



Recruitment

# Preceptorship programme

## Preceptorship programme

The beginning of a newly qualified practitioner's career can be a challenging time, where initial experiences can shape how you develop in your career.

To ensure the best possible start for newly qualified practitioners, Oxford Health NHS Foundation Trust has a highly effective and robust preceptorship programme.

The trust recognises that practitioners will need to be more independent, autonomous and innovative in the future and is dedicated to having a strong preceptorship programme in place to achieve this.

## What is preceptorship?

Preceptorship is a structured process of supporting newly qualified practitioners in their first year of practice. It supports you to develop your confidence as an independent professional 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?

The programme 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 first post.
- lay a firm foundation in high quality practice and service improvement.
- establish the necessary skills and discipline for continuing professional development.
- support you in evidencing and meeting the knowledge and skills framework (KSF) competency standards after 12 months in post.

# 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 the six KSF core dimensions and key responsibilities outlined in your individual job description.

## **2. Evidence of competence**

You are expected to gather evidence from your day-to-day work (for example reflections, examples of reports, training undertaken) that demonstrates how you have met your objectives and six KSF core dimensions.

## **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 to complete a small service improvement project in your workplace which demonstrates achievement of some of the KSF core dimensions and responsibilities within your individual job description.

## Preceptees' and preceptors' views of the preceptorship programme

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 KSF competencies 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 a new group to 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 ensured I was fully reflecting on the transition from university to practice.

## What were your expectations of the preceptorship programme?

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 to take on a service improvement project that would benefit my department and service, including:

- the team
- wider organisation
- clients
- potential clients
- their family

I led my preceptorship and worked with the team to fulfil the requirements of the course. It allowed me to work autonomously and gave me the freedom to run it as I wanted and to my needs.

The programme has 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 my 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.

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.

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## Contact us

Oxford Health NHS Foundation Trust

Trust Headquarters

Warneford Hospital

Warneford Lane

Headington

Oxford

OX3 7JX

Switchboard 01865 901 000

Email [enquiries@oxfordhealth.nhs.uk](mailto:enquiries@oxfordhealth.nhs.uk)

Website [www.oxfordhealth.nhs.uk](http://www.oxfordhealth.nhs.uk)

COR 044.15