



Corporate

Recruitment

Preceptorship Programme

Preceptorship Programme

Starting a new job and joining a new team can be a challenging time, whether you are a newly qualified practitioner, returning to practice or a more experienced practitioner changing roles.

To ensure you are fully supported at this time, Oxford Health NHS Foundation Trust has a highly effective and robust Preceptorship Programme.

The Trust recognises that practitioners need to be independent, autonomous and innovative. It has a strong Preceptorship Programme in place to support staff to achieve this.

What is Preceptorship?

Preceptorship is a structured process of supporting practitioners in their first year of practice. It supports you to develop your confidence as an independent professional in your role and to refine your skills, values and behaviour.

Having extra support - and learning from best practice in dedicated time, gives you a foundation for lifelong learning and allows you to provide effective patient-centred care confidently.

Who is the Preceptorship Programme for?

It is designed for all health and social care professions, including those completing foundation degrees.

What are the benefits of Preceptorship?

The Preceptorship process aims to:

- support you to consolidate the knowledge and skills gained as a student or previous experience.
- develop competence and confidence in practice within the environment and demands of your post.
- lay a firm foundation in high quality practice and service improvement.
- establish the necessary skills and discipline for continuing professional development and for registered practitioners who are required to produce evidence for revalidation.
- support you in evidencing and meeting the knowledge and skills related to core competencies required in your post, and for your first Performance Development Review.

How does the Preceptorship Programme run?

There are four areas of the Preceptorship Programme:

1. Setting objectives

You will work with an allocated, experienced practitioner (the Preceptor) to set measurable short and long-term objectives that demonstrate competence in key responsibilities outlined within your individual job description.

2. Evidence of competence

You are expected to gather evidence from your day-to-day

work; (e.g. reflections, examples of reports, training undertaken) that demonstrates how you have met your objectives and core competencies.

3. Regular review

Your objectives will be reviewed regularly at three, six, nine and 12 months. At 12 months if you have been successful, you will complete the programme and then continue with Continuing Professional Development (CPD), Supervision and annual Personal Development Review (PDR).

4. Service Improvement Project

You will be expected and supported to complete a small service improvement project in your workplace which demonstrates achievement of many core competencies. This project will be shared with your work colleagues and also more widely at a Trust Preceptorship or Innovations event.

What other support is there?

Programme Handbook

A structured handbook provides Preceptees and Preceptors with a comprehensive guide to all elements of the Preceptorship Programme, along with suggested references and resources.

It includes how to register, record progress and complete formal reviews using the On Line Preceptorship Record.

Preceptorship Leads and Clinical Practice Educators

The Preceptorship Leads are available to answer questions about the programme and offer guidance to Preceptees, Preceptors and Line Managers. The Clinical Practice Educators are also available to support Preceptees within their workplace as required.

Learning Portal

The Learning Portal 'Practice Learning and Preceptorship' pages host the handbook, information, guidance and useful links regarding Preceptorship and workshop booking system.

Getting Started Workshop

Preceptees and their Preceptors are expected to attend our one day introductory workshop as soon as possible after commencement of employment. The workshop is led by members of the Preceptorship and Innovation and Improvement Teams.

Action Learning Sets/Reflective Practice Groups

Action Learning sets and reflective practice groups are available for additional support and to network and share experiences within a supportive environment.

Voices of Preceptees' and Preceptors

Preceptees

'I felt I had consistent support during my first year of practice and the opportunity to reflect with support from my Preceptor. I really enjoyed working on a service improvement project. The project was a practical way to understand how to demonstrate competency within my practice and increased my confidence to contribute new ideas to the service I am working in.'

'I learned a lot from my service improvement project which I feel improved my group planning and facilitation skills. I have also contributed to a new group on our ward's therapeutic Programme which I have received some positive feedback from service users about.'

'It gave me an opportunity to reflect on my goals in a structured way and ensure I was fully reflecting on the transition from university to practice.'

The Programme helped me to gain confidence in my first year of practice. I found it very helpful and my team was really supportive.

During the Programme I was able to reflect on my practice and challenge my practice in a supportive way. My Preceptor and Line Manager supported me through the framework.

The service improvement project allowed me to engage with my team, patients, carers and I was able to make a small change with benefits to all of us.'

'The year has been a valuable and enlightening experience. Completing the Programme has enabled me to 'cement' and consolidate knowledge and skills to become a specialist public health practitioner.

The years Preceptorship has enabled me to explore challenges; both personal and professional, and I have very much embraced and benefitted from the process.

Being Preceptored by an experienced practitioner has enabled me to benefit from knowledge and discussions regarding issues in practice that have enabled me to make changes and benefit my practice as a Health Visitor.'

Preceptors

'As a Preceptor, following the Programme framework to support Preceptees allowed me to grow professionally and personally. With this framework we were able to reflect on practice together. Helping the Preceptee with the service improvement project enabled me with confidence to challenge our practice and make small changes.'

I enjoyed meeting up with a valued colleague (Preceptee), and encouraging her to complete aspects of her role and to see her develop in her role meeting competencies and objectives.'

Preceptees' and Preceptors' expectations

'I was wanting to self-evaluate my practice and style as a practitioner and negotiate my progress with my Preceptor. I also wanted to self-evaluate the standard of my practice and take on a service improvement project that would benefit my department and service, including the team, wider organization, clients, potential clients and their family.'

'I led on Preceptorship on my ward and worked with the team to fulfil the requirements of the course. The flexibility of the Programme allowed me to work autonomously and gave me the freedom to run it as I wanted and to benefit the Preceptees.'

For further information please visit our website:

www.oxfordhealth.nhs.uk

If you need the information in another language or format please ask us

Nëse ky informacion ju nevojitet në një gjuhë apo format tjetër, ju lutem na kontaktoni

আপনি যদি এই তথ্যাদি অন্য কোন ভাষায় বা মাধ্যমে (ফরমেট) পেতে চান তবে দয়া করে আমাদেরকে বলুন

જો તમને આ માહિતી બીજી ભાષામાં અથવા બીજા આકારમાં જોઈએ, તો કૃપા કરીને અમને પૂછી

यदि आपको यह जानकारी किसी दूसरी भाषा या आकार में चाहिए हो तो कृपया हम से पूछें

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