

# Our Preceptorship Expectations of EMPLOYERS

**Understand the role and purpose of preceptorship** and how it differs from induction, line management, graduate training schemes, etc.



**Meaningful, high-quality preceptorship programmes** that can be tailored to each individual, their role and working environment.

**Appropriately trained and supported preceptors** equipped with the understanding, skills and time to effectively fulfil their roles.



**Inclusion of all four pillars of practice** to support each preceptee to develop as a well-rounded professional, as required by HCPC and BAPO Standards.

**Reasonable expectations of preceptees.** For new registrants, the HCPC Standards and BAPO Career Development Framework provide the starting point.



**Allocate time for preceptorship and CPD** to support meaningful engagement, growth of confidence and capabilities, and the fulfilment of potential.

**Enable opportunities** for shadowing of senior colleagues, supervised and observed practice and peer support for preceptees.



**Monitor preceptee progress** using a range of approaches to ensure agreed learning goals and objectives are met.

**Monitor, evaluate, review and revise** your preceptorship offer at regular intervals



**Invest in preceptees** to support and enhance organisational recruitment, retention, workforce development and service quality.