



Preceptorship lead

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What has the impact of preceptorship been on you personally?

I qualified as a staff nurse in 2011 and my own preceptorship pathway was incredibly unorganised, severely disjointed and I had very little access to any support. Yes, there was a pathway in place; however due to staff shortages it was incredibly difficult to be allocated study leave to attend the sessions or to complete my portfolio.

My preceptor was supportive, however had no knowledge of the programme and therefore was unaware of my competencies. My clinical skills took what seemed to be a very long time to complete. I was continually used as a healthcare assistant because that was “more convenient due to not being signed off for oral medications”. This severely impacted on the time it took to complete my skills and competencies.

I had to use my initiative, book myself onto courses months in advance, and push staff to spend time with me to achieve my competencies. This often meant staying late, requesting to work weekends, or coming in on days off to have some protected time. Eventually these skills were completed, but my morale was left low.

Moving forward, from my own personal experience, I knew I did not want the same for future newly-qualified staff. Therefore, I was determined to become a clinical practice educator and an advocate for all those who had limited access to support.

Advice for a new preceptee?

- Don't settle for less than what you know you can achieve!
- Don't be afraid to say “no” especially when asked to do something which you don't feel comfortable with.
- Don't compare yourself to others.

Advice for a new preceptor?

Ensure you are up-to-date with the current programme, know the name and start date of your preceptee and stay in regular contact with the lead nurse for preceptorship. By doing so, this ensures that the preceptee feels that you are invested in them and their career.



Your only competition is your own potential.”



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