



Contact Details

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Preceptorship FAQs:

How do I access preceptorship?

You can ask your line manager about joining our programme. We run 5 cohorts in a year. Or get in contact with the team to learn more about what preceptorship can do for you.

What if I have already started, can I still join?

Yes, we allow for up to 6 months in post to access the preceptorship programme after your start date. Your experiences and learning to date can all be used as evidence to reach the learning outcomes of the programme.

What is the preceptorship portfolio?

Our programme centres around building a portfolio of evidence. Evidence of your professional growth or CPD can come from various sources from written feedback, self-assessment or reflections on your practice. The preceptorship portfolio along with development reviews, summarises the progression you as a professional have made in your first year.

What if I am struggling in my new post?

There is always someone that can help you in your clinical area from clinical supervisors or senior staff, to Practice Development Nurses or Midwives. Or you can always contact your preceptorship team if you have any questions or worries. The Whittington is a very friendly place to start your careers and we want you to thrive.

Will I be given protected time to complete my preceptorship development activities?

The 4-day preceptorship programme, as well as clinical skills training and other specialist study will be protected. It is also expected that your development reviews will be completed whilst you are on duty.



Your Journey Starts Here!

Whittington Health NHS Trust Preceptorship



Whittington Health proudly offers new registrants a 12-month preceptorship period which is supported by a specially designed 4-day programme on top of clinical skills training and experience pertinent to your role.

Within the preceptorship programme you will be able to network with other new registrants, reflect on your practice and support one another through your first year through Action Learning Sets.

Preceptorship is all about helping you settle into your first post. It will help you to build confidence as a new registrant to find your own feet as your work towards your goals and aspirations.

Preceptorship has been proven to increase confidence and lessen the anxieties of transitioning into your post. This is commonly referred to 'transition shock'.

As a new registrant you will start with a supernumerary period to find your feet before you are included in the numbers where you will be working as an autonomous practitioner.

There are always colleagues on hand whilst on duty to guide your practice. These will be your immediate team members and also the wider team made up of other health professionals. As well as your team you

will also be allocated what we call a preceptor, who will meet with you six times in the year to review your progress and provide insight and feedback about your practice.

This is an exciting but often nerve-racking time. Preceptorship is all about empowerment. Allowing you to grow as an independent professional, to help your clinical decision making skills by encouraging you to engage with your colleagues and to work with other health professionals to provide patient-centred care.

Preceptorship is also about consolidating your previous learning and experience and applying it to your practice. We realise the importance of practice based learning. So much so our programme is accredited by Middlesex University. This means not only can you access our programme and the support it brings but you can also work towards your academic goals by achieving credits towards your masters degree.

As an Integrated Care Organisation (ICO) there are many clinical areas under one Trust and gaining experience in different areas is easy. We have supported rotation and also internal transfers across the Trust. Just ask the preceptorship team to find out more.



Preceptorship at Whittington Health!

Preceptorship: What to expect

Preceptorship has been defined by the Department of Health (2010) as;

"A period of structured transition for the Newly Registered practitioner (NRP) 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."

Preceptorship is the transition period that supports all new registrants either to the Nursing and Midwifery Council (NMC) or Health Care Professionals Council (HCPC). This can be newly qualified staff, international practitioners or return to practice professionals. Our preceptorship programme structure focuses on building preceptorship portfolios to evidence your development during your first year of practice.

Preceptors have workshops that they can join to improve confidence in the clinical areas, preceptors are staff who like you have been newly registered once and have developed themselves to become autonomous practitioners.

There is a degree of self-management that is required to successfully navigate the first year and we actively encourage NRPs to reflect on the skills and knowledge they feel they need to be a autonomous practitioner in their clinical areas or rotations.

Our programme gives you the chance to reflect on your practice to enhance your insights and motivate you to achieve your objectives and goals as a new registrant.

Once you have completed your preceptorship year you can join our second year module called EQIPT, also accredited by Middlesex University. The EQIPT programme helps you explore different concepts and skills. The module is designed so you gain insight into what career path you may want to pursue in your future.



**We have
community and
hospital
opportunities
either through
rotation or internal
transfer**



Preceptorship Truths

- **Preceptors are vital for a healthy work environment**

Preceptors are practitioners who work in the practice area where there are 'preceptees.' Preceptors are unique as they act as role models and are experts in relating theory to practice.

- **You have an unlimited capacity to reflect and learn from experience**

Our practice based learning modules are designed to enhance your insight into your practice, help you reflect and progress professionally and academically.

- **Preceptorship is supportive but also challenging**

We know you want to be successful in your career and to do so you need to realise your potential. This requires stepping outside of your comfort zone to grow.

- **Preceptorship is based on the Capital Nurse and Capital AHP best practice standards**

Our modules have been awarded the Capital Nurse Quality Kite Mark for its adherence to best practice standards. So you can be sure we promote quality development.



Preceptorship Misconceptions

- **Only my preceptor can support me**

The whole team is there to support your transition into post. We are all involved with ensuring care is delivered to our patients/clients that is of high quality and in keeping with our Whittington values. If you have any worries or concerns please speak with our line manager or preceptor. You also have the preceptorship team to ask for advice. If you don't ask you will never know!

- **I have to work with my preceptor every shift**

It is not always possible to work with your preceptor due to the structure of clinical areas and how teams work. However we practice different models of preceptorship across the Trust. With some areas having preceptors from different teams and only linking up virtually!