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CNTW Preceptorship   
and Career Development   
Framework

Prof Sheila McQueen

Principal Academic, Senior Nurse

CNTW Academy, Accredited Learning Centre

**Information Paper for Nursing Conference 2022**

**CNTW NHS Trust Preceptorship and Career Development Programme Background**

CNTW, Supported and Accredited Preceptorship strategy led by Gary O’Hare (Chief Nurse) and Gail Bayes (Deputy Director CNTW Academy)

The aim of CNTW NHS Trusts ‘Preceptorship’ and ‘Career Development’ Programme is to decrease variation in education and practices in the Trust, to reduce attrition and to retain nursing staff to ensure that we have the right number of nurses with the rights skills in the right place at the right time. The Programme focuses on a common approach to preceptorship for all services across the Trust to support newly registered nurses in their first year. This will be rolled out to other Professional Registrants for example AHP, in due course.

The report ‘*A critical moment: NHS staffing trends, retention and attrition* Health Foundation (2019) highlights the problems of nursing shortages. It considers the impact of the falling number of applications for pre-registration nursing degrees in England combined with an attrition rate of 24% of students failing to graduate or complete**. This emphasises the need for providing career development for newly registered nurses (NRNs)**. Commons (2018) confirms the need to focus on retention of existing nurses and identifies the requirement for more opportunities for nurses to broaden their experience with flexible career pathways.

There are important Quality of Care and significant financial benefits to retaining staff within their first destination organisation for the first two years with the added advantage that these staff are then more likely to stay for five years.

The CNTW Preceptorship Programme will be used across the organisation for all new registrants. This aim is to demonstrate the impact of a bespoke and flexible programme to support newly registered nurses, improving job satisfaction and increasing retention.

The Preceptorship Programme is a programme of support for new registrants (initially nurses), in the first-year post qualification.

CNTW NHS Trust is firmly committed to supporting newly qualified registrants through this programme, and to supporting preceptors and line managers.

Programme Structure- see diagram below

The duration of the programme is one year. (This can be extended due to sickness etc.)

The programme follows the NMC and HEE preceptorship guides, and the Trust Policy.

The Programme contains two units of academic accreditation, which can be studied at degree or master’s level. The units of academic accreditation have been developed and accredited to UK standards of higher education within the CNTW Academy, Accredited Learning Centre.

The Preceptee has the support of a designated Preceptor throughout

The Competence portfolios are available for MH LD and Adult registrants

Part A of the programme is the first of the accredited units and is for professional transitions and empowerment

Part B of the programme is the second of the accredited units is for foundations and core competencies in core areas of practice. (See below)

The Preceptorship Programme has been developed in partnership with senior leaders and subject and clinical experts from across the Trust.

Part A of the accredited programme has commenced. Part B is still in development via collaboration with subject and clinical experts.

Statutory and mandatory requirements of staff in the first year of post qualification are met during the preceptorship programme.

All NRNs should have a career planning discussion with their preceptor or manager towards the end of the Part A of preceptorship period, typically around 6 months although this will depend on the individual and length of preceptorship programme. The discussion should use the Part B opportunities as the basis and focus on inpatient services with the Foundations and Core Competence accredited modules. It should be used as an opportunity to find out about the nurse’s career aspirations, areas for development and interest., and the opportunities offered for continued employment in CNTW Trust. The outcome of the conversation should be a personal development plan for the second year following registration.

Once the Preceptorship Programme (1 year) is completed, staff can move on to Part C which is part of the career development framework. The golden threads of a Registered Health Professionals career enabling professionalism, consolidating skills and knowledge, developing clinical expertise, building resilience and confidence and reflection should continue through the second year and into the continued career. There is a choice of accredited pathways for NRNs which are built around the need to develop from novice to expert within the four pillars of nursing – clinical, leadership, education, and research. This would offer NRNs flexible opportunities to provide individualised career pathways, where required., commencing at the Preceptorship. Programme.

For further information contact:-

CNTW Trust Preceptorship Lead is Corinna Thompson (Senior Nurse Recruitment and Retention) email [Corinna.Thompson@cntw.nhs.uk](mailto:Corinna.Thompson@cntw.nhs.uk)

Preceptorship Accredited Programme Lead is John Salkeld (Senior Nurse Senior Academic, Accredited Learning Centre in CNTW Academy) email [John.Salkeld@cntw.nhs.uk](mailto:John.Salkeld@cntw.nhs.uk)

Preceptorship and Career Framework strategic design and development Lead Sheila McQueen (Senior Nurse, Principal Academic Accredited Learning Centre in CNTW –

**CNTW Preceptorship and Career Development Framework**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| CNTW Preceptorship Programme | | | | | |  | Career Development |
| Recruitment and induction and peer support phase | | | **Academic Accredited Preceptorship phase** | | | **Specialist Practice phase** |
| 6-8 months prior to qualification | **4 months prior to qualification** | **2 months prior to NRN post starts** | **Part A- 6 study days**  **0-6 months**  **Preceptorship** | **5-6 months**  **Career Planning Discussion** | **Part B - 6 study days**  **6-12 months** | **Part C**  **12 months onward** |
| An invitation to student nurses to apply for an inpatient post in CNTW | Contact day 1 – 2hrs  with Senior Nurse recruitment and retention to prepare for post  2 hrs  Preceptorship Academic leads to discuss accredited programme and Academic levels of study | Contact day 2  Invitation/induction to meet clinical managers and preceptors.  Peer support day | **All NRN’s**  NMC/HEE preceptorship framework as guided by Trust with  **Part A**- Accredited Preceptorship Programme Transitions, Empowerment and Enabling  Degree or master’s level (30 credits) | **ALL NRNs**  Structured and formally documented within a PDP.  Identify development and choice for **Part B** with Academic Lead | **ALL NRNs as**  **Part B**-accredited Foundations and Core Competence modules choice. Enrolment to the accredited learning centre.  NB Any registered staff member as first unit of study  can also study part B as part of career development  Degree or master’s level (30 credits) |  | **Any Registrant**  **Part C-** accredited **–** Specialist Inpatient Practice course (2 or 3 units to make 60 credits)  This will lead to  Postgraduate certificate Patient safety and improving patient experience in inpatient nursing (tbc)  Specific clinical areas (tbc). The PG cert is being designed by CNTW and then accredited in partnership with a university |
| CNTW Academy Accredited Learning Centre IP- framework design S McQueen | | | **Essential training components**  CNTW statutory and mandatory training  Medicines management training, studied as normal Trust protocol and can be used as Evidence of competence achievement in Part A | |  |  |  |
| Peer support days x 3 | Practice supervisor status at end of Part A- 6 months | Practice Assessor status at end of Part B |  |  |

At end of Preceptorship Programme Achievements

* Supported Preceptorship Programme lasting 12 months, Competence evidence in Preceptorship portfolio, Completion of Medicines management training -used as portfolio evidence so no need to repeat, Practice supervisor status at 6 months and Practice Assessor at end of programme (12-18 months) (shaded green).
* Completion of statutory mandatory Training including medicines management (shaded green)
* Part A and Part B = 60 credits of Academic study – recognised at degree or masters’ level in UK HEI. (Shaded pink)
* Peer support (shaded yellow)

# Graphical user interface, application, PowerPoint Description automatically generated**Diagram 1: Representation of Preceptorship Programme**

**Accredited Preceptorship Programme**

**Scope Part B is underway**

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