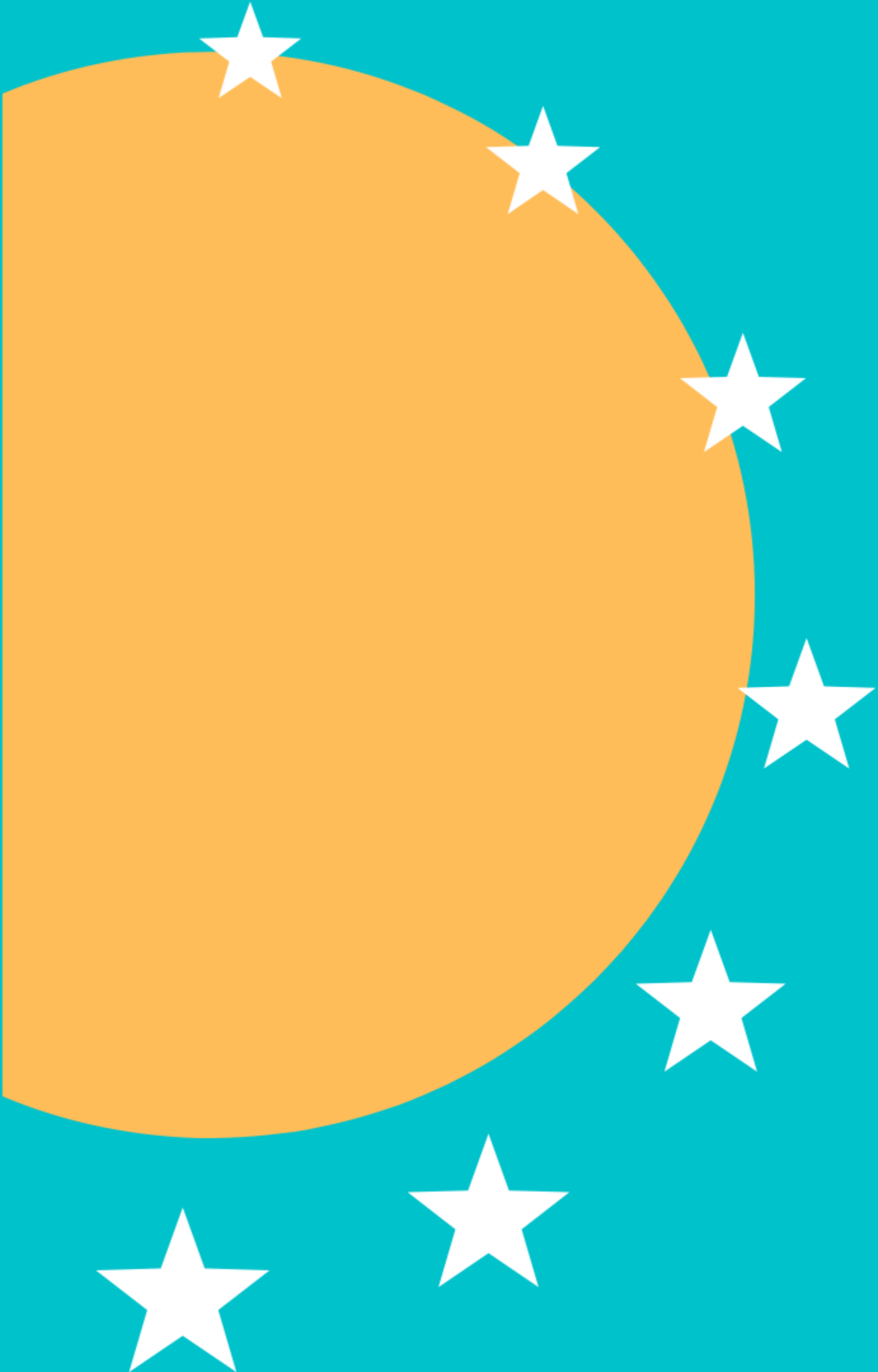




National Preceptorship Programme



Celebrating
Preceptorship

#CelebratingPreceptorship

Welcome

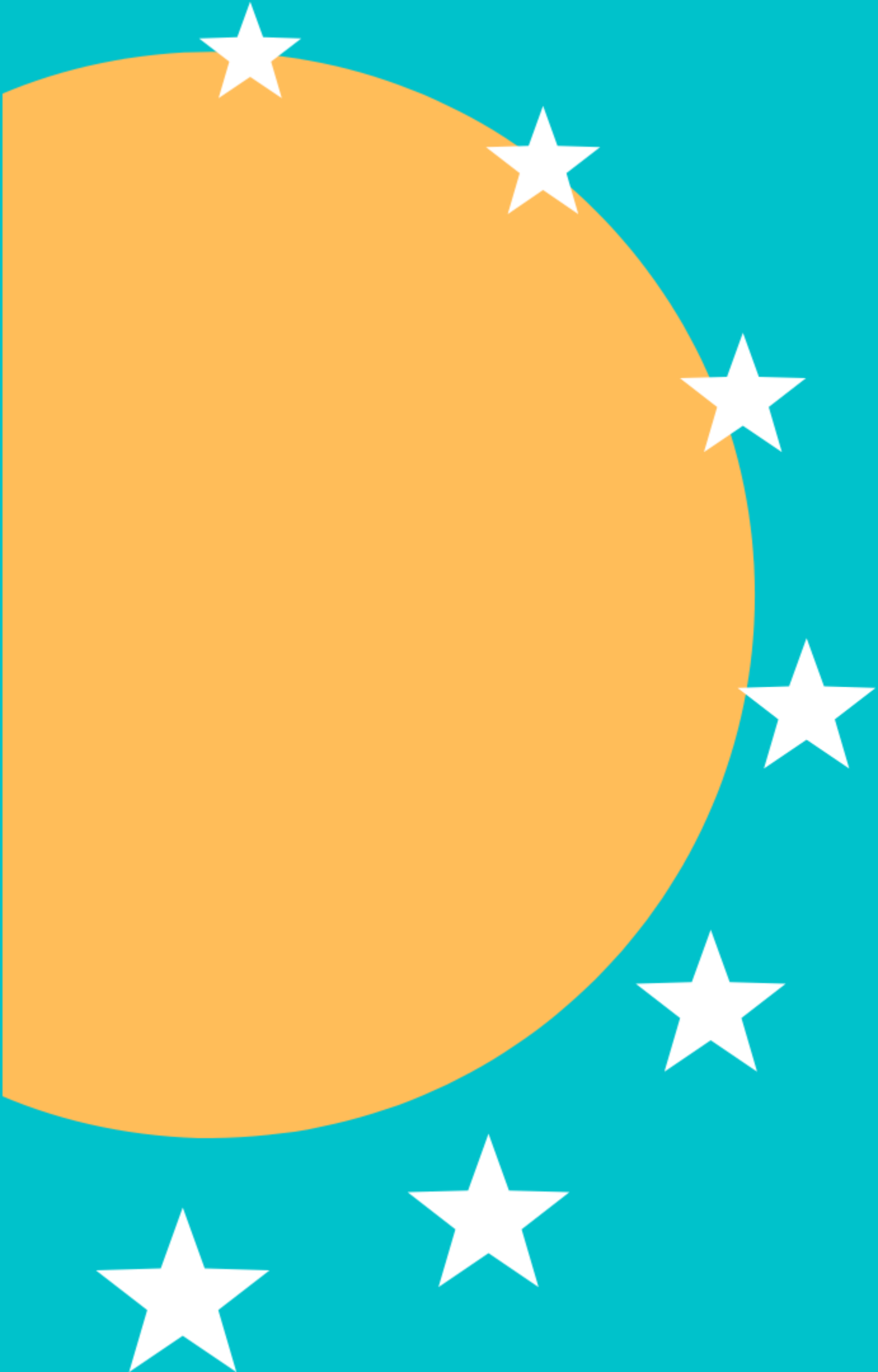
- Housekeeping
- Agenda
- Recording
- Social media
- Use the chat



