



“The preceptor programme is well laid out and interesting. The Practice Educator has helped a great deal” Katie—MAU

Practice Education Team - How to get in touch

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“Sessions were really helpful, great training & it was nice to meet with other new nurses to share experiences - Hannah—Byland

“I found the guest speakers such as Tissue Viability Nurses, Parkinson’s Nurses and Acute Pain Nurse very interesting and gained a lot of information for when in practice on the ward.” Charlotte—Farndale

Your 2 year Preceptorship at HDFT



What is preceptorship?

Preceptorship at Harrogate District Foundation NHS Trust is a protected two-year programme that is fully supported by our Chief Nurse and the nursing management team. The programme focuses upon the achievement of clinical and professional competence and is designed to meet the specific needs of the preceptee.

All newly qualified nurses are allocated two preceptors, one being an experienced practitioner and the other a nurse who has recently been through the HDFT Preceptorship programme. Together they work alongside the Practice Educators to guide and support the preceptee.

To welcome you to our Trust, we will pay your first years NMC registration.

You matter most



"I appreciate being part of a cohort of "newbies" - the monthly meetings help" - Jess-Littondale

Before you start the Practice Educators will:

- ◆ Send regular keep-in-touch emails
- ◆ Invite you to an evening event & a daytime coffee morning
- ◆ Organise and book your induction and training
- ◆ Guide when and how to order uniforms
- ◆ Help you to register to work as a Care Support Worker while you wait for your PIN.

The first year of the programme provides one mandatory study day per month which focuses on:

- Welcoming all new nurses into their own cohort to create a friendly group for support, friendship & guidance
- **Group Supervision** – an opportunity to discuss work related and patient based clinical problems in a supportive peer group. It is a chance to debrief, de-stress, explore solutions and move forwards.
- **Problem based learning** – group work to develop critical thinking and solutions in response to predetermined complex clinical scenarios. Group feedback will be used to enhance shared learning. The focus will be on patient care during admission and post discharge.
- **Clinical skills assessments** and updates
- Managers, Matrons, and Nurse Specialist will provide talks and training
- Complex Discharge Planning

You will be given a Competency and Development folder to support you to demonstrate ability to aid you in preparation for revalidation.



The second year incorporates one mandatory study day every three months and focuses on:

- Leadership – Presentation and group work to develop key aspects of leadership including; time management, team roles, supervision, delegation and change and conflict management
- Career Clinics to help guide your future in nursing
- Nurse in Charge Role – Completing the trust competency to aid development
- Interview practice in an informal setting
- Role Play with local Amateur Dramatic team to look at dealing with conflict resolution
- Becoming a mentor
- Revalidation Preparation



Practice Educators

The preceptorship period is facilitated and supported by the Practice Educators, both in the classroom and in practice. The PE's offer up to date, evidence based clinical knowledge & practice, as well as pastoral support to all of the Preceptee's. They are contactable via bleep, email or telephone.

There is a closed Facebook group for all new cohorts—the name will be given to you following successful interview.

