



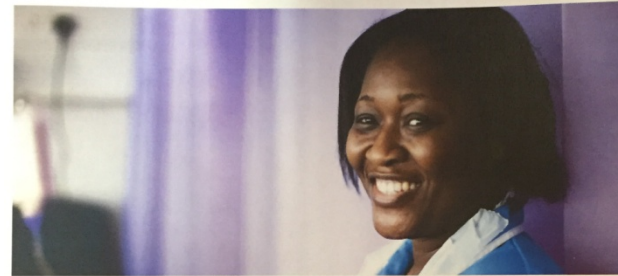
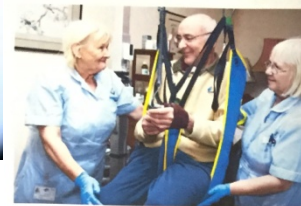
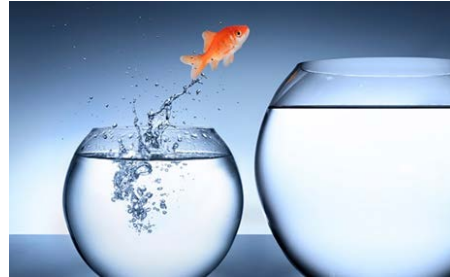
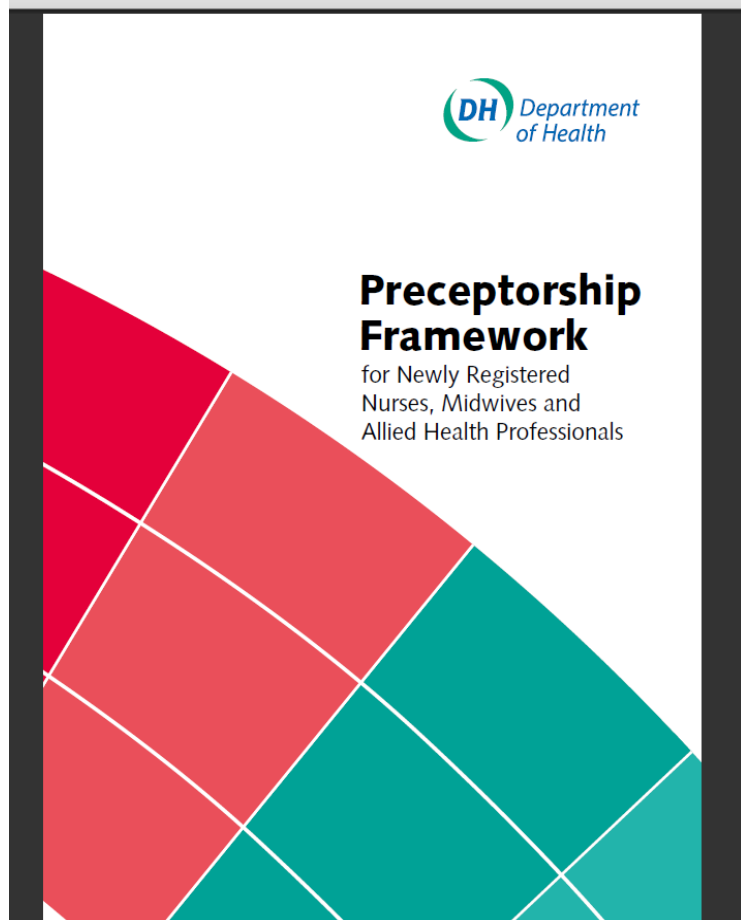
CMFT Multi-Professional Preceptorship



Caroline Williams
CMFT Preceptorship Lead



Preceptorship



Raising the Bar

Shape of Caring: A Review of the Future Education and Training of Registered Nurses and Care Assistants

Lord Willis, Independent Chair - Shape of Caring review
Health Education England

CMFT





CMFT Preceptorship Challenges

- City Centre location with excellent local Universities
- Extremely Busy Wards and Departments
- Specialist Wards and Departments
- High staff turnover / staff shortages
- Expectations to 'hit ground running'
- Preceptees 'not new for long'

CMFT Preceptorship Framework





Framework in Practice

- Trust Preceptorship Policy
- 12 month Development Programme
- Bespoke Preceptorship Documentation
- Professional Development and Education Team Links
- Clinical Team Support
- Preceptorship Facilitators



The Programme

- Preceptee Induction
- Progress meetings with Named Preceptor
- Safe practice e-learning module and V & B scenarios
- Work-life balance and teamwork study day
- 4 Workshops
- Award Ceremony