Celebrating Preceptorship



Welcome to our presenters



Celebrating
Preceptorship

Primary Care GPN Fellowship & Preceptorship Framework mapping

Winnie George
National Retention Programme Lead NHS
England

12 December 2023





Aims

Using the Preceptorship framework Core and Gold standards as a measure to;

- Identify current support offers available to newly qualified Nurses in primary care
- Understand gaps in available offers
- Identify opportunities to Increase recruitment & retention of early career Nurses
- Reduce duplication

Understanding of current offers

Stage 1

Explore current primary care early career offers

- Vast number of support offers but not specific to early careers

Stage 2

Mapping exercise

- How do current offers map against the National Preceptorship framework
- Evaluation against National preceptorship core and gold standards

Stage 3

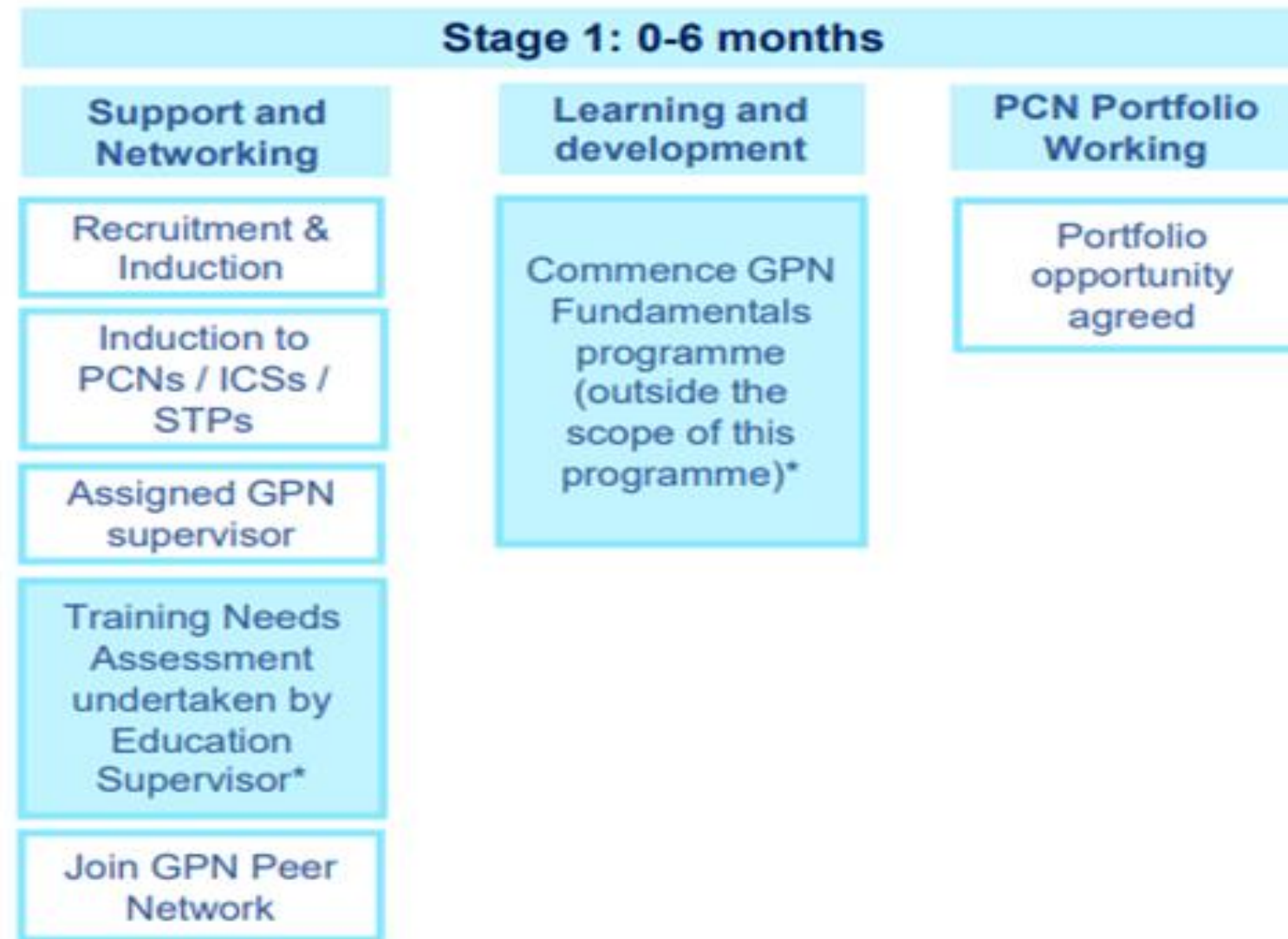
Testing results

- Discussion with Primary care early career leads



