

## National Preceptorship Model for Nursing

October 2022, Version 1

This National Preceptorship Model is a summary document of the [National Preceptorship Framework for Nursing](#) and should be used alongside it.

The purpose of preceptorship is to provide support, guidance, and development for all newly registered practitioners to build confidence and develop further competence as they transition from student to autonomous professional. Preceptorship may also be provided for nurses transitioning from one role or setting to another.

The core purpose and expected outcome is improved retention for newly registered nurses.

Criteria	Core Standard	Gold Standard
<b>Intended recipients</b>	All newly registered nurses and nursing associates	All newly registered nurses and nursing associates
<b>Length of preceptorship programme*</b>	Minimum of six months from joining the organisation or receiving PIN	12 months from joining the organisation or receiving PIN
<b>Supernumerary period</b>	Minimum of two weeks' supernumerary for preceptee (or equivalent to 75 hours)	Additional protected time throughout the programme for preceptor and preceptee included in preceptorship policy for organisation

<b>Meeting requirements (preceptor and preceptee)</b>	<p>Minimum of three meetings:</p> <ul style="list-style-type: none"> <li>- Within first two weeks of joining the organization or receiving their PIN</li> <li>- Middle of programme</li> <li>- Completion of preceptorship programme</li> </ul>	<p>As a minimum, every two months including:</p> <ul style="list-style-type: none"> <li>- Within first week</li> <li>- Middle of programme</li> <li>- Completion of preceptorship programme</li> </ul>
<b>Roles (with expectations)</b>	<ul style="list-style-type: none"> <li>- Preceptor (protected time of eight hours per year)</li> <li>- Preceptee (participation in organisation preceptorship programme)</li> </ul>	<ul style="list-style-type: none"> <li>- Preceptor (protected time of 12 hours per year)</li> <li>- Preceptorship lead</li> <li>- Preceptorship champion/ambassador/link</li> </ul>
<b>Preceptor</b>	<ul style="list-style-type: none"> <li>- Equivalent level or senior to preceptee</li> <li>- Minimum 12 months' experience post-registration</li> <li>- Attending initial training</li> <li>- Refer to role descriptor for detail</li> </ul>	<ul style="list-style-type: none"> <li>- Equivalent level or senior to preceptee</li> <li>- Minimum 12 months' experience post-registration</li> <li>- Role expectations</li> <li>- Minimum 12 months' experience in setting</li> <li>- No more than one preceptor to two preceptees</li> <li>- Initial training</li> <li>- Ongoing support and training</li> </ul>

<p><b>Preceptorship lead</b></p>	<ul style="list-style-type: none"> <li>- Central point of contact within organisation/ICS</li> <li>- Responsible for programme co-ordination</li> <li>- Monitoring and evaluating preceptorship</li> <li>- Development and review of programme and policy</li> </ul>	<p>Plus:</p> <ul style="list-style-type: none"> <li>- Development programme for preceptors</li> <li>- Support for preceptors</li> <li>- Develop and deliver support network for preceptors</li> <li>- Maintain register of preceptors</li> <li>- Promotion of value and benefits of preceptorship within own organisation</li> <li>- Develop and support network of preceptorship champions</li> </ul>
<p><b>Core elements</b></p>	<ul style="list-style-type: none"> <li>- Preceptorship policy</li> <li>- Formal, structured programme of learning</li> <li>- Standard documentation across organisation</li> <li>- Role descriptions</li> <li>- Protected time</li> <li>- Monitoring and evaluation</li> <li>- Development of preceptors / preceptor training</li> </ul>	<ul style="list-style-type: none"> <li>- Senior responsible officer (SRO) at board level</li> <li>- Protected time for preceptors (minimum 12 hours)</li> <li>- Meeting templates</li> <li>- Development and support for preceptors</li> <li>- Preceptorship mandated across organisation</li> <li>- Audit trails to demonstrate compliance, evaluation, and feedback</li> </ul>
<p><b>Indicative content of development programme</b></p>	<ul style="list-style-type: none"> <li>- Facilitated learning / study days (flexible dependent on work area and individual requirements)</li> <li>- Preceptee individual learning and development plans</li> <li>- Wellbeing initiatives</li> </ul>	<p>May include:</p> <ul style="list-style-type: none"> <li>- Action learning</li> <li>- Peer support forums for preceptor and preceptee</li> <li>- Coaching</li> <li>- Mentoring</li> <li>- Professional Nurse Advocate (PNA) / restorative supervision</li> </ul>

	<ul style="list-style-type: none"> <li>- Reflection</li> <li>- Pastoral care and support</li> <li>- Clinical supervision</li> </ul>	
<p><b>Compliance</b></p>	<ul style="list-style-type: none"> <li>- National Preceptorship Framework (2022)</li> <li>- Nursing and Midwifery Council Principles for Preceptorship (2020)</li> </ul> <p><a href="https://www.nmc.org.uk/standards/guidance/preceptorship/">https://www.nmc.org.uk/standards/guidance/preceptorship/</a></p>	
<p><b>Evaluation</b></p>	<ul style="list-style-type: none"> <li>- Course evaluations</li> <li>- Retention statistics (12- and 24-months post-registration)</li> <li>- Feedback questionnaire on preceptorship experience at end point</li> <li>- Annual review of the programme</li> <li>- Feedback mechanism for preceptors to support them</li> <li>- Feedback from preceptor and preceptees</li> </ul>	<ul style="list-style-type: none"> <li>- Session feedback</li> <li>- Feedback questionnaire on preceptorship experience – mid point and end point</li> <li>- Preceptee involvement in design and development of programme</li> <li>- Stakeholder feedback</li> </ul>

\*where accelerated programmes are used, support should be available for six months.