



TURAS | Learn

## Preceptorship

A framework supporting nurses, midwives and SCPHN

# What is Preceptorship?



Preceptorship is defined as additional support and guidance offered to nurses, midwives and SCPHNs during their transition or adaptation, to a new role.

Why is it needed?





# Preceptorship Aims:

The main aim of Preceptorship is to welcome and integrate newly registered professionals/those new to role into their new team and place of work (NMC,2020).

It is person-centred focussed on the learning and development of the preceptee

Complements Flying Start



# Preceptee

- New registrants have a duty to fully embrace and actively engage in the preceptorship programme offered by their employing authority (NMC, 2018). In Scotland, this is equally applicable to Registered nurses and midwives embarking work in a new role or environment.
- Roles & Responsibilities



# Preceptor

- In some areas, preceptors traditionally dealt with newly qualified practitioners however, the NMC principles allow further support to other registrants, namely: those who are new to role, registrants from overseas and those returning to practice.
- Training and Experience
- Opportunities for development
- Roles and responsibilities

# Line Manager



- Line managers have an essential role in supporting preceptorship in practice as they have good oversight of staff numbers, workload, qualification(s), and experience in their locality as well as the capacity of staff to undertake the role of preceptor.
- Roles and responsibilities

# Approach to Preceptorship



- One to One
- Group
- Mixed
- Virtual
- Combination





# Templates for Meetings

- Agreement between the preceptor and the preceptee
- Initial meeting template
- Interim meeting template
- Final sign-off meeting template

# Links to additional resources



- NMC Principles of preceptorship  
<https://www.nmc.org.uk/standards/guidance/preceptorship/>
- Flying Start NHS  
<https://learn.nes.nhs.scot/735/flying-start-nhs>
- Scotland's Preceptorship Framework  
<https://learn.nes.nhs.scot/42348>
- Preceptorship Launch Webinar  
<https://vimeo.com/600912377>

This resource may be made available, in full or summary form, in alternative formats and community languages.  
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how  
we can best meet your requirements.



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