Stage 2 Mapping Exercise

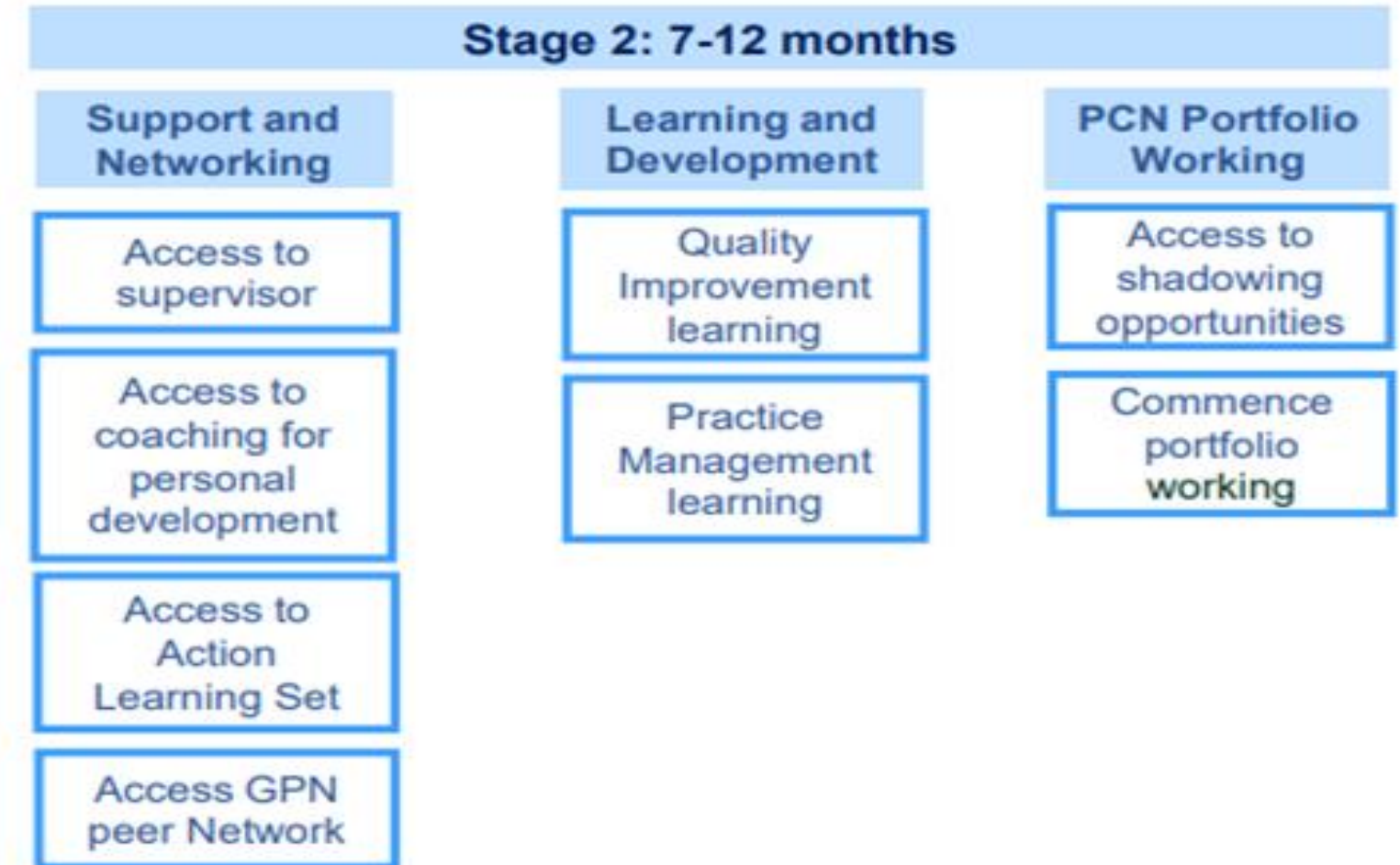
Modular delivery: Year One Nurses



Expected Outcomes

- Supported transition into Primary Care
- Awareness of primary care Networks / ICSs / STPs and their role
- Connected to Training Hub / other Fellowship delivery partner
- Personal development plan in place
- Individual's ambitions understood
- Supportive network built around the individual
- Network of support grows contextual confidence
- PCN portfolio opportunity engaged with

***Fellowship funding cannot be utilised for clinical education**



Expected Outcomes

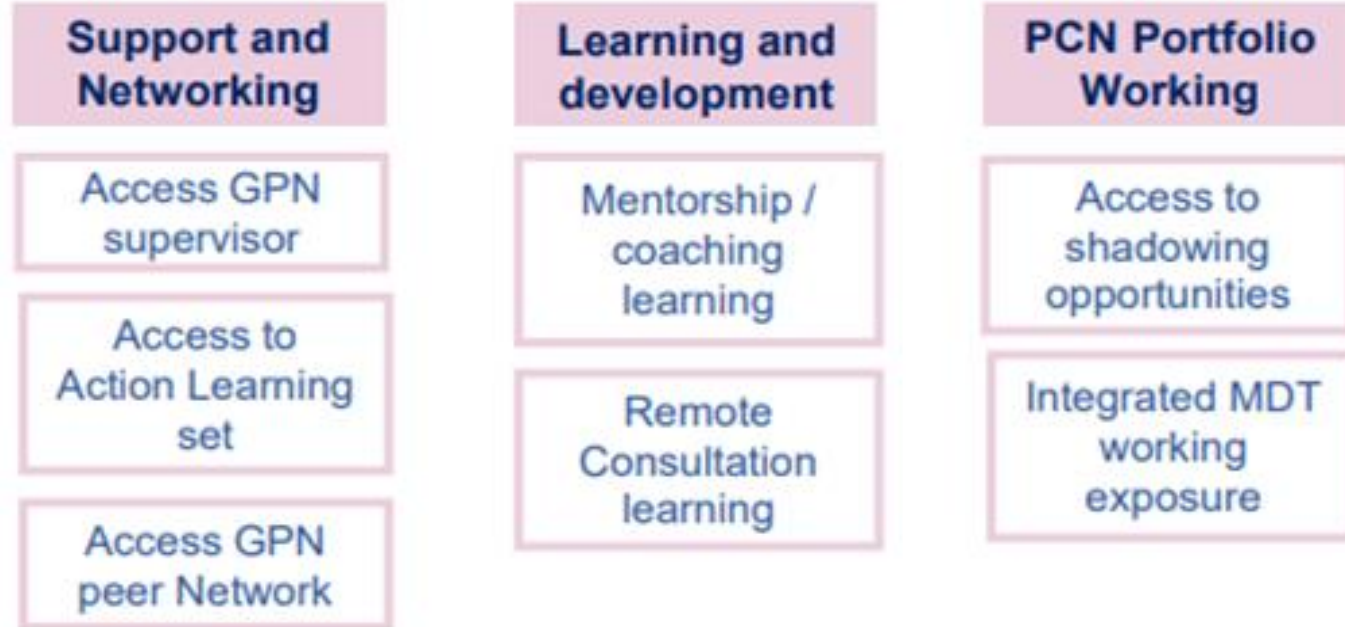
- Embedded supervision relationship
- Coaching sessions have informed future development plan
- Peer relationships embedded
- Shadowing opportunities within PCN increases learning
- Increased skills in Quality Improvement and Practice Management
- Accessed PCN portfolio **working** opportunity
- Increased specialist skills in chosen area

