

# Preceptorship Matters

## Celebrating Preceptorship

11 March 2024



# Housekeeping

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Celebrating  
Preceptorship

# Share your thoughts

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#PreceptorshipMatters



#NationalPreceptorship



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# National Preceptorship Project team

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**Desiree Cox**

Programme Lead



**Dr Jane Wray**

Senior Clinical  
Nurse Advisor



**Jenny Durling**

Central Point of Contact  
Interim Quality Mark



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# Agenda - morning session

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Welcome - Jane Clegg

Update from the National Preceptorship team - Desiree Cox & Jane Wray

Delegate workgroups

Lunch & networking

Meet your regional lead





# Agenda - afternoon session

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Welcome back and delegate workshop feedback

Results of the Nursing Times survey - Stuart Tuckwood, Unison

Preceptorship around the country

Dame Ruth May

Q&A with the panel

Final words



# Welcome

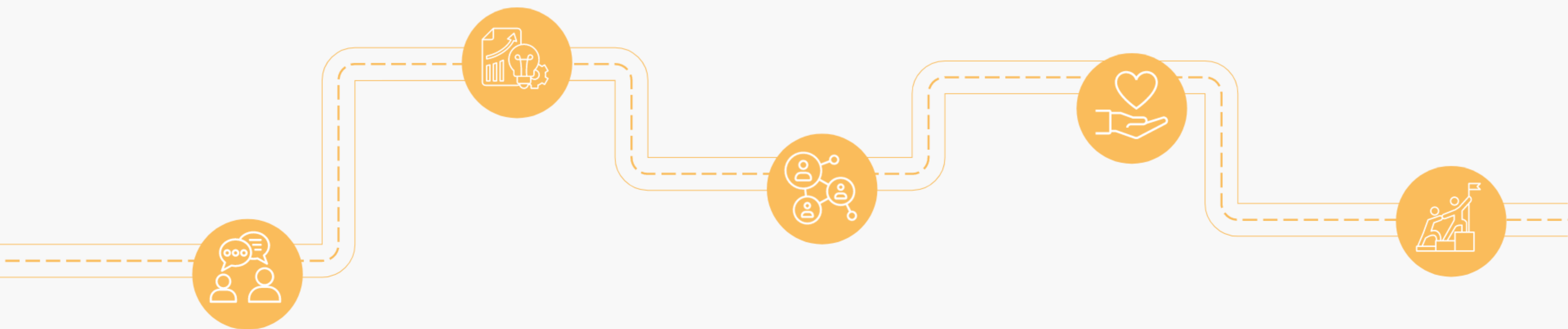


Jane Clegg

Chief Nurse for NHS England, London

“An excellent preceptorship programme is critical in supporting newly-registered nurses and nursing associates in the first few months of practice.”





# National Preceptorship update

Desiree Cox & Jane Wray



# Achievements over the past year

- Interim quality mark established
- Conference presentations
- Shortlisted for Nursing Times Workforce Development Awards
- First year review of preceptorship
- Stakeholder events
- Masterclasses
- Additional resources



# Interim quality mark awards

**205** submissions received  
by 31 January 2024

**180** awards made

**25** pending



# Interim quality mark - awards by region

	IQM awards	Pending
London	34	0
North East & Yorkshire	31	3
South East	25	3
South West	22	2
East of England	22	2
Midlands	20	5
North West	20	9
National	6	1





# Conferences

- RCN Conference, Brighton - May 2023
- RCN Student Conference, London - September 2023
- Nursing Live, Liverpool - November 2023



# Stakeholder events

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- First year review event - June 2023
- Primary care event - November 2023
- Social care event - February 2024
- Action learning masterclasses
  - 5 workshops
  - Over 150 delegates attended



# First year review highlights

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- 211 organisations completed the first year review
- All areas had improved over the June 2022 baseline review
- 77% organisations are compliant with National Preceptorship programme
- 88% organisations have a preceptorship policy (up from 69%)
- 95% organisations have a current preceptorship programme (slight increase)
- All areas of development for preceptors and preceptees have improved

# Resources

- Interim quality mark - protected time resource
- Preceptorship champion resource
- Infographics:
  - Student nurse
  - Newly-registered nurse
  - Preceptor
  - Academic support
- Action learning resources
- Social care documentation





