

## What is Preceptorship

‘A period of structured transition for the newly qualified or new to the NHS practitioner (preceptee) during which they will be supported by a preceptor (teacher or mentor), to develop their confidence as an autonomous professional, refine skills, values and behaviours and to continue on their journey of lifelong learning’

The purpose of preceptorship is to provide support during this transition that helps newly registered practitioners translate their learnt knowledge into everyday practice and meet the obligations of their role under HCPC and GOsC standards.

Programmes are designed to develop confidence, values, behaviours and clinical competence, in order to become an effective, valued and autonomous practitioner, set on a trajectory for appropriate career progression and lifelong learning

Your preceptorship program should include training on the following: Clinical effectiveness, safety, interprofessional practice, communication, facilitation of learning, professionalism, development of self, professional development, research, evidence and quality improvement and equality, diversity and inclusion.

Preceptorship is separate to supervision and practitioners are entitled to both preceptorship and supervision, however your supervisor may also be your preceptor depending on your organisation.

Staff are entitled to preceptorship and this does not come at a cost to the staff member taking the program.

## Who is it for?

Preceptorship is available for:

- Internationally recruited AHPs new to the NHS
- AHPs returning to practice
- Newly qualified AHPs

## What are the benefits

It is recognised that where preceptorship is well embedded as part of the organisational culture, there are significant benefits for staff, such as:

- Opportunities to meet peers and network
- Offers structure and support needed to transition knowledge into everyday practice successfully
- Increases confident and enables you to lay a solid foundation in practice through application of knowledge, skills and competences already acquired
- Starts a lifelong journey of reflection and the ability to self-identify continuing professional development needs

### **How long is the programme**

The length of preceptorship programmes will vary depending on organisations but should run for a minimum of 6 sessions. Typically these are run as whole day sessions on a monthly or bimonthly bases, however your organisation might run more sessions or run half day sessions.

Some trusts may still be in the process of setting up a preceptorship programme. Please discuss your options with your Line Manager

Capital AHP has a Preceptorship framework which can be located [here](#) for more details

CAPITAL AHP