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Health and Community Services

Nursing and Midwifery Bright Beginnings Preceptorship Policy

January 2021

DOCUMENT PROFILE

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1. INTRODUCTION

1.1 Rationale

The Nursing and Midwifery Council (NMC) strongly advocates that all newly registered nurses, nursing associates and midwives have a period of preceptorship following initial registration (NMC 2020).

Preceptorship enables the integration of new registrants into organisations and teams, supporting the development of confidence and consolidating skills. In addition new registrants undergoing preceptorship will be supported in the acquisition of new skills and be able to consistently apply the code of practice on a day-to-day basis (NMC 2020).

The Bright Beginnings Preceptorship programme is aligned to the NMC Principles for Preceptorship (2020) and considers the application of the Standards of Proficiency for registered nurses (NMC 2018a), nursing associates (NMC 2018b) and midwives (NMC 2019) in developing the practice of preceptee's. This ensures a preceptorship programme that is supportive of all new registrants and considers the needs of a future workforce.

Health and Community Services (HCS), Family Nursing and Home Care (FNHC) and Jersey Hospice Care (JHC) are committed to offering new registrants the opportunity to access the benefits of a preceptorship programme that:

- Supports the transition of new registrants into work environments.
- Facilitates the development of confidence and skills.
- Is tailored so that new registrants have additional support from both a preceptor, line manager and practice development/practice educators.
- Is reviewed regularly to ensure it continues to meet the needs of new registrants.
- Has a defined governance framework.

Each organisation will have individual guidance on the details of their programmes of preceptorship aligned to the principles identified within this policy. Separate guidance will be available for those accessing midwifery programmes in HCS.

1.2 Scope

This policy applies to all newly registered nurses, nursing associates or midwives working within HCS, FNHC and JHC. The term newly registered nurse or midwife applies to those who are:

- Newly admitted to the NMC register who have completed a pre-registration nurse training programme either in Jersey or in the UK
- Nurses and midwives who enter a new part of the register
- Nurses and midwives newly admitted to the NMC register from other European and Nation States
- Nurses returning to practice following successful completion of a return to practice programme
- Newly registered nursing associates

The Bright Beginnings Preceptorship programme does not apply to:

- Newly employed nurses, nursing associates and midwives who are not newly registered with the NMC.
- Nurses, nursing associates and midwives who transfer to other internal areas within organisations.
- Newly employed nurses, nursing associates and midwives who have successfully completed a programme of preceptorship in other organisations.

Those nurses, nursing associates and midwives who fulfil the above criteria should access individual organisational induction and orientation programmes.

2. POLICY PURPOSE

The purpose of this policy is to provide organisations with the broader principles of the Bright Beginnings Preceptorship Programme, which can be adapted to meet individual organisational processes. This ensures the approach to nursing and midwifery preceptorship is both consistent and is in accordance with NMC guidance.

The details of bespoke preceptorship programmes specific to individual organisations are identified in the appendices of this policy. All programmes will comply with the overarching principles as identified in this policy.

3. PROCEDURE

3.1 Conditions of the Bright Beginnings Preceptorship Programme

Any registrant fulfilling the requirements for nursing and midwifery preceptorship, as identified within this policy, will be eligible to commence the Bright Beginnings programme.

The Bright Beginnings preceptorship programme will run for a period of 12 months, commencing at the registrant's point of contractual employment however, shorter programmes may be preferable for some groups of nurses or midwives depending on entry point. For example, those nurses and midwives returning to practice following a return to practice programme may access a 6-month preceptorship programme. The programme is able to be adapted to meet the needs of the registrant and therefore there may be the opportunity to tailor the programme to offer a number of different placement options.

3.2 Governance Framework

As part of the commitment to the development of new registrants and to promote safe and effective delivery of care the Bright Beginnings preceptorship programme will be delivered within an identified governance framework.

All organisations employing the Bright Beginnings programme will:

- Have internal organisational specific ratified guidelines on the details of the programme offered aligned to the wider principles of Bright Beginnings (Appendix 1).
- Identify an internal organisational lead for preceptorship.
- Ensure preceptors will have undertaken training and education in preparation for their role.
- Have a system in place to track and monitor registrants from commencement through to completion of preceptorship.
- Ensure line managers hold a register of preceptors who are able to demonstrate the essential qualities and skills required by a preceptor (Appendix 2).
- Ensure that their preceptorship arrangements meet and satisfy professional regulatory body and organisational requirements.
- Audit the preceptorship programme using an agreed tool.

