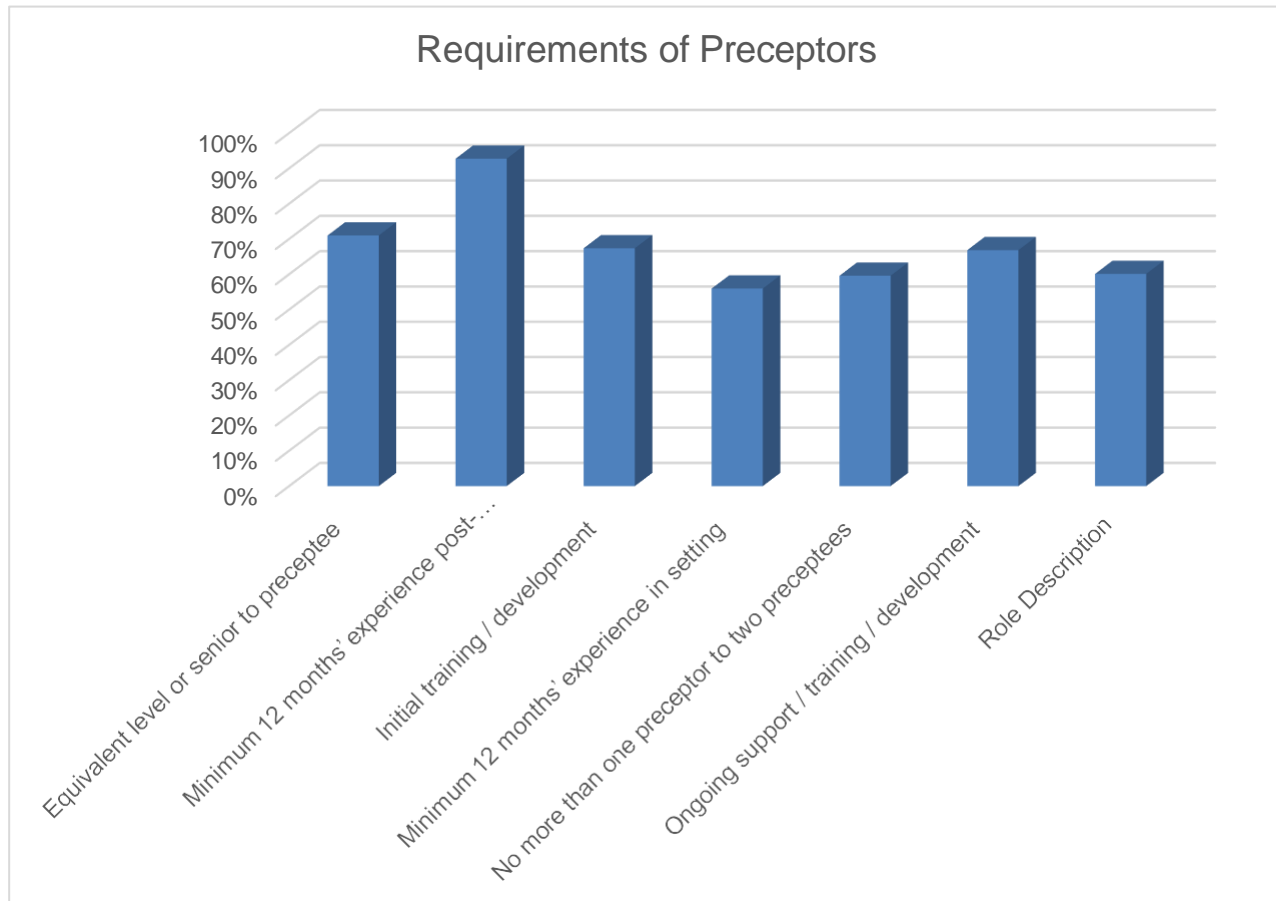
70% organisations now offer ongoing support to preceptors which has increased from 37% last year. This ongoing support includes action learning sets, preceptor forums, 1:1 coaching or pastoral support, e-learning, drop-in sessions and virtual networks.

