

Preceptorship for the Newly-Registered Nurse and Nursing Associate

The journey of a new registrant in their first year post-registration



Celebrating Preceptorship



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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.

2

What does Preceptorship involve?

You will have protected time to undertake a structured preceptorship programme and to meet regularly with your preceptor. The support gives you an opportunity to build confidence and develop competence in your new setting. A preceptor is allocated to you when you join your new organisation.

3

Your Preceptor

Your preceptor is an experienced professional who will support you throughout your preceptorship period. They will meet with you regularly and facilitate introductions to others. They will guide your personal and professional development and provide feedback.

4

Initial meeting

You will meet with your preceptor within the first two weeks of joining. The first meeting is a chance to get to know each other, learn more about the setting and expectations of you. Your preceptor will help you to set learning objectives. It is a good idea to prepare for this meeting by considering your focus for the first few months and what you might need to develop.

5

Your role as Preceptee

As a preceptee, you should attend all organised training and participate in all learning opportunities. You are responsible for arranging and attending meetings with your preceptor, and working with them to plan your development.

6

End of Preceptorship

At the end of your preceptorship, your preceptor will have a final meeting with you. This will focus on what you have achieved, review your learning objectives and sign off your preceptorship.

7

What next?

Completing your preceptorship is an opportunity to think about the next step in your career. You might want to think about the skills and experience you would like to develop over the next 2-3 years. This might involve taking on additional responsibilities, specialising or further study.

Now is the time to consider what **preceptorship** means to you and what you want to get out of it. Think about how you will engage with your preceptor to get the most out of preceptorship.



National Preceptorship Framework for Nursing