

A 6-month collaborative pilot with NHS Fife and NHS Education for Scotland

Amy Smith, NHS Education for Scotland Nursing and Midwifery Practice Educator

Caroline Paterson, NHS Fife Practice Education Facilitator and Care Home Education Facilitator



Aim

Over a 6-month period, the pilot team aimed to understand what support and resources preceptors benefitted from to perform effectively within the role.

The pilot focused on supporting preceptors of practitioners who were newly qualified and those who were experienced, but new to a promoted role. This varied from practitioners at level 4 to level 7 of the Nursing, Midwifery and Allied Health Professional Development Framework² (2023).

Pilot team

- Practice Educator
- Practice Education Facilitator
- Lead Nurse
- Senior Charge Nurses
- Preceptees

Methods

- Guidance document provided.
- Group and 1:1 learning sessions.
- Monthly meetings with NES Practice Educator and NHS Fife PEF to celebrate progress and explore barriers.
- Coaching approach adopted with preceptors.
- Baseline data gathered on understanding of preceptorship.

Feedback from preceptors

“I value preceptorship as it allows our staff time to reflect on their practice, identify their learning needs and offers a named person to guide and support them towards achieving their goals.”

- Senior Charge Nurse, Ward 1, Glenrothes Hospital

“The preceptorship programme has raised my awareness of the purpose of preceptorship allowing me to become empowered in my role and responsibilities in line with the NMC Principles of Preceptorship”

- Senior Charge Nurse, Ward 2, Glenrothes Hospital

Conclusion

Pilot team members undertaking the preceptorship role were dedicated to supporting their colleagues to thrive and flourish in their role. Evidence of compassionate leadership and a commitment to sharing knowledge and experiences amongst the preceptors has created an opportunity for future discussions around a community of practice and peer supervision. Clinical pressures were a consistent barrier, evidencing the need for protected learning time to proceed with the model going forward.

Key contacts

Amy Smith: amy.smith5@nhs.scot

Caroline Paterson: caroline.paterson7@nhs.scot



References

1. NHS Education for Scotland (2021) Preceptorship: a framework supporting nurses, midwives and SCPHN. Available at: <https://learn.nes.nhs.scot/42348/preceptorship>

2. NHS Education for Scotland (2023) Nursing, midwifery, and allied health professionals (NMAHP) development framework. Available at: <https://www.nmahpdevelopmentframework.nes.scot.nhs.uk/>