Preceptorship Core & Gold standards

Criteria	Core Standard	Gold Standard
Intended recipients	All newly registered nurses and nursing associates	All newly registered nurses and nursing associates
Length of preceptorship programme*	Minimum of six months from joining the organisation or receiving PIN	12 months from joining the organisation or receiving PIN
Supernumerary period	Minimum of two weeks' supernumerary for preceptee (or equivalent to 75 hours)	Additional protected time throughout the programme for preceptor and preceptee included in preceptorship policy for organisation
Meeting requirements (preceptor and preceptee)	<p>Minimum of three meetings:</p> <p>Within first two weeks of joining the organization or receiving their PIN</p> <p>Middle of programme</p> <p>Completion of preceptorship programme</p>	<p>As a minimum, every two months including:</p> <p>Within first week</p> <p>Middle of programme</p> <p>Completion of preceptorship programme</p>
Roles (with expectations)	<p>Preceptor (protected time of eight hours per year)</p> <p>Preceptee (participation in organisation preceptorship programme)</p>	<p>Preceptor (protected time of 12 hours per year)</p> <p>Preceptorship lead</p> <p>Preceptorship champion/ambassador/link</p>
Preceptor	<p>Equivalent level or senior to preceptee</p> <p>Minimum 12 months' experience post-registration</p> <p>Attending initial training</p> <p>Refer to role descriptor for detail</p>	<p>Equivalent level or senior to preceptee</p> <p>Minimum 12 months' experience post-registration</p> <p>Role expectations</p> <p>Minimum 12 months' experience in setting</p> <p>No more than one preceptor to two preceptees</p> <p>Initial training</p> <p>Ongoing support and training</p>

Modular delivery: Year Two Nurses

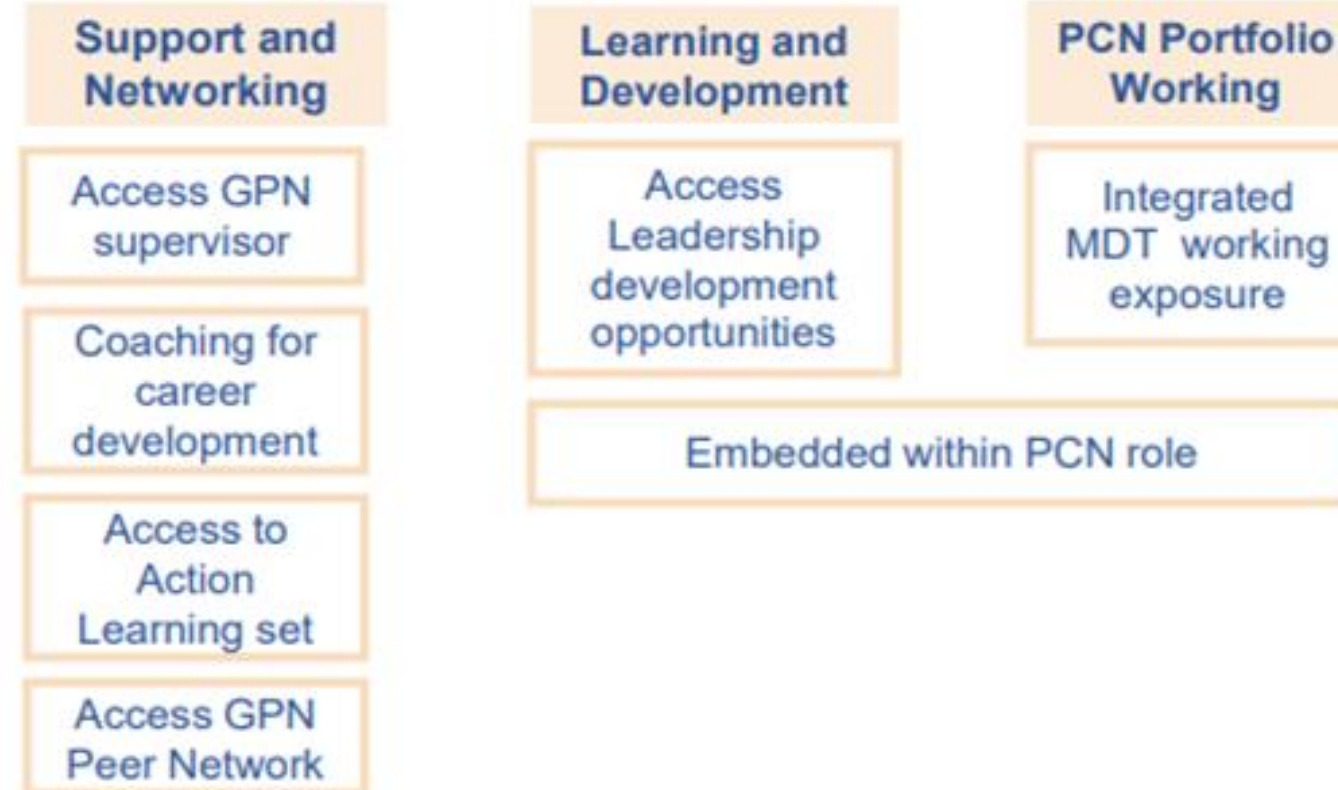
Stage 3: 13-18 months



Expected Outcomes

- Accessed learning in mentorship / coaching skills and remote consultations
- PCN level awareness and connectivity established
- System level awareness and connectivity established

Stage 4: 19-24 months



Expected Outcomes

- Future / leadership aspirations established with clear plan for development
- Understanding and experience of MDT integrated working approach
- Confident to lead element of PCN work

Stage 3 Testing Results

GPN fellowship alignment with National Preceptorship Framework Core standards

GPN fellowship alignment with National Preceptorship framework Gold standards met

Stakeholders indicated support could be strengthened through provision of funding for mentorship on the GPN fellowship. Great examples of Preceptorship and fellowship delivery in practice.

