Preceptorship for Newly Qualified Health Visitors and School Nurses.
Debbie MacManus,
Preceptor, Health Visitor
What is Preceptorship?

Preceptorship is....

“ a period in which the new HV should work through a programme with a named preceptor, which is subsequently signed off by both preceptee and preceptor at the end of the programme.

The aim of preceptorship is to support the preceptee to gain the experience, skills and knowledge to move along the novice to expert continuum.”

Dept of Health (2012) A Health Visiting Career; the first two years.”
Why Preceptorship at NSCP?

- Devised to support newly qualified SCPHN in the first 6 months in post.
- Implemented in response to the Health Visitor Implementation Plan (D of H (2011) A Call to Action)
How it works?

Clear roles and responsibilities include: Preceptor, Mentor, Preceptee

Learning contract linked with induction and probation

Structured support in practice via Action Learner Sets, a reflective diary, monthly 1:1s, observation of practice and client and mentor feedback

Professional Portfolio, Audit of documentation, Competency assessment, Evidence of practice/learning
Evaluation

Evaluation showed SCPHN’s valued peer support, linking theory to practice, building professional networks and individual support from preceptor role.

“I have enjoyed writing my portfolio and the structure it gave me. I feel I have a good piece of work that I will build on during my career. I found the diary cathartic.” HV

“Very well supported by my preceptor in good times and bad-she was invaluable for support, advice and clear guidance.” HV
Moving Forward

• A key part of the structured support in preceptorship is about empowering SCPHN’s to move from “advanced beginner” to “expert practice” (Benner, 1994).

• Sept 2013 cohort have shown keen interest in professional development, undertaking courses to become mentors and taking up special interest roles in teams. They have also agreed to continue to meet as a cohort for peer supervision.