

Preceptorship for Nurses, Midwives and Allied Healthcare Professionals at East Cheshire



East Cheshire NHS Trust is currently developing a multi-professional Preceptorship Programme, ensuring newly qualified/newly registered healthcare professionals receive the support and development they need at the start of their careers. A robust Preceptorship programme enables practitioners to transition from student to confident, competent and autonomous professionals (DOH 2011).

The Trust has employed 3 Preceptorship Champions who are committed to the development of the Trust's Preceptorship offering, therefore supporting newly qualified/newly registered health professionals, as well as Return to Practice healthcare practitioners in the first year of registration.

Preceptorship is defined by the DH (2010) as:

'A period of structured transition for the newly registered practitioner during which they will be supported by a preceptor, to develop their confidence as an autonomous professional, refine skills, values and behaviours and to continue on their journey of life-long learning'.

Aims

- To provide a supportive induction programme to newly qualified/newly registered staff
- To support individuals within their new environment or role change
- To consolidate competencies and prior learning
- To facilitate reflection, support, teaching and the development of clinical competencies
- To enable staff to develop personally and professionally
- To facilitate the development of professional behaviour

Objectives

- To develop a competent practitioner providing high standards of care at all times
- To develop practitioners who are politically aware of changes and developments within the NHS and the Trust
- To enhance the competence and confidence of practitioners within a specified time frame
- To promote reflective practitioners who maintain an individual professional portfolio
- To enable individuals to identify all future learning and development to progress their career

Domains of Learning

Preceptorship requires the attainment of competency within a number of defined Domains of Learning; operational learning (by comprehensive inductions and mandatory training), transitional skills learning and a clinical skills programme appropriate to your field of practice. The Preceptorship Programme at ECNT will guide you through these learning domains with a structured, blended approach to learning throughout the 12 month programme*.

*The Preceptorship programme is due to start September 2022

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