

Preceptorship Programme



Preceptorship

At Leeds and York Partnership NHS Foundation Trust, we want to do everything we can to help get your career off to a flying start.

We know that the period of transition from being a newly registered practitioner to becoming an experienced member of the multidisciplinary team can be exciting and challenging. This is why we have developed the Leeds and York Partnership NHS Foundation Trust Nursing and Professions Preceptorship Programme.

The programme is a period of structured transition for newly registered practitioners. You will be supported by the preceptorship programme to develop your confidence as an autonomous professional, refine skills, values and behaviours and to continue on your journey of life-long learning.

Why preceptorship?

Preceptorship is a way of addressing some of the challenges that face newly qualified practitioners or those new to working in an area. At the Trust the first year of practice is recognised as a period where the newly qualified practitioner needs particular support and guidance. It helps to manage the transition from student to practitioner. It also aims to provide assurance that each newly qualified practitioner meets the necessary practice standards and professional standards, and can demonstrate that they meet the knowledge and skills framework outline for their post. This builds confidence and self-belief in the practitioner.

Preceptorship is invaluable for new starters and includes monthly study days and workplace activities. The programme includes:

- A named preceptor of the same profession who will provide regular supervision and support through the programme
- Structured feedback through observed practice
- Structured reflection
- A focus on continued professional development (CPD) using the Knowledge Skills Framework (KSF) and guidance from the HCPC and professional bodies
- Reviews at 6 and 12 months with the AHP preceptorship lead

The benefits of our preceptorship programme:

- Develop your confidence as a practitioner
- Professional socialisation into the working environment
- Increased job satisfaction, leading to improved service user satisfaction
- Feeling valued and respected by the Trust
- Feeling invested in and having your future career aspirations enhanced



- Feeling proud and committed to the Trust, your colleagues and your service users
- Develop an understanding of the commitment to working within your profession and regulatory body requirements
- Develop personal responsibility for maintaining up-to-date knowledge

Your preceptor

The support of a preceptor is a vital underpinning element of preceptorship. The preceptor is an experienced and knowledgeable practitioner of the same discipline as you. The preceptor's role is to guide you and offer support both professionally and personally throughout the process. They will also support your learning and development. You and your preceptor will work together to identify your learning objectives.

Preceptorship lead

They are responsible for the oversight of the preceptorship programme. The preceptorship lead will meet with you at the start, at six months and at the end of the programme at 12 months, ensuring you are supported throughout.

Skills-based workshops

Each month you will attend a full-day skills-based workshop. You'll cover topics such as:

- Physical health
- Professional conduct
- Difficult conversations
- Risk assessment
- Medications awareness
- Prioritisation and delegation
- Boundaries
- Psychoactive substances
- Supervision and leadership
- Supporting Learners in Practice (SLIP)
- Specialist areas such as eating disorders and personality disorder

Action learning sets

You'll also take part in action learning sets. Action learning sets facilitate the development of skills of enquiry, analysis, problem-solving, effective communication, self-reflection and feedback, and enable the application of learning with the work environment through structured group work.

Ongoing evaluation

The preceptorship programme is continually evaluated using monthly feedback forms, ensuring that the programme is adapted to meet the needs of current and future preceptees. In recent years the programme has been developed more closely with the Nursing preceptorship programme to encourage inter-professional learning and multi-disciplinary working, while continuing to meet the needs of AHP's on the programme.