31% organisations have initiatives in place to value preceptors. These include certificates, thank you letters, feedback, celebration events, pin badges,

97% organisations have requirements of their preceptors

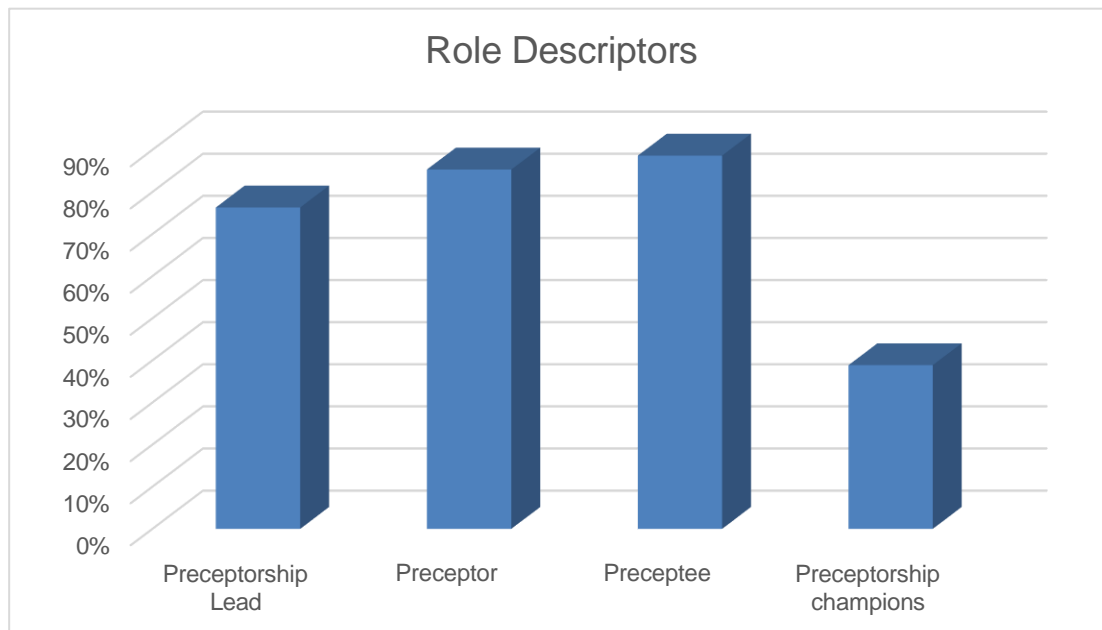
National Preceptorship First Year Review – Analysis

For requirements of preceptors, this varies as below. 93% of organisations require a minimum period of 12 months post-registration, an increase from 86% with 71% preceptors of equivalent level or senior to preceptees. 56% require 12 months in the setting and 60% have the requirement in their job description, compared to 32% previously. This indicates an increased focus on preceptorship for new registrants.



Role descriptors are available as follows in organisations:

- 76% have a preceptorship lead role descriptor
- 85% have a preceptor role descriptor
- 89% for the preceptee
- 39% for the preceptorship champion