3.3 Preceptors

Preceptors are named experienced practitioners who will support and guide the preceptee through the period of preceptorship. The preceptor role is multi-faceted and encompasses many of the principles of mentorship including assessment, reflective discussion and constructive feedback.

The preceptor must have been registered for a minimum of 12 months, effectively engage in regular practise assessor updates and have experience in their clinical area (Health Education England (HEE) 2017). It is the responsibility of line managers to allocate practitioners with the appropriate skills to the role of preceptor prior to the commencement of the registrant's employment.

In addition to the allocation of a preceptor, preceptee's may be allocated buddy preceptors to support the transition through the preceptorship programme. The buddy will be able to provide additional guidance and support in the absence of the preceptor or work collaboratively with the preceptor to develop knowledge, clinical skills and real time problem solving.

3.4 Preceptees

Preceptee is the term used to identify a registrant undergoing a programme of preceptorship. The term "registrant" and "preceptee" is used interchangeably within this policy.

The preceptee is responsible for fully engaging in the preceptorship programme by attending meetings with their preceptor, participating in learning activities and ensuring they remain up to date with the organisational requirements for mandatory and statutory training.

All registered preceptee's must take accountability for their professional practice, as part of the NMC Code (2018) of Professional Standards of practice and behaviour for nurses and midwives. All nursing associates must adhere to the standards as defined in the

Standards of proficiency for nursing associates (NMC 2018b). Accountability is recognised from the point of registration regardless of any support system in place.

3.5 Assistant Practitioner

As part of preceptorship, preceptees awaiting formal registration with the NMC and Jersey registration may have the opportunity to practice as an Assistant Practitioner (AP) until their registration is completed.

An Assistant Practitioner is defined as

“a worker who competently delivers health and social care to and for people. They have a required level of knowledge and skill beyond that of the traditional healthcare assistant or support worker. The Assistant Practitioner would be able to deliver elements of health and social care and undertake clinical work in domains that have previously only been within the remit of registered professionals. The Assistant Practitioner may transcend professional boundaries. They are accountable to themselves, their employer and, more importantly, the people they serve.”

(Skills for Health 2009)

The period of time working as an AP will depend on the registration processes and individual organisational procedures.

The role of AP is not applicable to newly qualified midwives, who will practice as registered midwives at the point of formal registration.

Whilst in the role, the AP will work under the delegated authority of a registered nurse. AP's must not undertake tasks or practice outside their level of competence and must work within their scope of practice.

AP's will practice in accordance with the Code of Practice for Health and Social Care Support Workers in Jersey (2019).

Under no circumstances should any new registrant commence employment as a registered staff nurse/midwife, nursing associate or continue in employment as a registered staff nurse/midwife or nursing associate without both an active NMC registration and Jersey registration.

3.6 Supernumerary Period

On commencement of preceptorship, all preceptee's will be allocated a supernumerary period. Depending on organisational and individual requirements, this period may be extended. It is recommended that all preceptee's use this time to complete a process of induction and orientation and access pertinent organisational policies. Additionally preceptee's may use this time to undertake any additional mandatory and statutory training.

3.7 Probationary Period

As part of preceptorship, all new employees will undertake a probationary period in line with organisational policies. The length of probationary periods may vary depending on the organisation.

3.8 Preceptee and Preceptor Meetings

As part of the Bright Beginnings Preceptorship programme all preceptee's must have regular meetings with their preceptor. It is recommended that these should occur every eight weeks however; more frequent meetings can be held. The purpose of these meetings is to facilitate a supportive process whereby the preceptee is able to reflect on their experiences, discuss challenges and set objectives. There are templates available to record the outcomes from these discussions, which must be dated and signed by both the preceptor and preceptee.

3.9 Portfolio

Each individual organisation will have a portfolio, which can be used to facilitate the recording of achievement and evidence of practice. These templates can be further used to contribute to the preceptee's portfolio for revalidation as part of the NMC requirements for all nurses and midwives. Additional area specific competency packages may be added to the preceptee portfolio as required.

Midwives will be able to access a midwifery portfolio to support the midwifery Bright Beginnings Preceptorship programme aligned to the NMC (2019) Standards of Proficiency for midwives.

