

Preceptorship Midwives

According to Nursing and Midwifery Council preceptorship is 'a period to guide and support all newly qualified practitioners to make the transition from student to develop their practice further'. The preceptorship is a transitional period and it should be a structured period for a newly qualified midwife when they start employment in the NHS. During this time, the preceptee should be supported by experienced practitioners/ preceptors, to develop their confidence to work autonomously as professional and to refine their skills, values and behaviours.

The standards for pre-registration midwifery education recognise that midwives will need to be more independent, autonomous and innovative in the future. Therefore, having a strong preceptorship programme in place will be vital to achieving these aims.

Benefits of a preceptorship

The preceptorship programme has a variety of benefits for the preceptee and employer, such as:

- Enhanced patient care and experience
- Improved recruitment and retention
- Reduced sickness absence
- More confident nurses
- Increased staff satisfaction and morale

Employers are encouraged to track, measure and evaluate the success of their preceptorship programmes to be able to demonstrate value and make improvements where necessary.

Our organisation recommends not only to all newly qualified midwives but also to the experienced midwives coming from abroad to work within UK to apply for a preceptorship post. The opportunity to learn how the system works and the support that the preceptee will receive is vital for a safe and successful beginning. However, if for personal reasons the applicant prefers to apply for a more experienced post we strongly advising to request a minimum of 6 months preceptorship period so he or she can be benefitted.

Read more about the pre-registration midwifery education:

<https://www.nmc.org.uk/globalassets/sitedocuments/standards/nmc-standards-for-preregistration-midwifery-education.pdf>