# Delegate workshops

# Delegate workshops

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First session - 11.00-11.30

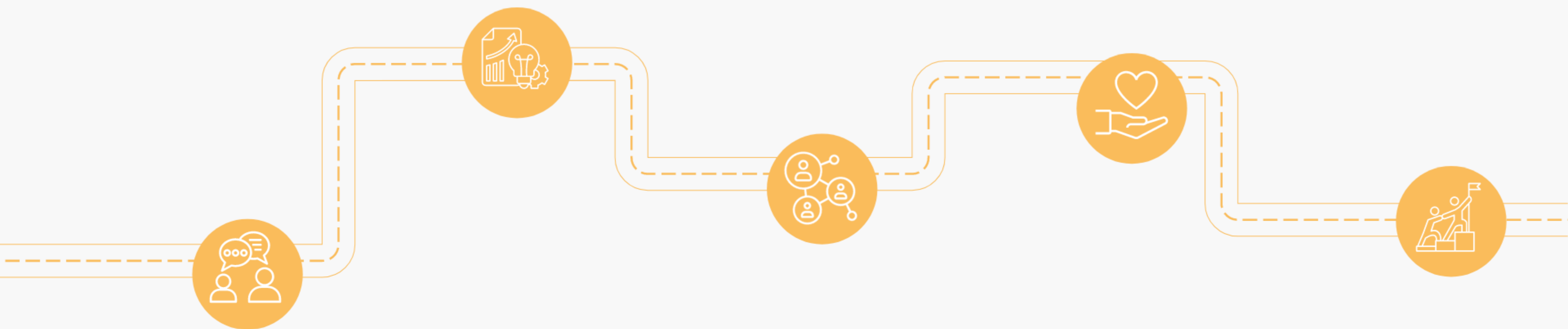
Second session - 11.40-12.10

## Topics:

- Preceptorship in primary care
- Beyond preceptorship for 12-24 months post-registration
- Pre-preceptorship
- Digital preceptorship
- Preceptorship at system level



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Lunch and networking -  
Meet your regional lead

Afternoon session begins at 13.15



# Results of the Nursing Times survey



Stuart Tuckwood

National Officer for Nursing, Unison

“Every nurse makes a huge difference to their patients and the NHS. Each deserves to be supported and developed in their first challenging nursing role. When we do so, we all benefit.”