The storage and completion of the preceptorship portfolio remains the responsibility of the individual preceptee. Information contained in the portfolio is subject to review by preceptors, line managers and practice development and may be shared as part of the requirements of the NMC Code of Professional Standards of practice and behaviour for nurses and midwives (2018).

3.10 Objective Setting

All preceptee's will be responsible for identifying their individual learning needs and gaps in knowledge. To facilitate the development of professional practice, preceptee's, in collaboration with their preceptor, will be required to set learning objectives. Templates for recording objectives are contained within the preceptorship portfolio.

Any objectives set must be SMART: Specific, Measureable, Achievable, Realistic and Timely. In addition, preceptors and preceptee's will need to consider the resources and/or activities that will need to be accessed in order to achieve the objectives.

3.11 Learning and Development

As part of the commitment to learning and development there will be a series of learning events throughout the preceptorship year to support and develop skill acquisition and knowledge base. The specific details of learning opportunities will be provided by individual organisations.

All preceptee's will be allocated protected learning time to attend preceptorship learning events. The amount of time allocated as protected learning and development time will be negotiated within each organisation.

3.12 Annual Leave

All annual leave must be negotiated with the line manager and should follow the terms and conditions set out in the nurses or midwives contract of employment.

All preceptee's will be subject to the same terms and conditions as per the nurses and midwives terms and conditions.

3.13 Nursing and Midwifery Appraisals

All preceptee's will participate in organisational appraisal programmes. Details regarding the requirements and procedures for appraisals will be identified in individual organisational guidance and policy.

3.14 Addressing Concerns

If there are any performance difficulties during the preceptorship period, these should be discussed with the preceptor and line manager. If necessary and deemed appropriate then the period of preceptorship may be extended to support a further period of learning and development.

3.15 Whistleblowing and Safeguarding concerns

All preceptees have a professional obligation under their NMC (2018) to raise concerns regarding client/patient safety and wellbeing. For guidance on reporting and escalation, all preceptees should refer to the organisational Whistleblowing and Safeguarding policies.

3.16 Support

Both preceptor and preceptee support is available throughout the preceptorship programme and can be provided by line managers, education and practice development teams and lead nurses.

3.17 Preceptorship Evaluation

As part of the continued review and development of the Bright Beginnings preceptorship programme, all preceptee's and preceptors will be expected to complete an evaluation at the end of the programme. The feedback received will inform future preceptorship programmes ensuring the programme remains relevant and effective.

3.18 Audit

Practice Development/ Education teams will be responsible for auditing the Bright Beginnings Preceptorship programme to ensure the programme continues to meet national and organisational requirements.

4. DEVELOPMENT AND CONSULTATION PROCESS

4.1 Consultation Schedule (HCS)

Name	Title	Date Consulted
Rose Naylor	Chief Nurse	1 st February 2021
Geoff White	Associate Chief Nurse Professional Practice	29 th January 2021
Jessie Marshall	Acting Associate Chief Nurse	1 st February 2021 17 th February 2021
Dana Scott	Interim Head of Midwifery / Associate Chief Nurse	1 st February 2021
Clare Ryder	Lead Nurse Mental Health	1 st February 2021
Robert Gardner	Lead Nurse Learning Disabilities	1 st February 2021
Julie Mesny	Head of Nursing and Midwifery and Allied Health Professional Education	1 st February 2021
Jan Auffret	Lead Midwife	1 st February 2021
Claire Sambridge	Lead Nurse Scheduled care	1 st February 2021
Wendy Baugh	Lead Nurse Medical Services	1 st February 2021
Alex Watt	Lead Nurse for Children	1 st February 2021
Valter Fernandes	Lead Nurse Medical Services	1 st February 2021
Karena Ryan	Practice Development Theatres	1 st February 2021
Alex McCafferty	Practice Development ITU	1 st February 2021
Amy Carter	Practice Development Paediatrics	1 st February 2021
Bruno Da Franca	Practice Development ITU (secondment)	1 st February 2021
Claire White	Head of Governance, Quality & Care FNHC	11 th May 2021
Hilary Hopkins	Acting Director of Palliative Services JHC	19 th May 2021
Kim Hancock	Senior Nurse JHC	19 th May 2021
Judy Le Marquand	Practice Development JHC	19 th May 2021
Karen Eloury	Sister IPU JHC	19 th May 2021
Michelle Nelson	Deputy Director of Palliative Care JHC	19 th May 2021