Pan London Pathway

Academic, Foundation, Preceptorship and Fellowship

Created by Charlotte Cooley and Winnie George, 2023-2025

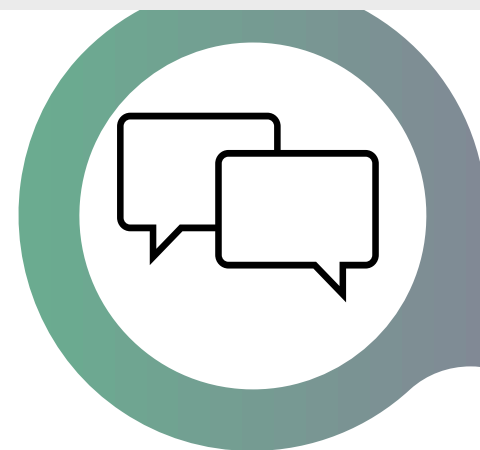
1 st Year Month	Content	Introducing
1		Induction to local system
2	Networking across local system	Access GPN Networks
3	Teamwork	Peer Support
4	Resilience	Mentorship
5	Quality Improvement	Supervisor support
6	Communication	University Liaison

Academic or Foundation/Fundamentals Starts

February/ September Intake

Support sessions are 2hrs Per Month in first 6 months

Academic & Foundation transition phase



Academic & Foundation/Fundamentals Pathway start

Pathway transition

The first year incorporates Preceptorship Programme



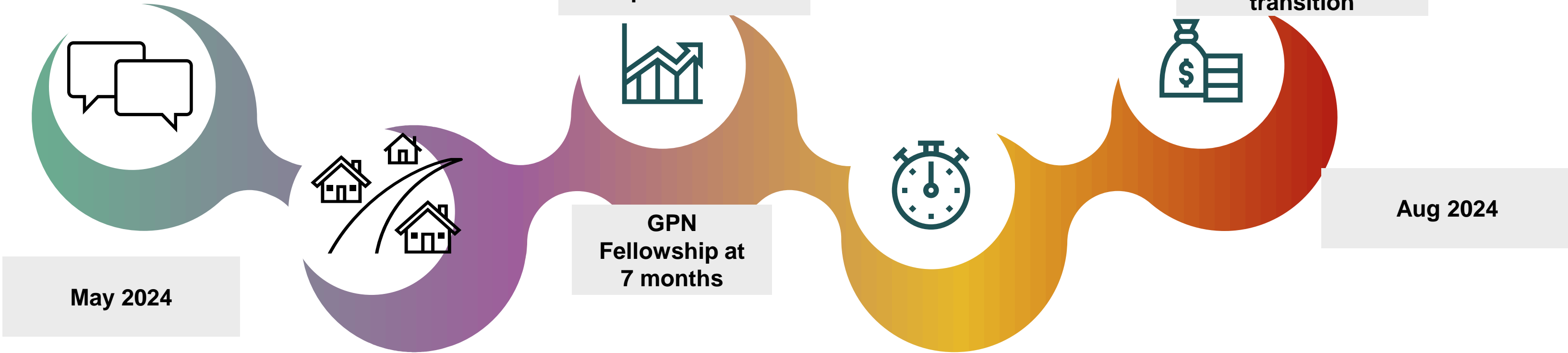
Fellowship Component 1 Start

2 nd Year	Content	Incorporating Fellowships
Month 7	Conflict and Difficult Conversations	Access to action learning sets
Month 8	Leadership	Quality Improvement learning
Month 9	Shadowing Leadership Roles (Start)	Fellowship project Design
Month 10	Shadowing Leadership Roles(Continued)	Practice Management Learning QOF and Financing
Month 11	Preceptorship Review	Preceptorship Complete
Month 12	Beyond Preceptorship	Transition to Fellowship Project

Fellowship Transition Starts

Fellowship Component Year 1

Preceptorship to fellowship transition

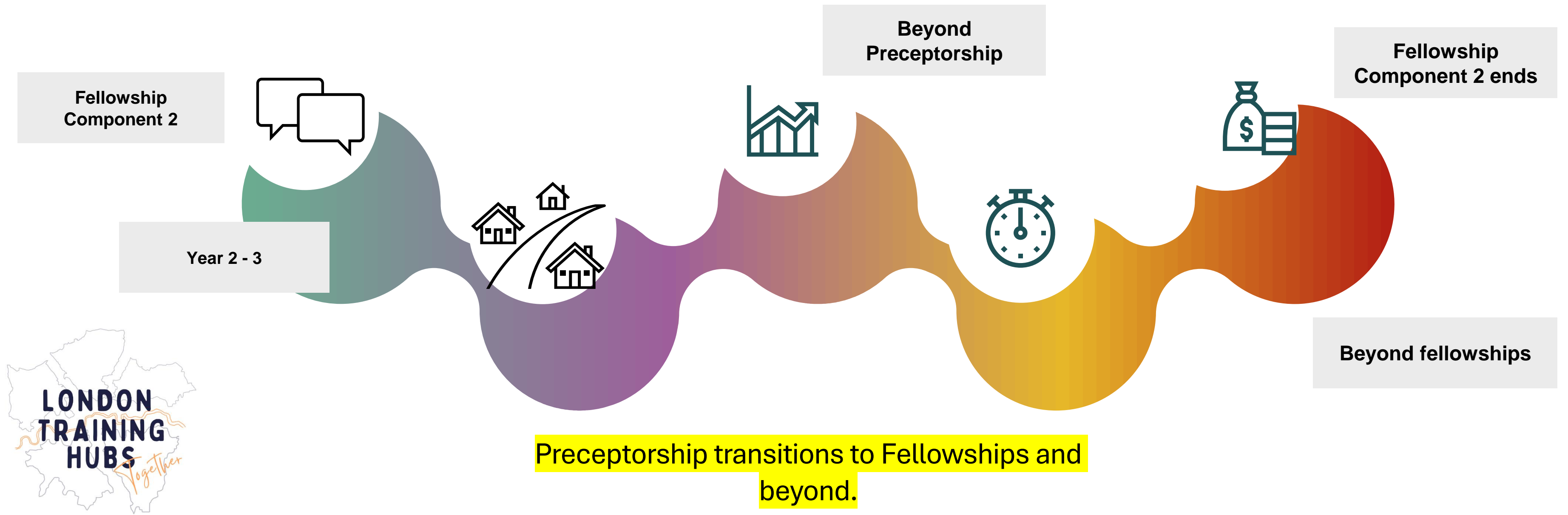


- GPN Fellowship Projects Planning
 - Design Months 7- 12 Months

Fellowship Component 2

3 rd Year	Beyond Fellowships – Separate funding required
Month 1 - Remote Consultation Learning	Leadership Academy Offers
Month 2 - Coaching for career development	System Leadership Offers
Month 3 – Integrated MDT Working	Edward Jenner Programme Online
Month 4 – SSSA training	Mary Seacole Programme
Month 5 – Access leadership development	PGCert Offers via WTE
Month 6 – Access Leadership Development	CARE Programme