# Nursing Times

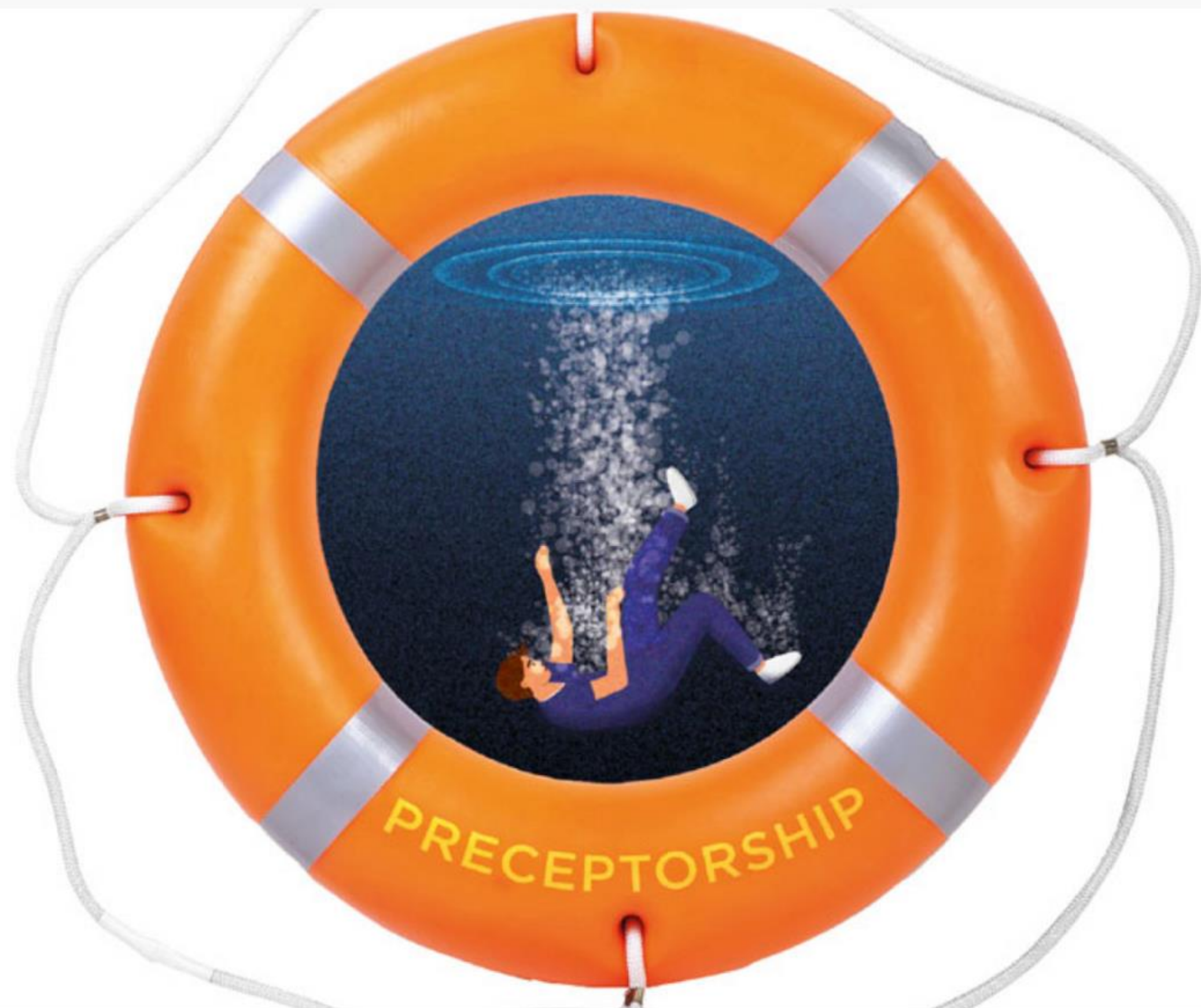


Defining the  
professional nurse  
advocate role

Fitness to practise  
in higher education:







“You sink  
or swim...”



**Offered a preceptorship**

83% to 93%

**Given sufficient protected time**

32% to 60%

**Would rate as good or excellent**

23% to 45%

**Have sufficient mentors & supervisors**

31% to 40%

**Would expect a preceptorship**

62% to 81%









# Showcasing preceptorship around the country

# East of England



20 organisations awarded  
the interim quality mark.

4 organisations pending.



West Hertfordshire Teaching  
Hospitals NHS Trust  
celebrated their IQM award.

# Dame Ruth May



Dame Ruth May

Chief Nursing Officer for England

“ Good preceptorship plays a huge role in helping to retain our NHS people. It sets in place a structure to support newly qualified nurses to get the best possible start in their career and provides the support and supervision they need to stay and stay well. Nurses have told us how important it is to have a consistent approach to preceptorship across the NHS, and we know effective preceptorship can help them to feel valued and that their development is considered important.”