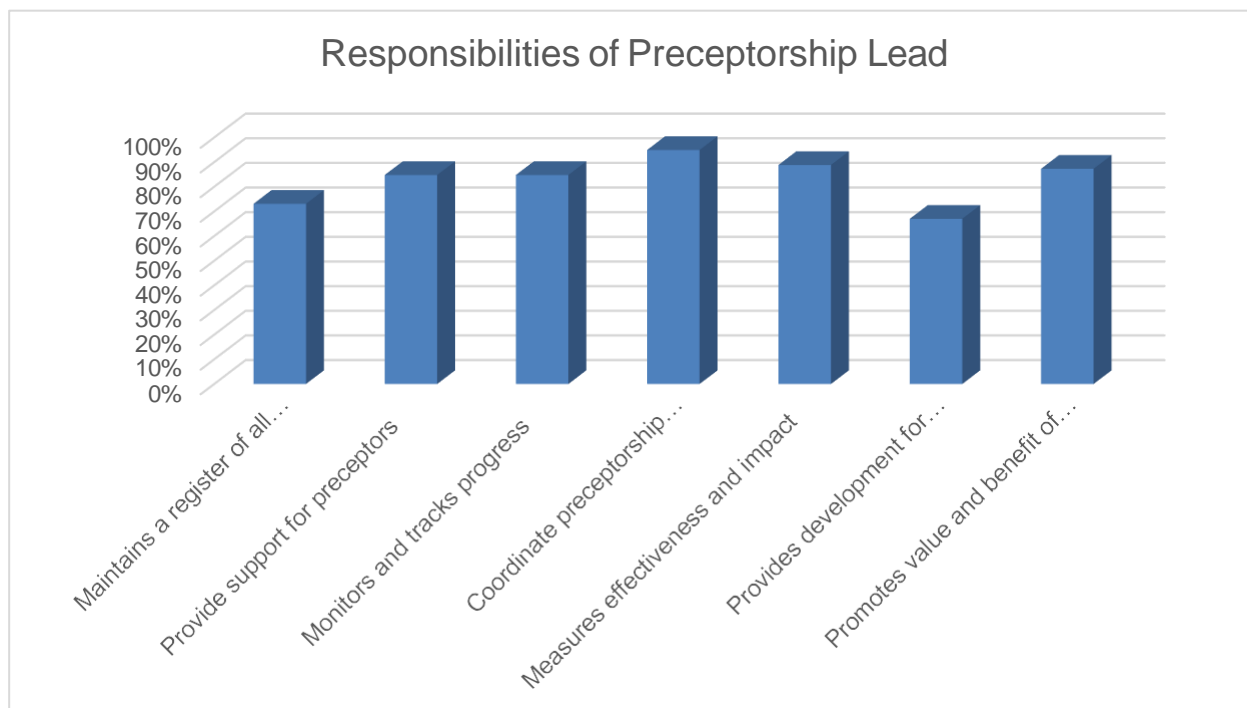
About the Preceptorship Lead

88% organisations have a preceptorship lead, although this varies according to organisation.

Of these 58% are full time (compared to 53% last year), 46% are part-time (compared to 44% last year). Part time roles are typically combined with other roles including practice educator, TNA lead, international nurse lead and portfolio of assistant director of nursing

The role of the preceptorship lead varies according to organisation although 95% co-ordinate the programme compared to a previous 90% and 89% measure the effectiveness of the programme compared to 75% previously.

The full responsibilities can be seen in the chart below:



Organisations evaluate the effectiveness of their programmes in different ways including tracking completion rates, recording meetings, monitoring attendance at study days, using evaluation forms and measuring retention. Some programmes offer accreditation with modules carrying credits available at level 6.

Some organisations evaluate their effectiveness through the annual submission for the CapitalNurse quality mark and others through audit. A number of organisations are looking to revise or introduce evaluation methods.

77% comply with the core standards of the National Preceptorship Framework which has increased from 53%. 85% comply with the NMC Principles for Preceptorship (2020) compared with 78%. 82% comply with HEE Preceptorship Standards (2015) compared with a previous 74%.

78% align preceptorship with their organisational framework:

General Comments

Very positive feedback about the national preceptorship framework and the work done by the National Preceptorship team and regional leads. Organisations have revitalized, refreshed and relaunched preceptorship programmes following the launch of the National

Preceptorship Framework and are satisfied to see programmes develop, compared to their results from the baseline survey.

There were several comments around involvement in preceptorship and enjoyment of being part of the wider preceptorship community through events and the communities of practice. There is also evidence of a willingness to share with other organisations to promote preceptorship.

Several organisations are reviewing policies, programmes and many are preparing to submit applications for the National Preceptorship Interim Quality Mark.

Next Steps for Organisations

A large number of organisations are planning to apply for the NPP Interim Quality Mark over coming months. As part of this work, work is focussed on writing preceptorship policies, introducing new training programmes for preceptors and revising programmes.

Organisations who have introduced a revised preceptorship programme, plan to monitor and evaluate their programme to assess effectiveness.

Although the number of organisations with preceptorship champions has increased, more organisations are planning to introduce the voluntary role of preceptorship champions and embed.

There are plans for introducing a preceptorship programme for international nurses and other groups of new registrants, including NAs transitioning to RNs.

With the upcoming AHP framework, some organisations are focussing on multi-professional preceptorship programmes and including training for preceptors.

Plans to deliver further training and support for preceptors and incorporate the new e-learning compendium modules, are in place.

There is also a move towards digital documentation and the use of online platforms including PARE.

Next Steps for National Preceptorship Project

All regions will be analyzing results on a regional basis. These results will be shared with regional communities of practice to identify areas for further support and development.