Fellowship Component 2



Pathways Planner

- General Practice Nurse Training
- Induction and Preceptorship
- Wellbeing and Mentorship
- Fellowships Scheme
- Transitions through the pathway
- Introduction to local Training Hubs

Retention

Workforce Supply and Retention



References

<https://www.england.nhs.uk/gp/the-best-place-to-work/gp-fellowship-programme/>

<https://www.england.nhs.uk/long-read/national-preceptorship-framework-for-nursing/>





Preceptorship Programme

Tina Fear

Educational Facilitator, Lead for Nursing

BSW Primary & Community Care Training Hub

Mashel Banks

Preceptorship lead Gloucester Training Hub



Aim of this Presentation

- ▶ How we achieved the Interim Quality Award
- ▶ Developments on the way
- ▶ Where we are now

BANES Swindon & Wiltshire & Gloucestershire Preceptorship Programme

- **Rationale for**
 - Collaborative working
 - Online
 - Twice yearly

Programme Development

- ▶ National Preceptorship Framework
- ▶ Portfolio (Handbook)
- ▶ Policy development
- ▶ Interim Quality Mark Award
- ▶ Accreditation with Regional University
- ▶ 5th Cohort of our Preceptorship Programme

Comprehensive Portfolio

Contains:

- ▶ Charter agreements including allocated Preceptor
- ▶ Programme information (& responsibilities)
- ▶ Timetable
- ▶ 3 meetings a year with Preceptor
- ▶ 3 meetings with Legacy Nurse Mentor (BSW)
- ▶ Record of learning
- ▶ Competency sheet
- ▶ NMC Reflective accounts

Inclusivity

Inclusive all Nurses & Nursing Associates

Return to Practice

New to Primary Care from other sectors

Newly qualified Nurses

Newly qualified Nursing Associates

Legacy Nurse Mentor (BSW)

- ▶ Supports Preceptees individually (offers 3 meetings, more if needed)
- ▶ Action plans
- ▶ Supports Preceptors (e-lfh module)
- ▶ Collects documents feedback/evaluation/anonymised
- ▶ Feedback to me

Challenges

- ▶ **Online attendance**
- ▶ **Evaluation**
- ▶ **Clashes with Practice work**

Themes for the Interim Award

- ▶ Answer questions with evidence
- ▶ Working towards..... honesty
- ▶ Developed Policy alongside Handbook (now Portfolio)
- ▶ Based around National Preceptorship Framework
- ▶ Length of Programme 1yr now 2
- ▶ Information sheet & support for Preceptors
- ▶ Peer support
- ▶ Listening to the preceptees
- ▶ Evidence/ Feedback
- ▶ Engaging speakers – level
- ▶ Constantly evolving

National Interim Quality Mark Award

Completing the Form

- ▶ Evidence everything
- ▶ Meetings
- ▶ Documenting feedback
- ▶ Evaluation
- ▶ Recognise 'continual evolving' programme working towards.....

Finally....

Completing the Interim Quality award self-assessment form
was

*‘crucial to our Programme development as it made us think
critically about what we were really trying to achieve’.*

Thank you for Listening

Any Questions



Group Preceptorship Pilot

SEL WDH

Preceptorship in Primary Care

- The journey began in 2018:
- Capital Nurse and Nurse leads in primary care worked together to develop a workbook and a structure to introduce and embed Preceptorship into Primary care.
- South-East London Preceptorship leads worked together to start this process
- Attended Practice Managers (PM) and General Practice Nurse (GPN) forums
- Designed flyers for the preceptees
- Leads took on the role of preceptor to help this embed in

Next steps - 2021-22

- This worked well but times have changed and the need is different.
- New role developed
- Primary Care Network (PCNF) Practice Nurse Facilitator- paid for 9 hours a month
- Tasks – to support current nursing staff in the PCN and create a cohesive group to share good practice and support each other.
- To precept new staff members by visiting them as per the programme and supporting them as needed.
- These are claimed out of their 9 hours a month

2022-23

- We recognised the need to make Preceptorship a more formal but easier process
- We simplified the Preceptorship workbook to make it a bit more user-friendly
- We trialled GROUP preceptorship. We have started with the group of GPNA – who are new nurses to General Practice on a specific course funded by NHSE.
- This group meet regularly every 6 weeks so we used this ideal opportunity to join these meetings to introduce and conduct preceptorship meetings.

How did it work?

- Preceptorship lead directed the meeting
- Discussed preceptorship and the domains
- We put them into groups to discuss and set SMART Goals ,the three preceptor leads facilitated these groups.
- We set a date to meet again to discuss how this went and set a new SMART goal.
- We encouraged them to complete the workbook online.

Next Steps

- To re-evaluate and update the role the PCNF.
- To involve the PCNFs with group preceptorship
- To evaluate with the new GPNs at the end of their programme.

Updating the role of the PCNF

- We arranged a workshop face to face to cover the following
- Update them on Preceptorship and the importance of it and recording it
- Discussed in groups how their role has developed and changed
- Worked together to write a new JD
- Next steps the Preceptorships lead will collate this to incorporate the ideas
- We decided we will meet quarterly as a group to support each other and share practice and ideas.

