







Beyond Preceptorship

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What's the point?

-  As a tool for retention and development
-  Supportive network for you to develop in your current role as a BS/B6
-  Gives you education, leadership and quality improvement skills
-  Structured development plan
-  Build your confidence and keep pastoral care with the NET
-  On going reflection

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Capital Nurse (2022)

Beyond Preceptorship Framework is a resource for health and care organisations in London to support the clinical and professional development of nurses in their second-year post-registration. It is designed to provide support, guidance, encouragement and signposting following preceptorship. It offers a range of structured opportunities for learning and development to help nurses shape their early career."

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How does it work?

Taught

◦ Each taught session is mandatory, and you must attend at least 80%. Failure to attend 80% will result in non-completion and you will be asked to re-attend study days.

Mandatory

◦ All Mandatory activities must be completed to achieve completion of the programme, failure to meet any of the elements will result in non-completion. Each mandatory aspect is explained in each relevant study day.

Optional

◦ All Optional activities are a choice to do or not; should you choose to do them; it will give you greater experience and knowledge for future careers.

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Content

Reflections

Career Conversations

HON/Matron Showcase

Career Showcases

Care Planning

Competencies

Quality Improvement

Transformative Leadership

Belbin's

Practice Assessor Training

Teaching opportunities

NMC Revalidation

Research awareness

Opportunity to present

Bespoke action plans

Personality Assessment

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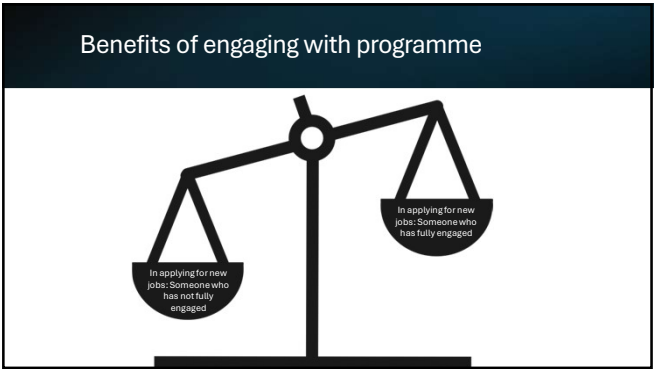
Course Layout

Day	Taught Session	Mandatory Activity	Optional Activity
1	Senior Panel Discussion Opportunities Available Action Plan	Discuss the action plan with your manager NMC reflection on Senior Nurse Panel	Organise 1:1 with a PNA
2	Practice Assessor Training Education Pathway Discussion	NMC reflection on supporting others or teaching	Shadow your PDN / NET Teach on Preceptorship / SN Induction Become a Preceptor Support an SN
3	Leadership Styles Leadership Discussion Belbin's Assessment Giving Feedback and Managing Conflict	NMC reflection on leadership styles, Belbin or feedback Edward Jenner Programme	Shadow your manager/matron / HON Management opportunities (Rota, PDRs, Shift Leadership, IR1s)

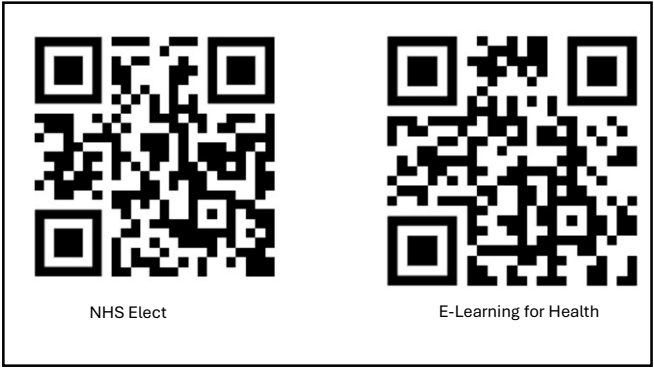
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Course Layout			
Day	Taught Session	Mandatory Activity	Optional Activity
4	Care Planning ACP Pathway Discussion Self-Assessment of Clinical Skills Opportunities Available	NMC reflection on ACP showcase, care planning or clinical skills Competency Document	Shadow an ACP Day visit with another team Link/Lead/Champion on a skill
5	Quality Improvement (QI) Training	NMC reflection on QI or a QI project Complete a small QI project Make a 3-slide presentation	Audit QI activities Research with the Library
6	Practice Presentations Action Plan Library Services	NMC reflection of the presentation Upload evidence of competency completion Upload evidence of EJ	Speak to your line managers about your new action plan

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Clinical Pillar – Optional Content Examples

CBT - <https://www.e-lfh.org.uk/programmes/cognitive-behavioural-therapies-for-psychosis/>
 Communication Skills for MH staff - <https://www.e-lfh.org.uk/programmes/communication-skills-for-the-mental-health-practitioner/>
 Family ambassadors - <https://www.e-lfh.org.uk/programmes/family-ambassadors/>
 Respiratory care - <https://www.e-lfh.org.uk/programmes/respiratory-disease/>
 Sepsis - <https://www.e-lfh.org.uk/programmes/sepsis/>
 Safeguarding adults at risk of abuse - <https://rcnlearning.com/online-learning-for-nurses/cpd/safeguarding-adults-at-risk-of-abuse/wiSV>

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Leadership Pillar – Optional Content Examples

Communication Skills - https://www.nhselect.nhs.uk/online_training_courses_detail.aspx?sectionID=63
 Measure for Improvement - https://www.nhselect.nhs.uk/online_training_courses_detail.aspx?sectionID=63
 Resilience - https://www.nhselect.nhs.uk/online_training_courses_detail.aspx?sectionID=60
 Thinking Differently - <https://www.e-lfh.org.uk/programmes/thinking-differently/>
 Professional Nurse Leadership - <https://www.e-lfh.org.uk/programmes/professional-clinical-nursing-leadership/>

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Education Pillar – Optional Content Examples

Telling powerful stories - https://www.nhselect.nhs.uk/online_training_courses_detail.aspx?sectionID=52
 Mentoring - https://www.nhselect.nhs.uk/online_training_courses_detail.aspx?sectionID=39
 PLPG E-learning - <https://plpg.uk/e-learning-modules/>
 Literature searching - <https://www.e-lfh.org.uk/programmes/literature-searching/>
 Revalidation - <https://www.e-lfh.org.uk/programmes/revalidation/>

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Research Pillar – Optional Content Examples

Intro to QI - https://www.nhselect.nhs.uk/online_training_courses_detail.aspx?sectionID=1
Intro to marketing - https://www.nhselect.nhs.uk/online_training_courses_detail.aspx?sectionID=40
Project management - <https://www.nhselect.nhs.uk/event/5167/Project%20management%20-%20advanced>
Nudge theory - <https://www.nhselect.nhs.uk/event/5104/Nudge%20-%20The%20subtle%20art%20of%20influencing>

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Action Plan

Objective	Steps	Success	Time frame	Resources	Challenges	Evidence of	Review
Action/ Description	What is needed?	Criteria How can you identify your success?	Date to begin and due date	What resources are required?	What challenges do you foresee?	improvement	date
Objective 1							
Objective 2							
Objective 3							
Objective 4							
Objective 5							

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