

Health Education England Preceptorship Standards

The organisation has a preceptorship policy, which has been formally approved by the appropriate Education Governance structures.
There is an organisational wide lead for preceptorship
There is a structured preceptorship programme that has been agreed by the Executive Nurse and other professional leads given preceptorship should be available for all new registered practitioners.
The organisation facilitates protected time for preceptorship activities
There is a clearly defined purpose of preceptorship that is mutually understood by preceptors and preceptees
Preceptorship is informed by and aligns with the organisational appraisal framework
Preceptors have undertaken training and education that is distinct from mentorship preparation
There is a central register of preceptors
Systems are in place to identify all staff requiring preceptorship
Systems are in place to monitor and track newly registered practitioners from their appointment through completion of the preceptorship period
Every newly qualified nurse/midwife/allied health professional has a named preceptor allocated from first day of employment
Preceptorship is tailored to meet the need of the individual preceptee
The preceptee undertakes a transitional learning needs analysis
Preceptorship is monitored and evaluated on a scheduled basis
A range of relevant skills training and assessments are available to meet the needs of preceptees
Action learning, group reflection or discussion are included in the preceptorship process
Preceptees contribute to the development of preceptorship programmes
The preceptorship programme includes the following elements: <ol style="list-style-type: none"> 1. Accountability 2. Career development 3. Communication 4. Dealing with conflict/managing difficult conversations 5. Delivering safe care 6. Emotional intelligence 7. Leadership 8. Quality Improvement 9. Resilience 10. Reflection 11. Safe staffing /raising concerns 12. Team working 13. Medicines management (where relevant) 14. Interprofessional learning