Invite the PCNFs to the group preceptorship

- To rewrite the JD for PCNF
- To include group preceptorship
- To evaluate the new GPNs' experience of group preceptorship
- Write pilot up
- Next steps



Questions



Improving lives **together**

Norfolk and Waveney Integrated Care System

Preceptorship update

Justin Brown justin.brown5@nhs.net

background

- Nursing associates in social care & primary care have had limited support
- Support needed.
- Handful registered presently
- More to register over coming months.
- Evidence demonstrates preceptorship enables greater retention and job satisfaction
- Programme commenced in Oct 2021 – however Covid & winter!
- Re-evaluated and re-launched April 2022 – several attendees.
- New cohort to finish in Sept/October therefore hopefully more people!
- One organisation has had several attendees each providing positive feedback

in good health
The Norfolk and Waveney Health and Care Partnership

N&W preceptorship Programme 2022-2023

MS Teams Link for all Sessions: [Click here to join the meeting](#)

19/05/2022	1400-1600	introduction to preceptorship programme	J Brown
16/06/2022	1400-1600	Facilitated Forum	Legacy Nurses & N&W
21/07/2022	1400-1600	managing priorities as a registrant	TBC
18/08/2022	1400-1600	Facilitated Forum	Legacy Nurses & N&W
15/09/2022	1400-1600	Communication skills/styles	Donna Loose
20/10/2022	1400-1600	Facilitated Forum	Legacy Nurses & N&W
17/11/2022	1400-1600	self awareness	Catherine Fraser/Coral Drane
15/12/2022	1400-1600	Facilitated Forum	Legacy Nurses & N&W
19/01/2023	1400-1600	Coaching/Supervision	TBC
16/02/2023	1400-1600	Facilitated Forum	Legacy Nurses & N&W Education Team
17/03/2023	1400-1600	Human factors - learning from incidents	Pip Noble

in good health
The Norfolk and Waveney Health and Care Partnership

Norfolk Community Health and Care NHS Trust

The Queen Elizabeth Hospital King's Lynn NHS Trust

Norfolk and Suffolk NHS Foundation Trust

James Paget University Hospitals NHS Foundation Trust

Norfolk & Suffolk Care Support Ltd

Practice Plus Group

east coast community healthcare


Norfolk and Norwich University Hospitals NHS Foundation Trust

OneNorwich Your Manpower Your Health


in good health
The Norfolk and Waveney Health and Care Partnership

background

- Document created
- Linking in with primary care to review
- Needs updating to merge with national guidance
- No skills/proficiencies – not prescriptive per profession
- Aim is to be suitable for all professions
- Mainly for primary care and social care as acutes and other orgs have well established programmes
- If possible this needs to be mandated in organisations.....



Improving lives together
Norfolk and Waveney Integrated Care System



Preceptorship Development Pathway
**Registered nurses, nursing associates
& AHPs.**

Name of Preceptee	
Name of Preceptor	

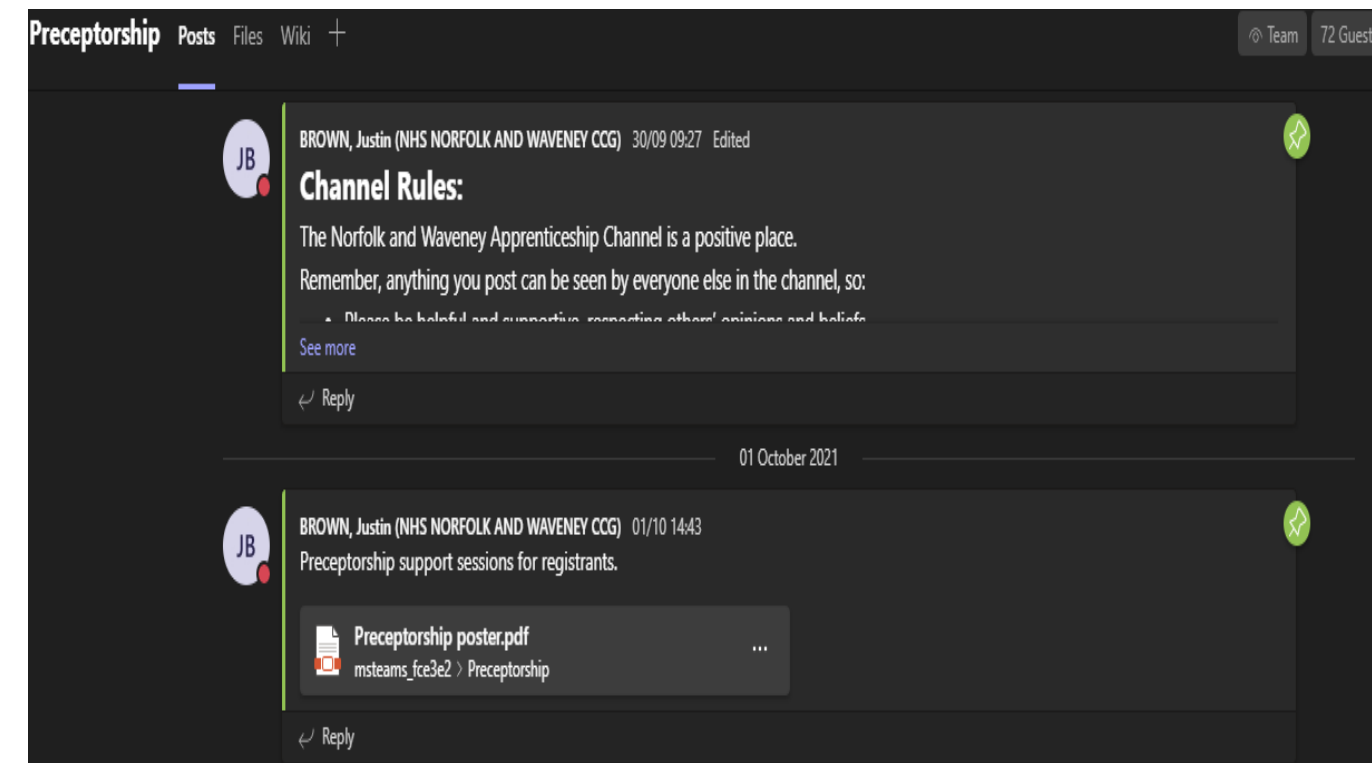
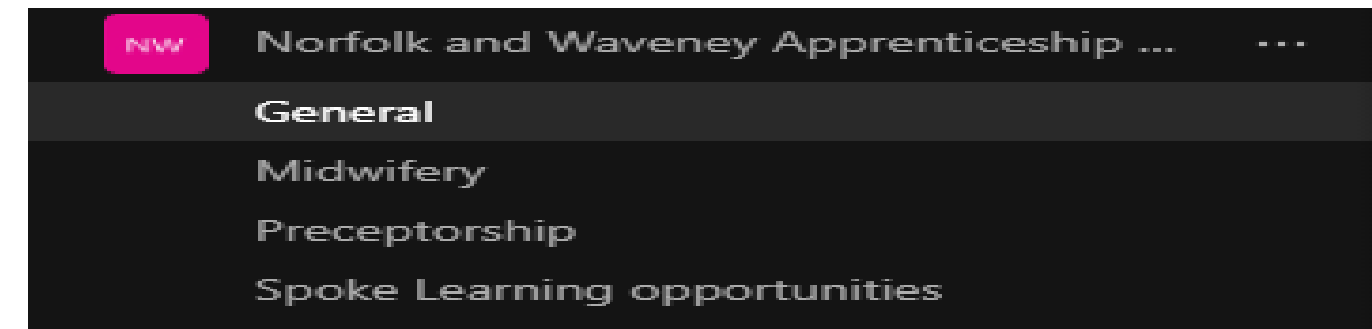
- **Where we are now.**