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# Questions with the panel



**Chris Caldwell**

Chief Nursing Officer,  
North Central London  
Integrated Care Board



**Jane Clegg**

Chief Nurse for NHS  
England, London



**Desiree Cox**

Programme Lead,  
National Preceptorship  
Team



**Winnie George**

National Programme  
Lead (Retention),  
NHS England



**Louise Morton**

Chief Nurse,  
Royal National  
Orthopaedic Hospital,  
London

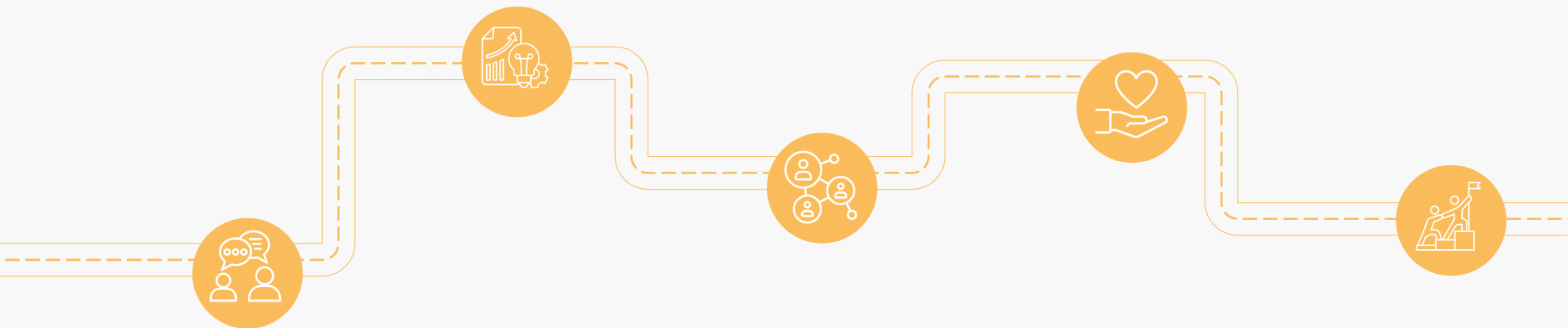


**Dr Jane Wray**

Senior Clinical  
Nurse Advisor,  
National Preceptorship  
Team



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# Final words

Desiree Cox & Jane Wray



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# Thank you

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## Steering group:

Jane Clegg Chris Caldwell Louise Morton Jane Wray Edward Cox Amanda Shobbrook Melvina Stober  
Catherine Morgan Debbie Knight Tania Topp Deborah Cubitt Eileen Aylott Rachelle Alty Miriam Coffie  
Jacqueline Robinson-Rouse Jenny Halse Nicola Morar Andrea Willimot Sam Donoghue Paul Vaughan  
Stuart Tuckwood Debbie Sturdy John Clark Jackie Brocklehurst

## Project delivery group:

Ruth Cocks Jude Ditton Tracey Coyne Lisa Newsum Hannah Fletcher Rachel Armstrong Grace  
Reynolds Michael Pearce Stephen Williams Claire Cook Helen Robinson Amanda Horrocks Caroline  
Williams Carol Mcrae Sonia Kitchen Naomi Smith Gemma Lyons Bob Booth Kyle Marasigan Katherine  
Jupp Diane Telfer Naomi Smith Jill Pallister Gillian Baker Lindsey Ford



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# Thank you

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## Regional leads:

Rachelle Alty Eileen Aylott Desiree Cox Deborah Cubitt

Jenny Halse Melvina Stober Tania Topp

## Thanks also to:

Jenny Durling

Delia Antoine Burdett

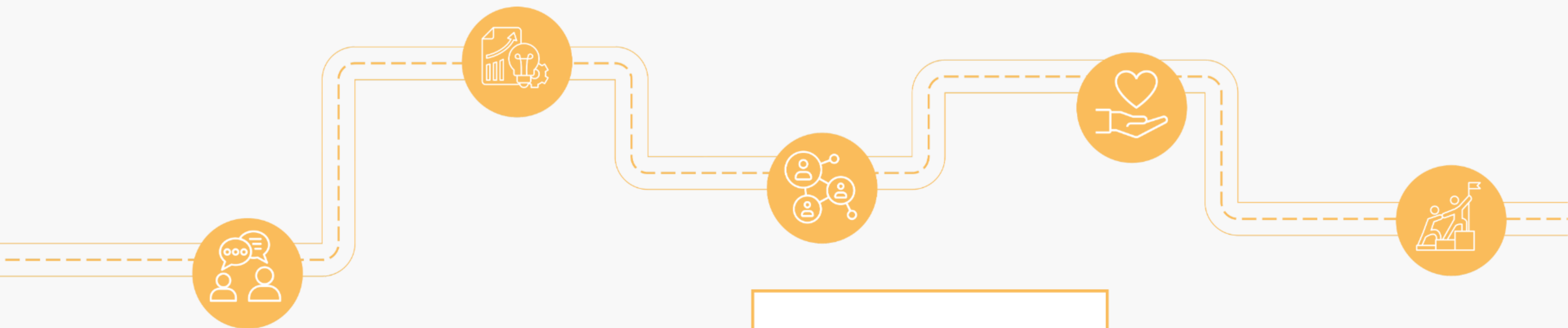


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Thank you for celebrating  
preceptorship with us today.







For more information, visit our  
website:  
<https://workforceskills.nhs.uk>