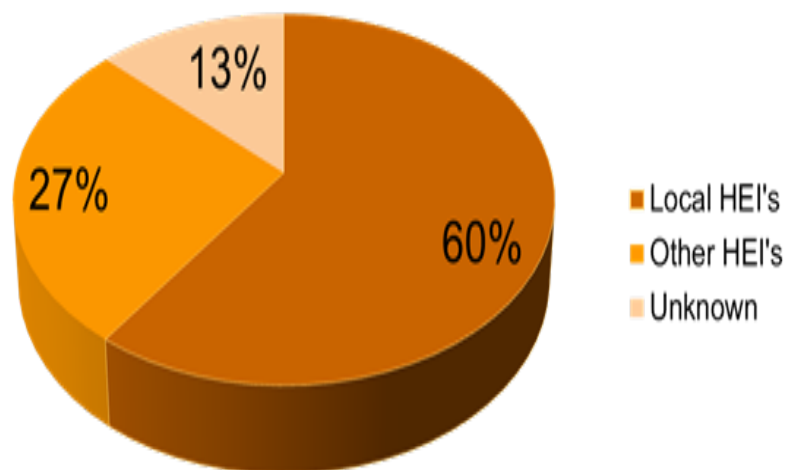
HENW Preceptorship Funding

- Meticulous accounting !
- Beneficial for Preceptees / Preceptors
- Documentation
- Promotional merchandise
- Clinical skills equipment
- Recognition of Success
- Preceptorship Facilitators

Recruitment Statistics

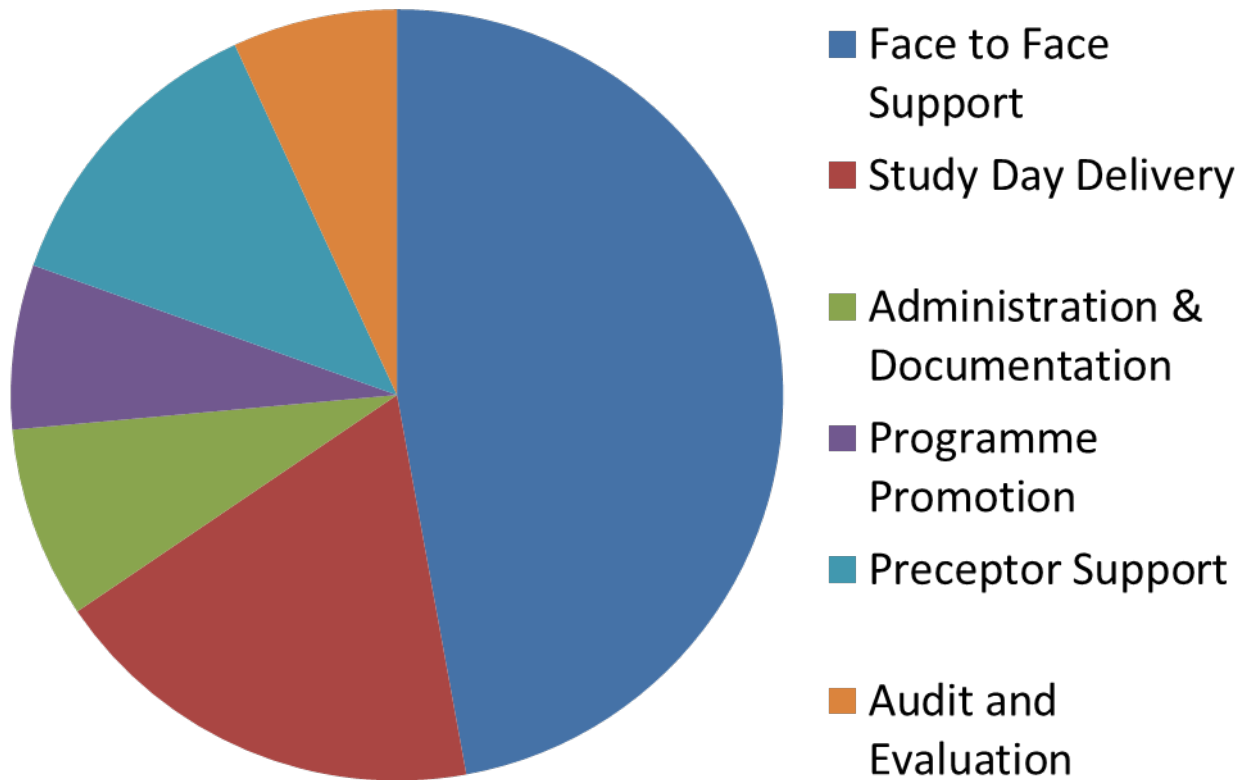
Year	
April 2013 - March 2014	415 Preceptees
April 2014 - March 2015	383 Preceptees
April 2015 - October 2015	235 Preceptees
(Sept - Oct 2015	150 Preceptees)