At a national level, the information will be used to identify areas requiring support, additional investment of time and to form the basis of National Preceptorship Programme activity from September onwards.

The action plans from regional and the national team will be available in early September.

Appendix – Copy of First Year Review

This survey is intended to provide an update on progress made in all health and social care organisations since the implementation of the National Preceptorship Framework in September 2022. This will help us to understand the current situation in implementing the national preceptorship programme. Thank you for completing this survey.

Your Name:	
Your Role:	
Name of Organisation:	
Region:	
Type of Organisation:	Acute / Specialist / Community / Mental Health / Primary Care / Social Care / Mixed

For each question, please select a response. For some you may select more than one option

Core Elements of the Programme					
1	Do you have a current preceptorship programme?	Yes		No	
2	Do you have a current preceptorship policy?	Yes		No	
3	Who are the intended preceptees?	Newly registered nurses NRNs Nursing Associates International nurses GP Nurses		All NRPs Midwives AHPs Returners to practice Social care staff Other (please specify)	
4	How long is the preceptorship programme?	6 months	6-12 months	12 months	Other
5	How long is your supernumerary period?	1 week	2 weeks	Other – please specify	
6	Do you facilitate protected time for preceptors and preceptees to undertake preceptorship meeting?	Yes*	No	*If yes, how much time is allowed	
7	Are regular meetings held between preceptor / preceptee with minimum of three meetings over preceptorship period?	Yes	No	Other – please specify	

National Preceptorship First Year Review – Analysis

8	Do you monitor this?	Yes*	No	*If yes, how.	
9	Do you have role descriptions / expectations for: <ul style="list-style-type: none"> - Preceptorship Lead - Preceptor - Preceptee - Preceptorship champions 	Yes Yes Yes Yes	No No No No	We do not have this role We do not have this role We do not have this role We do not have this role	
10	Does your preceptorship programme allow for protected time for the preceptor	Yes*	No	*If yes, how much time	
11	Do you have standardised documentation for use across your organisation?	Yes*	No	*if yes, please specify	
About your Preceptors					
12	How do you select your preceptors?	Voluntary	Practice educator or equivalent	Lead Nurse or equivalent	Other Please specify
13	Do you have certain requirements for preceptors	Yes		No	
13.1	If yes, does this include: <ul style="list-style-type: none"> - Equivalent level or senior to preceptee - Minimum 12 months experience post-registration - Initial training or development - Role description - Minimum 12 months' experience in setting - No more than one preceptor to two preceptees - Ongoing support and training 	Yes Yes Yes Yes Yes Yes	No No No No No No		
14	Do your preceptors have initial preparation / training / development?	Yes – workshop	Yes – e-learning	Yes – other	No
15	Do you provide ongoing support / development / network for preceptors?	Yes*	No	*If yes, please indicate type of support	
16	How many preceptees are allocated to each preceptor?	One	Two	More than two	
17	Do you have a central register of preceptors for your organisation?	Yes		No	

National Preceptorship First Year Review – Analysis

	<ul style="list-style-type: none"> - Mentoring - PNA / restorative supervision - Other 	<p>Yes</p> <p>Yes</p>	<p>No</p> <p>No</p>
Compliance			
23	<p>Does your Preceptorship programme comply with:</p> <ul style="list-style-type: none"> - National Preceptorship Framework (2022) - NMC Principles for Preceptorship (2020) - HEE Preceptorship Standards (2015) - Other 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>No</p> <p>No</p> <p>No</p> <p>No</p>
24	Does the preceptorship programme align with the organisational appraisal framework?	Yes	No
Quality Mark			
25	<p>Does your organisation have the:</p> <ul style="list-style-type: none"> - National Preceptorship Interim Quality Mark - CapitalNurse Preceptorship Quality Mark 	<p>Yes</p> <p>Yes</p>	<p>No</p> <p>No</p>
26	If no, do you have plans to apply for the National Preceptorship Interim Quality Mark?	Yes	No

How do you measure and evidence your preceptorship programme for compliance with the National Preceptorship Framework?

Do you have any retention statistics from the past year / two years you are able to share?
(these will be kept confidential)

National Preceptorship First Year Review – Analysis

What are the next steps for your organisation?

Any Other Comments / Information: