



# PRECEPTORSHIP 2020

*Learning to Excel as a Newly Qualified Practitioner*

## PROGRAMME MISSION

To facilitate a structured learning and development experience that supports all our Newly Qualified Nurses, Nursing Associates and Allied Health Professionals to excel as autonomous practitioners in the workplace.

## PROGRAMME STRUCTURE

The programme delivers a multidisciplinary reflective content using a modular approach with three learning units to complete over a 10 month period. Each learning unit is comprised of three dedicated study days with associated learning activities to complete, equating to one taught session a month.

Running alongside the learning units is the Preceptorship Project which requires the Newly Qualified Practitioners to identify a learning need within their workplace and deliver an educational session, after which they review their experiences of educating others and present their findings in a conference style poster on the final day of the programme.

The last day of the programme is the 'Beyond Preceptorship Celebration' focusing on how to develop their careers beyond their current clinical settings and into specialised practice or complimentary and extended roles.

## SUPPORT STRUCTURE

Throughout the programme the Newly Qualified Practitioner is supported by their Preceptor and their Preceptorship Coach.

A Preceptor is a Clinical Supervisor or buddy who works in the same team as the Newly Qualified Practitioner. They support the refinement of clinical skills and practitioner proficiency through constructive feedback and joint working, meeting at least monthly with them.

A Preceptorship Coach is a Solent NHS Trust Educational Practitioner. They provide coaching to facilitate the personal development of the Newly Qualified Practitioner towards their long term career goals. They meet with their Newly Qualified Practitioners at least three times during the programme and are a go to resource for advice and support on progressing through their Preceptorship period.

## OUR PRECEPTORSHIP LEARNING UNITS



### PERSONAL & PROFESSIONAL IDENTITY

- Being your whole self
- Being a professional
- Being a team member



### CLINICAL PRACTICE & BEYOND

- Effective Care
- Safe Care
- Patient Centred Care
- Beyond Preceptorship Celebration



### ENGAGING & INFLUENCING OTHERS

- Communicating with skill
- Supporting learners in practice
- Becoming a leader

## PROFESSIONAL DOMAINS EMBEDDED INTO THE PROGRAMME:

- Clinical Practice
- Communication
- Teamwork
- Leadership
- Professionalism & Integrity
- Research & Evidence
- Safety & Quality
- Facilitation of Learning
- Development of Self & Others