Name of Committee/Group	Date Consulted
Jersey Union Representatives	8 th March 2021
Family Nursing and Home Care	Date Ratified
Ratification Group	2 nd June 2021
Jersey Hospice Care	Date Ratified
Ratification Group	28 th May 2021

5. REFERENCES

1. Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in Jersey (2015)
2. Health Education England (2017) Preceptorship and Return to Practice for Nursing. Health Education England
https://www.hee.nhs.uk/sites/default/files/documents/preceptorshipframework_booklet%20FINAL.pdf
Accessed 22-9-20
3. Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC)
<https://nipec.hscni.net/resource-section/preceptorship/preceptor/>
Accessed 28-1-21
4. The Code of Practice. Professional standards of practice and behaviour for Health and Social Care Support Workers in Jersey. Government of Jersey.
<https://soj/depts/HSS/Registered%20Documents/P%20Code%20of%20Practice%20for%20Healthcare%20Support%20Workers%20in%20Jersey.pdf#search=COD%20OF%20CONDUCT%20FOR%20HEALTHCARE%20Support%20WORKERS>
Accessed 22-9-20
5. NMC (2018a) Future Nurse: Standards of proficiency for registered nurses. UK
6. NMC (2018b) Standards of proficiency for nursing associates. UK
7. NMC (2019) Future Nurse: Standards of proficiency for midwives. UK
8. NMC (2020) Principles for Preceptorship .UK
9. Nursing and Midwifery Council (2008) Standards to support learning and assessment in practice. NMC. London
10. Nursing and Midwifery Council (NMC) (2018c) The Code: professional standards of practice and behaviour for nurses and midwives.
11. Skills for Health (2009) Core Standards for Assistant Practitioners. Bristol

6. IMPLEMENTATION PLAN

Action	Responsible Officer	Timeframe
Upload onto policy publishing website on HSS Intranet.	Tim Hill	1 week
Liaise with HSS communications officers to announce new policy upload.	Tim Hill	1 week
Disseminate at senior sisters meeting.	Tim Hill	2-4 weeks
Disseminate to pre-registration nurse education.	Tim Hill	1 week

APPENDIX 1.**Health and Community Service Preceptorship Guidance****1. Uniforms**

Nursing preceptees who have undertaken a local pre-registration nurse education programme will continue to wear their student nurse uniform when commencing employment as an Assistant Practitioner. White epaulettes will be issued to identify the practitioner undergoing role transition.

Staff nurse uniforms and name badges will be ordered by employing line managers.

Those nurses commencing preceptorship as a preceptee in possession of a NMC PIN will be issued with staff nurse/midwife uniforms on commencement of employment.

2. Supernumerary Period

All preceptees will be entitled to 2 weeks supernumerary period at the commencement of preceptorship. The preceptee must utilise this period to familiarise themselves with their working environments and complete the induction and orientation checklist contained within the preceptorship portfolios. Additionally preceptees are required to access relevant policies and complete an inventory of training also identified in the preceptorship portfolio.

3. Probationary period

All registrants new to the organisation will undertake a 6 month probationary review. It is the responsibility of the preceptee to organise a meeting with their line manager at both the 8 and 18 week period to discuss and document progress. Templates for completion are provided within the preceptorship portfolio. Upon successful completion of the preceptees, probationary period the line manager must write to the preceptee to confirm completion.

4. Portfolio

Nursing preceptees will access the Bright Beginnings preceptorship portfolio for nurses, which will be issued on commencement of the programme. Midwives will be issued with the Bright Beginnings Preceptorship portfolio for midwives.

The Portfolio will reflect the field the preceptee is working in and may differ from others.

5. Learning and development

Opportunity for development and access to learning supports the delivery of safe and effective care as well as influencing recruitment and retention. As part of the organisational commitment to preceptorship, preceptees are entitled to protected

learning time occurring for a full day every quarter. It is important that preceptees inform their line manager of forthcoming learning events to ensure study time is allocated.

6. Nursing and Midwifery Appraisals

All new employees must participate in an appraisal following successful completion of probation. The organisational appraisal process is facilitated by the My Conversation My Goals platform, available on My View.

All preceptees will participate in My Conversation My Goals following probation and then continue to access the platform regularly with their preceptor reviewing goals and practice.

The Bright Beginnings Portfolio will support the full programme of preceptorship by informing goal setting and personal development on the My Conversation My Goals platform.