- Trainee and Registered Nursing Associates
 - Multiple organisations
 - 70 people on network so far
- Share videos from teaching sessions

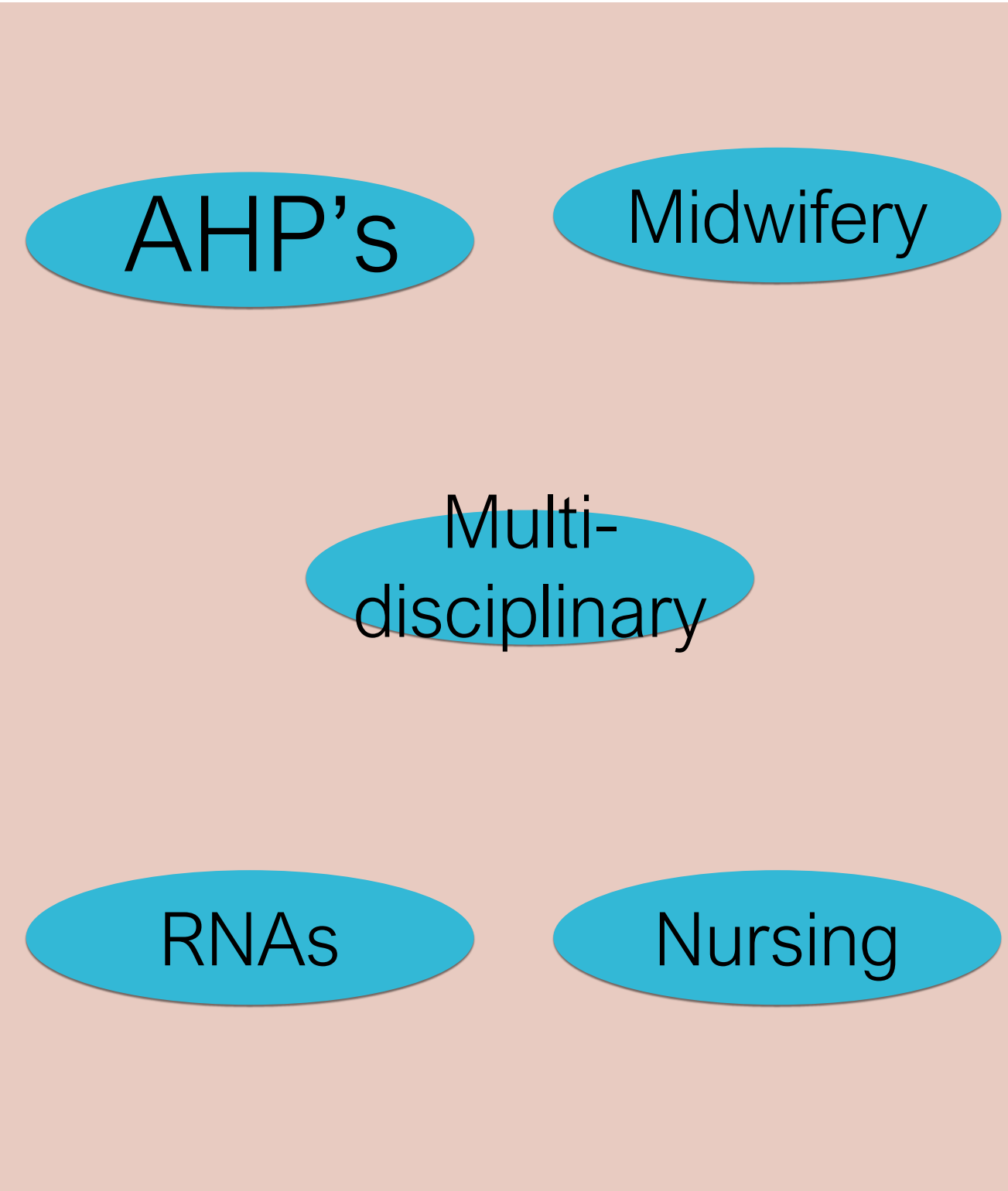
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Future ambitions



Next steps

- Promote further for programmes
- Recognise can be multiple professional
- Consideration of two cohorts per annum (Feb/March & Sept/Oct)
- T&F group to reconvene.
- Consideration of reviewing duration of sessions
- Review next years programme.
- To record or not record?



Thank you





**Thank to you to our
presenters**

**Discussion and
questions**



**Celebrating
Preceptorship**

Finally....

- Social Care documentation set available on our website
- Skills for Care event on preceptorship 07/02/24
[Nursing recruitment and retention toolkit webinar series \(skillsforcare.org.uk\)](#)
- Celebrating Preceptorship Event 11/03/24 in London - Save the date
- IQM – 122 submissions to date and 88 awards (27/11/23) [National Preceptorship Interim Quality Mark - National Workforce Skills Development Unit](#)
- Preceptorship Champion infographic (coming soon)



Celebrating Preceptorship

Connect with us

The National Preceptorship Programme

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

Email: NPP@tavi-port.nhs.uk

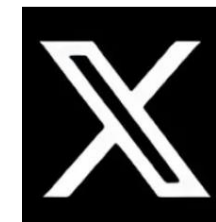
#NationalPreceptorship
#CelebratingPreceptorship

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Dr Jane Wray
Desiree Cox
National Workforce Skills
Development Unit



Celebrating Preceptorship

Primary care IQM recipients

- North Central London Training Hub
- South East London Training Hub
- BANES, Swindon & Wiltshire and Gloucestershire Training Hubs
- Cambridgeshire and Peterborough Training Hub

