

## Welcome to the Whittington Family

Congratulations on your first post at the Whittington NHS Trust. The only Integrated Care organisation (ICO) in Central London!

We are excited to have you as part of our family and would like to offer you a structured preceptorship programme designed to get the most out of you and your practice area.

Being an ICO we have a variety of different specialties across acute hospital based sites and our 10 district nursing teams in the boroughs of Islington and Haringay.

We understand that starting a new post for the first time either from undergraduate nursing or from overseas can be a nervous time. Often there is a higher level of stress felt until you find your feet.

Preceptorship is an opportunity to kick-start your career in nursing and also your path of life-long learning. We want you to be competent practitioners and will upskill you to help your confidence flourish.

The Whittington Health mission statement and I-CARE values is what defines us and our working practice. We hope you enjoy your time at the Whittington Trust and wish you all the success in your post and career.

If you would like to know more about preceptorship at the Whittington please feel free to contact the Preceptorship Lead. You can pop in to the office for a chat anytime. Otherwise please contact them on the details below;

Telephone: 0207288 (5892)

Email: [joseph.lynch@nhs.net](mailto:joseph.lynch@nhs.net)

Twitter: @preceptorWhitt



Whittington Health **NHS**

Magdala Avenue, Islington, London, N19 5NF

# Preceptorship at the Whittington Health Trust

Helping local people live longer, healthier lives.

# I • C A R E



## INNOVATION

We will welcome ideas

We are willing to change

We will make new partnerships



## COMPASSIONATE

We will value our relationships

We will treat people with kindness

We will look after each other

We will create an environment that fosters privacy and dignity



## ACCOUNTABLE

We will take ownership for what we do

We will use the public's money well

We will learn from our mistakes

We will hold others to account

We will be open and honest



## RESPECTFUL

We will treat people fairly

We will recognise individuality

We will deal with inappropriate behaviour firmly



## EXCELLENT

We will keep people safe

We will deliver high quality services

We will keep on improving

We will learn from our mistakes

Whittington Health **NHS**

We value your hard work and endeavor to facilitate your development, starting the road to life-long learning and career progression.



# Preceptorship at the Whitt!

## Defining preceptorship

New to preceptorship? Please read our informative leaflet;

Any questions, suggestions and or comments are welcomed and encouraged. The preceptorship program is a dynamic process. The feedback we receive is highly valued and will be used to develop and make the preceptorship program better in the future.

## Preceptorship

Preceptorship is the transition period that supports all new registrants to the Nursing & Midwifery Council (NMC). This can be newly qualified staff, overseas nurses or return to practice nurses. Our preceptorship program focuses on providing

the skills to be a confident and competent practitioner. It covers a period of a year and have study days throughout this period. These are a combination of clinical skills, preceptorship workshops and bespoke speakers/training days.

We provide a competency assessment tool (CAT) booklet to help facilitate and track your development during your preceptorship, providing evidence of learning and reflection. Reflection now being a requirement of the NMC the CAT booklet provides a vital resource to enable you to show your growth through continued professional development.

## Preceptors

Preceptors are nurses who work in the practice area where there are 'preceptees'. They act as guides and support for those undertaking the preceptorship program. Preceptors can be ward managers, community team leads, Practice development nurses (PDNs), senior nurses or those who have completed their preceptorship program.

Preceptors can be Mentor but there is no formal training set out by the NMC as is required for mentorship.

However, we offer training and coaching opportunities for preceptors and support them in undertaking the preceptor role.

Preceptorship has been proven to retain nurses as they feel valued and more capable.

## Preceptees

Preceptees are any newly registered nurses to the NMC starting in a new practice area.

The implementation and establishment of preceptorship brings a number of benefits.

Based on the NHS Knowledge and Skills Framework (KSF) and also utilizing local knowledge we hope to create a robust workforce capable of meeting the demands of the local people that we care for.

By upskilling our nursing workforce and encouraging an ethos of personal responsibility for development and reflection in practice, Good preceptorship enables nurses to successfully manage their transition to registered nurse, becoming valued members of their team. With this creates an environment where nurses feel more empowered to deliver care

that we all strive to achieve.

Not only that, with the study days provided we aim to be able to provide the foundations of skills required to work across different practice areas. The preceptorship program aims to progress you with your professional career. Preceptorship can be used to show future posts what you have accomplished. Showcasing your amazing skills and effort you have put in to developing yourself.

We understand that this is a very challenging time for newly registered nurses; this is why we have developed the preceptorship programme with the newly registered nurse in mind.

In the future our preceptorship will be accredited by our local university partners to give you a more worthwhile and reflect the effort you have put in. Watch this space!

