



Nurse Associate Career Start Preceptorship in Primary Care

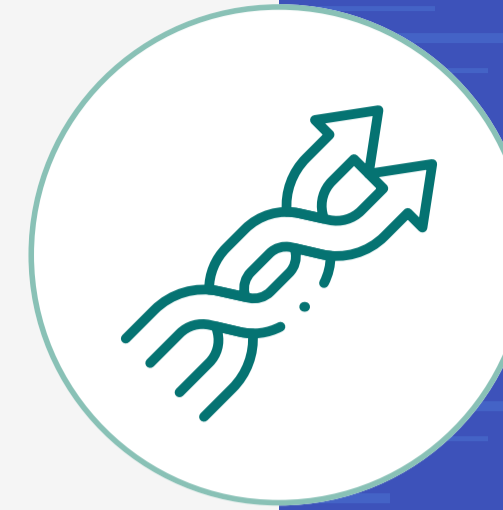
Two year, fully supported programme for all new
Nurse Associates (NAs)

Northamptonshire
Primary Care Training Hub

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How does the Nurse Associate Career Start Preceptorship Programme work?

- ▶ NA Career Start Preceptorship is a flexible education programme designed to fund and support the development of a new nurse associate (NA) over their first two years in post.
- ▶ NA Career Start Preceptorship is tailored to the individual nurse associate's specific learning needs, with the new NA, their mentor, and their practice choosing which learning opportunities are best placed to build competence and confidence.



Two-year flexible
support and training
package



Fully-funded
training options



Dedicated
external mentor



Opportunities for
personal development

Funding

NA Career Start Preceptorship incurs no cost to the practice

Each nurse associate will receive:



Year 1

A funded NA Career Start mentor for approximately **4 hours per month for 2 years**



Year 1 - Training courses specific to the individual NAs needs, up to a maximum value of **£1,000**

Year 2



Year 2 – A further training budget of up to **£1,000**



Backfill monies paid to the practice of **£3,000** per annum

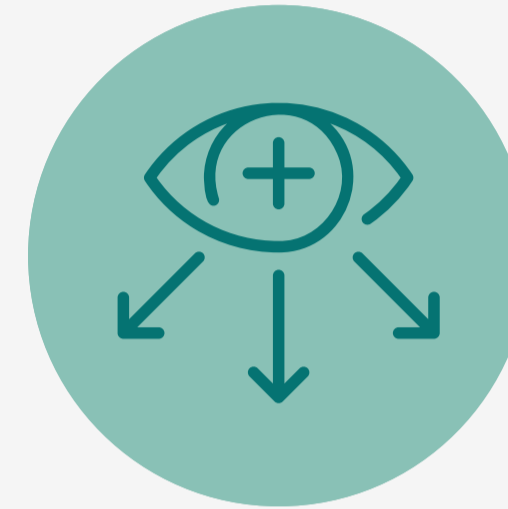


Throughout the two years



Nurse Associate Career Start Mentor

A dedicated external mentor will be allocated to you. Your mentor will provide support and guidance throughout the 2 years (approx. 4 hours per month).



Restorative Clinical Supervision (RCS)

You will have access to RCS sessions with a Professional Nurse Advocate (PNA).



Learning opportunities

There are many ways to develop knowledge aside from formal training. NPCTH and your mentor can guide you to these opportunities.



Networking opportunities

Your mentor and NPCTH have many networks and connections throughout Northants. You can join these networks and develop your own, based on your specific interests.

NA Career Start Preceptorship: Year 1 in detail

► Individual Skills Courses (Funded up to a maximum of £1,000)

Complete a variety of skills courses such as cervical cytology, immunisation, long-term conditions etc. as deemed relevant by yourself and your practice. NPCTH quality assured courses can be found through our website. Other courses can be requested but will require prior approval from us.

Northamptonshire Primary Care Training Hub | NPCTH
(northantstraininghub.nhs.uk)

Build upon your chosen option with support of your mentor to make/propose a change in practice.

- Develop an understanding of General Practice working.
- Collaborate with your practice team to gain an understanding of the needs of the business, and development within the team.
- Identify an improvement/change that is needed.
- Experience supporting a project and developing leadership skills.
- Increase your awareness of change management and help to promote organisational change.

Projects do not need to be large-scale or arduous!

Previous project ideas include the introduction of the nursing team at the practice safeguarding meeting, creating a collaborative approach to annual reviews to reduce number of times patient's attend, and starting cervical smear drop-in sessions to increase uptake.

Career Start: Year 2 in detail

Build on the success of year 1 and choose one, or several of the options below:

- Undertake further training in a clinical area of interest.
- Supervise pre-registration nurses and nurse associates by undertaking SSSA training.
- Access personal or career coaching via NHSE: [NHS England » Looking after you too](#)
- Attend or present at the annual General Practice Nurses' conference.
- Develop leadership and coaching skills via the NHSE Midlands Leadership academy: [NHS Leadership Academy | Supporting you to reach your leadership potential \(leadershipnhs.uk\)](#)
- Learn more about the wider system through joining ICS and regional GPN meetings alongside the NPCTH team.
- Any other relevant training you wish to undertake after discussion with NPCTH and your mentor.

(N.B funding provided for any of the above options up to a maximum of £1,000)

Year 2 of the programme is much more open and fluid than the first year.

By the second year, you should be more comfortable in general practice and understand how it works. You can build on this knowledge to develop your career in any aspect.

It is useful to think of your development both clinically and from a leadership perspective too.

TAC 14.11.23.
1. Inf control: Room checks
Cupboards allocation
Pis dressing
2. Sig Events: 76, 77, 86, 107, 111, 113, 120, 123, 124, 142, 143, 144, 146
3. Mandatory training: Blocked slots
69 fridge key
of rooms
taking in Ardens; concise, clear & continuity.
extras: Meetings & Accour

To find out more about the Nurse Associate Career Start Preceptorship programme please contact

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