7. Bank Hours and Overtime hours

The preceptee is only able to undertake bank hours and overtime hours in the current clinical area during their probationary period. On successful completion of probation, the preceptee is able to work bank hours and undertake overtime in any other environment and clinical area.

If there are any practice related issues or concerns then these must be addressed prior to the preceptee being able to work any bank or overtime hours in other areas.

8. Night shifts

Preceptees will be able to be rostered onto night duty following 3 months into their preceptorship programme. Preceptees may only be rostered to work, on nights, with substantive staff and under no circumstances should a preceptee be rostered to work with agency or bank staff. Ideally, preceptees should be rostered with staff who have completed relevant nurse in charge competencies.

Suitability for undertaking night shifts must be discussed with the preceptee, preceptor and line manager. Preceptees must be suitably prepared for the responsibility of night shift ensuring appropriate skill acquisition and knowledge base.

It is important to ensure the preceptee is ready for the transition onto night shifts with opportunity for reflection and professional discussion. Those preceptees who do not feel ready to undertake night shifts should be offered a programme of development to support this.

9. Covering staff numbers in other areas

On occasions, it is necessary to move staff across different clinical areas to support delivery of care. Ideally, preceptees would not be moved during the first six months during probation; however, this is not always possible.

All preceptees are accountable for their own practice and actions at the point of registration and therefore must declare if they feel they are not competent to undertake any specific practises or tasks when asked to support other areas.

10. Applying for jobs

Preceptees are able to apply for other jobs once they have successfully completed their probationary period. If the preceptee is applying for another job internally then the employing clinical area must agree to continue the preceptees preceptorship programme and ensure a preceptor is allocated at the commencement of employment.

11. Preceptorship rotational programmes

Health and Community Services offer a number of different rotational preceptorship programmes to support the development of skills and confidence of newly qualified registrants. Allocation of programmes is dependent on preceptee need and availability of posts however; every effort is made to ensure the delivery of a comprehensive and inclusive preceptorship programme.

All programmes of preceptorship for newly qualified registrants will last 12 months.

6 month rotational programme for newly qualified nurses and midwives

The preceptee will undertake a 6 month placement in one area before transferring to another area of practice. The final placement of preceptorship is the permanent area of employment for the preceptee. All preceptees will have their appraisal undertaken by their Line Managers following successful completion of probation and prior to transferring to their second placement. This must be documented using the My Conversation My Goals platform.

The receiving area must allocate a minimum of two weeks period of supernumerary to facilitate induction and orientation. Line managers of receiving areas are responsible for reviewing the preceptees My Conversation My View goals following an agreed period.

12 month permanent programme for newly qualified nurses and midwives

The preceptee will undertake a 12 month programme of preceptorship and remain permanent in current area. An appraisal must still be undertaken at 6 months following successful completion of probation.

12 month rotational programme for newly qualified nurses and midwives

The preceptee will undertake a 12 month placement in one area and then transfer to another for an additional 12 months, remaining permanent in the final placement. The programme of preceptorship will complete at 12 months however the receiving area must allocate a minimum of a two week period of supernumerary to facilitate induction and orientation.

Other groups of Preceptees

Programmes of preceptorship will differ for those nurses and midwives who enter a new part of the register and nurses and midwives newly admitted to the NMC register from other European and Nation States. These programmes will last a minimum of 6 months and may extend to 12 months depending on preceptee need.

Preceptor support and protected learning time will continue to be applicable to these programmes of preceptorship.

Appendix 2

Qualities and skills of a preceptor

The preceptor must have been registered for a minimum of 12 months, preferably in the area that the preceptee is working in. Although there are no formal qualifications associated with undertaking the role of preceptor there are qualities and skills considered essential to the successful facilitation of preceptee skill development and confidence building.

Preceptors should:

- Possess the ability to act as a professional role model
- Have effective communication, interpersonal, reflective, critical thinking and decision making skills
- Possess the ability to recognise cultural and individual diversity needs
- Demonstrate effective leadership skills, assertiveness and flexibility
- Be confident, competent and motivated in own role
- Be patient and possess the ability to guide the preceptee through complex activities and tasks

(NIPEC 2021)

Appendix 3

Bright Beginnings Preceptorship Audit

Bright Beginnings Preceptorship Programme Audit

Date:

No.	Criteria	Candidate ID.	Candidate ID.	Candidate ID.	Candidate ID.
1	Nursing Field				
2	Newly qualified nurse	Yes/No	Yes/No	Yes/No	Yes/No
3	Newly qualified midwife	Yes/No	Yes/No	Yes/No	Yes/No
4	Newly qualified nurse Not locally trained	Yes/No	Yes/No	Yes/No	Yes/No
5	Newly qualified midwife Not locally trained	Yes/No	Yes/No	Yes/No	Yes/No
6	New to NMC register (Experienced Nurses or Midwives from Europe or other nation states)	Yes/No	Yes/No	Yes/No	Yes/No
7	Return to practice Nurses or Midwives	Yes/No	Yes/No	Yes/No	Yes/No
8	Changed to different part of NMC register Details:	Yes/No	Yes/No	Yes/No	Yes/No
9	12 month Bright Beginnings Preceptorship Programme completed (if not completed add additional notes at end of template)	Yes/No	Yes/No	Yes/No	Yes/No
10	Preceptor allocated at the start of Preceptorship Programme	Yes/No	Yes/No	Yes/No	Yes/No
11	Preceptor has 12 months experience in area	Yes/No	Yes/No	Yes/No	Yes/No
12	Preceptee was allocated a 2 week supernumerary period	Yes/No	Yes/No	Yes/No	Yes/No
13	Probationary review was undertaken at 8 weeks	Yes/No	Yes/No	Yes/No	Yes/No
14	Probationary review was undertaken at 18 weeks	Yes/No	Yes/No	Yes/No	Yes/No

15	Objectives completed by the end of the Preceptorship Programme	Yes/No	Yes/No	Yes/No	Yes/No
16	PRA undertaken at 6 months	Yes/No	Yes/No	Yes/No	Yes/No
17	Evidence of regular preceptor meetings at 8 weeks	Yes/No	Yes/No	Yes/No	Yes/No
18	Did the preceptor change during the programme	Yes/No	Yes/No	Yes/No	Yes/No

Additional Comments

Candidate ID.	Comments

APPENDIX 4.**Preceptee Evaluation****Candidate ID:**

Please complete the evaluation form on completion of your Bright Beginnings Preceptorship programme and send to:

Practice Development Office,

All replies are anonymous and will be collated and used to develop the Bright Beginnings Preceptorship programme.

Question	Yes	No
1. Do you feel you were prepared for the Bright Beginnings Preceptorship Programme?		
If no please clarify:		
2. Do you feel you had enough support throughout your Bright Beginnings Preceptorship Programme?		
If no please clarify:		
3. Do you feel you had enough time with your preceptor to complete the requirements of the Preceptorship Portfolio?		
If no please clarify:		
4. Do you feel the information you were given was sufficient for you to understand the requirements of the Preceptorship Programme?		
If no please clarify:		
5. Do you think the duration of the Bright Beginnings Preceptorship Programme was adequate to complete the objectives in the portfolio?		
If no please clarify:		
6. What did you like about the Bright Beginnings Preceptorship Programme?		
7. How do you feel the Bright Beginnings Preceptorship Programme could be improved?		

Thank you for taking the time to complete this questionnaire.

If you would like to discuss any aspect of preceptorship further than please contact

Practice Development. Telephone: 444007/bleep 794

Email. t.hill@health.gov.je

APPENDIX 5.**Preceptor Evaluation****Candidate ID:**

Please complete the evaluation form on completion of your Bright Beginnings Preceptorship programme and send to:

Practice Development Office,

All replies are anonymous and will be collated and used to develop the Bright Beginnings Preceptorship programme.

Question	Yes	No
1. Do you feel you were provided with enough information about the Bright Beginnings Preceptorship Programme?		
If no please clarify:		
2. Do you feel you had enough support to enable you to undertake your role as preceptor?		
If no please clarify:		
3. Do you feel you had enough time with your preceptee to complete the requirements of the Preceptorship Portfolio?		
If no please clarify:		
4. Do you feel the information you were given was sufficient for you to understand the requirements of the Preceptorship Programme?		
If no please clarify:		
5. Do you think the duration of the Bright Beginnings Preceptorship Programme was adequate to complete the objectives in the portfolio?		
If no please clarify:		
6. What did you like about the Bright Beginnings Preceptorship Programme?		
7. How do you feel the Bright Beginnings Preceptorship Programme could be improved?		

Thank you for taking the time to complete this questionnaire.

If you would like to discuss any aspect of preceptorship further than please contact

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