Recruitment of Newly Qualified Staff

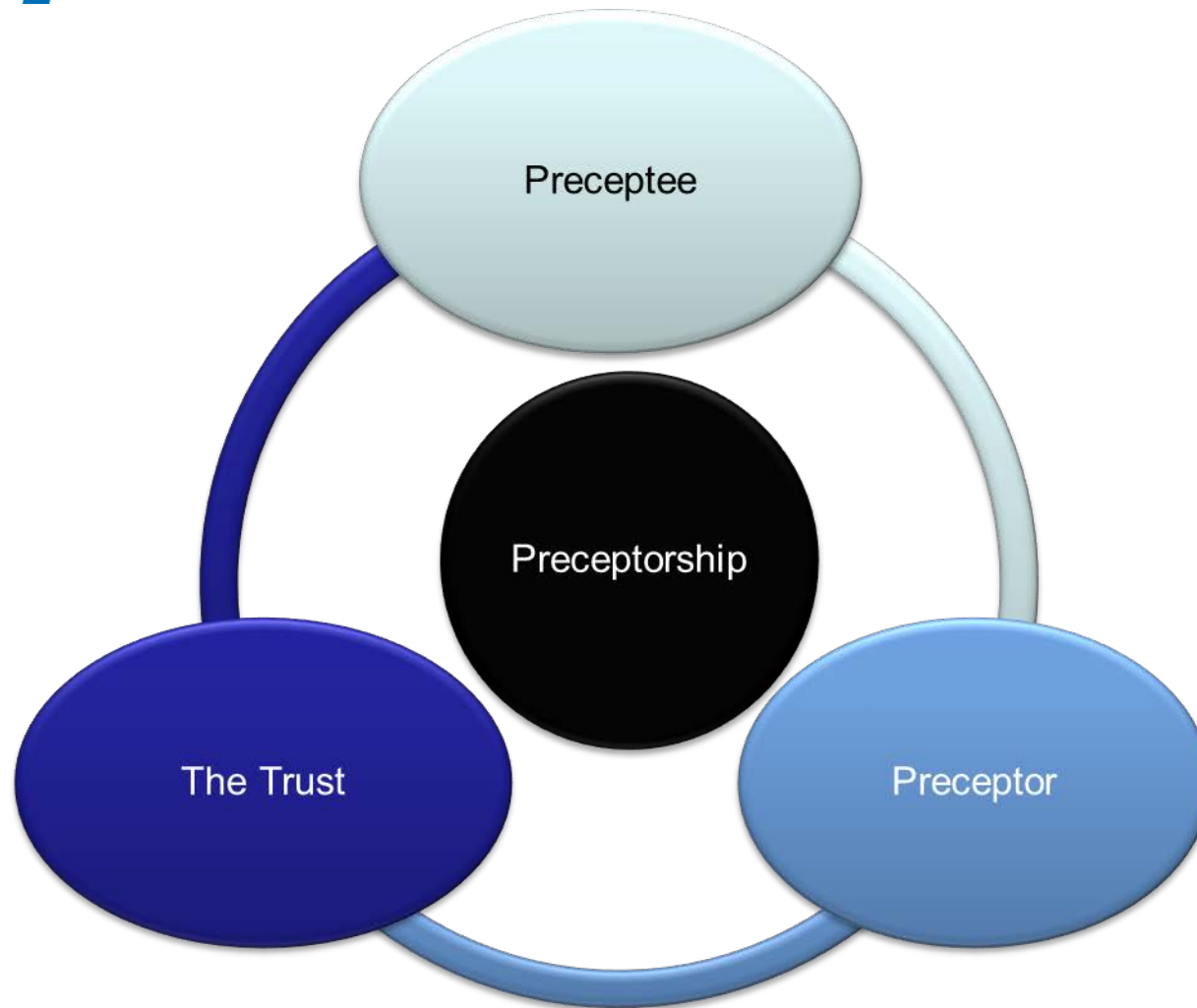


Preceptorship Facilitators

Roles and Responsibilities



Preceptorship Win Win

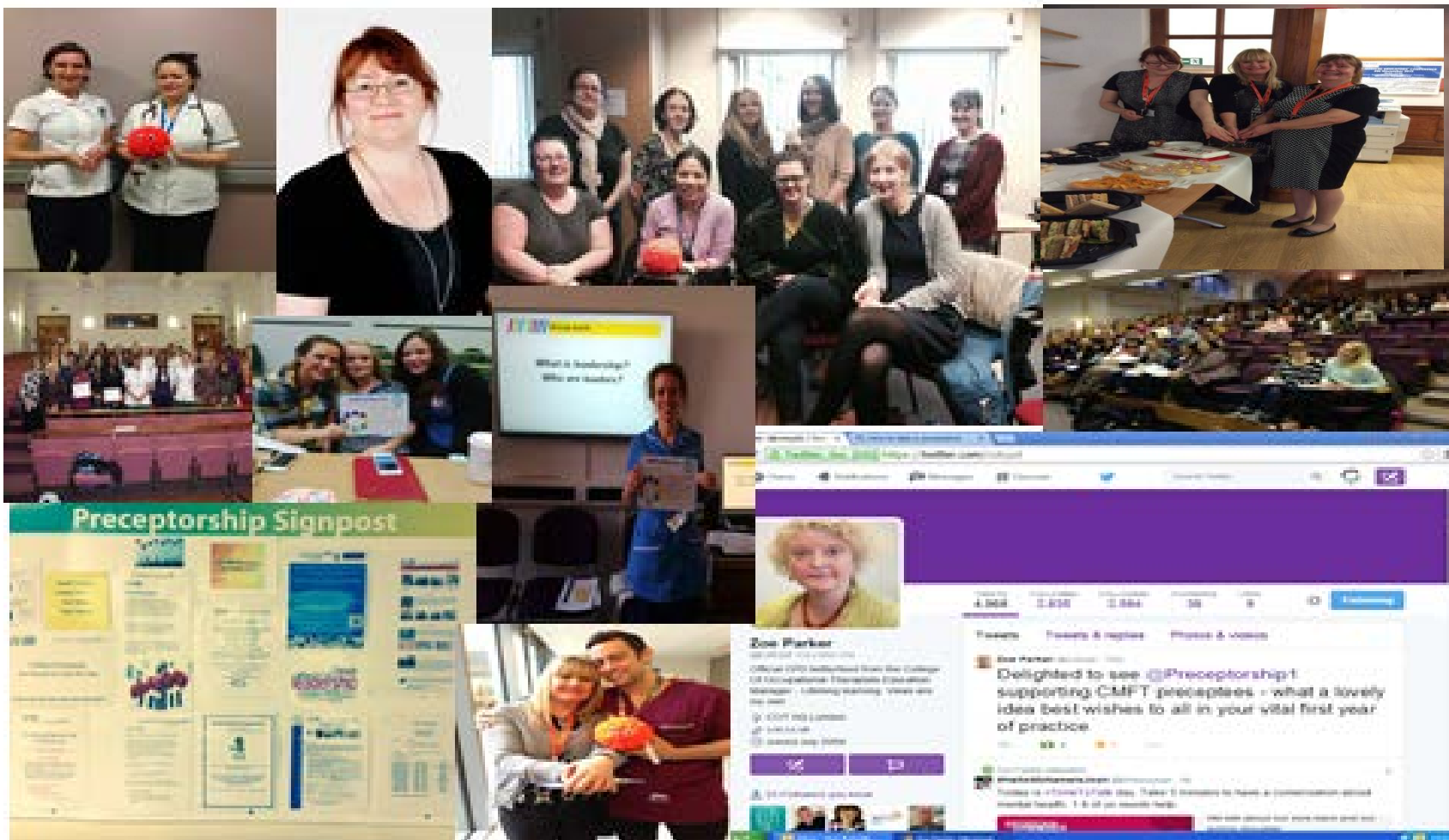




The Future

- To ensure best values based recruitment practice is adhered to for all newly registered/ qualified practitioners and measure the impact through retention data.
- To ensure all newly registered / qualified practitioners have an identified preceptor with the skills to facilitate the learning experience.
- To continue to provide effective support for newly registered/ qualified practitioners through a structured and managed approach.
- Develop and support preceptors in their role.
- Lower sickness / absence rate due to improved staff satisfaction and confidence, and staff feeling valued.
- Continuously evaluate and review the programme.
- Disseminate information at local and national level.
- Embedding a positive preceptorship culture throughout CMFT.

CMFT Preceptorship 2015



'The Key to Success'

'Any return of investment from a Preceptorship Programme, regardless of the resources put, in relies on a joint positive commitment from both the Preceptee and all Trust employees for it to be successful'





Any Questions?

