

Supporting your Preceptee through the **Preceptorship** journey

How Preceptors can support newly-registered nurses and nursing associates in their first year

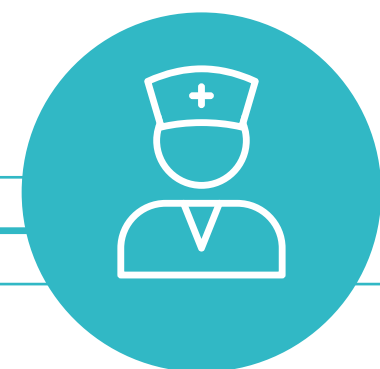
What is Preceptorship?

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 professionals. *(National Preceptorship Programme, 2022)*

1

Who is Preceptorship for?

Preceptorship is for all newly-registered nurses and nursing associates in the first 12 months post-registration.



2

What does Preceptorship involve?

As a preceptor, both you and your preceptee will have protected time during which you will guide them through a structured preceptorship programme. A preceptee will be allocated to you shortly after they join your organisation and you will meet with them regularly.

3

Your Preceptee

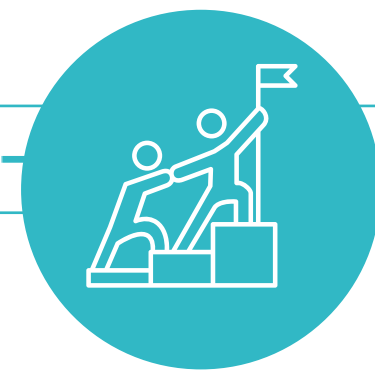
Your preceptee will be a newly-registered professional, often a recent graduate making the transition from student nurse to practising professional. Some preceptees are international registrants, returners-to-practice or professionals new to clinical settings. Your preceptee is responsible for arranging and attending meetings with you, and working with you to plan their development.



4

Your role as Preceptor

As a preceptor, you should understand and communicate the preceptorship framework requirements to your preceptee. You will advise your preceptee and set learning objectives with them to support their development. You should act as a role model for professional practice and, as an established professional, introduce your preceptee to colleagues inside and outside the organisation. You will be provided with training and support to deliver your role.



As a preceptor, you will play a key role in supporting and guiding your preceptee, helping them to get the most out of their preceptorship programme.

5

Initial meeting

You will meet with your preceptee within the first two weeks of them joining the organisation. The first meeting is a chance to get to know each other, tell them more about their role in the setting and expectations of them. You should agree a charter, setting out what your respective responsibilities will be, and begin setting learning objectives. You could ask your preceptee what their focus for the first few months is and what they might need to develop.

6

During the programme

Through your regular meetings, you will use your skills such as coaching and mentoring to review your preceptee's progress against their learning goals, helping them identify clinical, professional and personal learning opportunities. You will also provide timely, constructive feedback to help them grow and improve, and record your discussions.



7

End of Preceptorship

At the end of the preceptorship programme, you will have a final meeting with your preceptee. This will focus on what they have achieved, review learning objectives and sign off their preceptorship. This is an opportunity to discuss with them the next step in their career and the skills and experience they would like to develop over the next 2-3 years.



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National Preceptorship Framework for Nursing