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Paramedic Preceptorship Standards and Framework

Building confidence for Paramedics transitioning into new roles or workplaces.



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College of Paramedics Preceptorship Standards and Framework

FORWARD.

As part of the commitment to ensuring a sustainable workforce for the future and enhancing patient care, the NHS England Long Term Workforce Plan underscores the importance of high-quality preceptorship for the broader workforce. This is seen as essential in supporting recruitment, aiding staff integration into their respective workplaces, and improving staff retention.

Historically, experienced Paramedics have provided valuable support to newly registered Paramedics, as well as those transitioning into the workforce or assuming new roles. However, through our collaborative work with services across the nation, we have identified significant variation in the content and delivery of the support provided.

Ensuring equitable access for newly qualified Paramedics to evidence-based, high-quality preceptorship across various transitions into employment is vital. Such an approach will foster the development of confidence in their roles as autonomous and accountable practitioners, enhance career development, improve recruitment and retention, and, ultimately, contribute to improved patient care. Additionally, this approach aligns with the Allied Health Professions (AHP) Strategy for England 2022-2027, *AHPs Deliver*, which emphasizes the need for AHPs to be placed in the right roles, at the right time, with the right skills, while addressing the need to bridge the gap between education and practice by enhancing the confidence and capability of those new to the role.

We have worked closely with a diverse range of partners to develop the College of Paramedics Preceptorship Standards and Framework. This framework should be utilized alongside the Health and Care Professions Council (HCPC) Principles for Preceptorship, offering best practice guidance on the application of these principles for Paramedics.

OVERVIEW.

Whether you are entering the profession as a newly qualified Paramedic, (NQP), returning to practice following a break in service or you are an international Paramedic starting your career in the UK a structured programme of support is hugely beneficial.

This support can improve wellbeing, retention rates and ensure that clinicians are confident and competent to carry out their role.

This period of support is often referred to as a **preceptorship programme** and is well established across healthcare professions.

The term preceptorship is defined as: 'A period of structured support and development during periods of transition, during which the AHP will be supported to help them grow in confidence as an autonomous and accountable practitioner' (NHS England).

- **The preceptee** is described as an individual who receives support and guidance.
- **The preceptor** is the individual who provides this support to the preceptee.

WHO IS PRECEPTORSHIP FOR?

The Health and Care Professions Council (HCPC) defines preceptorship as a period of structured support and development designed to assist individuals during transitional phases of their careers. During this time, a preceptee is supported by a preceptor to build confidence and establish their role as an autonomous and accountable professional. Consequently, preceptorship is not limited to newly qualified clinicians, but is also beneficial for individuals returning to practice, international recruits, or those making a complete career transition.

Preceptorship is **not** designed 'to replace appraisals or be a substitute for a formal induction and mandatory training.' ([HCPC, 2022](#))

Alongside the Health & Care Professions Council (HCPC) NHSe have co-produced Preceptorship Principles as part of the National Allied Health Professions (AHP) Preceptorship and Foundation Support Programme. These principles have been developed for



all Allied Health Professionals, designed to support individuals at key transition moments in their careers, and to help them in providing safe, compassionate and high-quality care.

HCPC PRECEPTORSHIP PRINCIPLES.

The Five HCPC principles for Preceptorship:

1. Organisational culture.
2. Quality and oversight.
3. Preceptee empowerment.
4. Preceptor role.
5. Delivering preceptorship programmes.

The College of Paramedics wholeheartedly welcomes the introduction of the HCPC seven principles of preceptorship.

Paramedics require structured preceptorship opportunities that provide inclusive access to personalized support and development, including comprehensive health and well-being resources, as well as any necessary reasonable adjustments. These provisions are essential in helping them navigate new roles and foster the professional confidence required to meet HCPC standards. The principles of preceptorship are designed to empower the preceptee within the workplace, ensuring that they feel supported, valued, and equipped to thrive in their professional journey.

Preceptorship is **not** designed 'to replace appraisals or be a substitute for a formal induction and mandatory training.' ([HCPC, 2022](#))

PARAMEDIC PRECEPTORSHIP AS A WORKFORCE DEVELOPMENT INTERVENTION.

Preceptorship serves as a strategic workforce intervention, offering structured support to Allied Health Professionals (AHPs) during critical career transitions. Entering a new profession or navigating workplace transitions can be both rewarding and challenging. Therefore, ensuring AHPs have access to appropriate support at key junctures is essential for their professional growth and development.

Paramedic Preceptorship is a structured period of guidance designed to assist Paramedics as they transition into new roles. This includes those entering the workforce for the first time, returning after an extended absence (including re-admission to the professional register), working in the UK for the first time, assuming a new role, or transitioning to a different organisation. When effectively implemented, preceptorship enhances confidence, enabling Paramedics to function as autonomous practitioners.

The primary objective of preceptorship is to support individuals in developing confidence in their professional abilities while applying and expanding their knowledge in practice. This is achieved through a personalised programme of uni-professional and multi-professional development opportunities, facilitated by an experienced professional. To maximise its effectiveness, preceptorship should be a tailored intervention that addresses the specific needs of each individual. This personalised approach should consider their professional journey, prior experience, and future career aspirations, ensuring a comprehensive and supportive transition into their role.

Preceptorship is a distinct workforce intervention and should not be conflated with workplace induction, probation, or mandatory training. It is separate from clinical supervision and performance management, serving instead as a structured and supportive programme designed to facilitate successful workforce transitions for both individuals and the organisations in which they work.

The benefits of preceptorship are evident across multiple levels of the healthcare system:

- **For the individual:** Enhancing confidence and professional competence.
- **For the organisation:** Strengthening recruitment and retention strategies, fostering a culture of patient safety.



- **For the wider system:** Contributing to workforce sustainability and resilience.

By providing targeted support, preceptorship ensures that Paramedics can navigate key career transitions effectively, benefiting not only their professional development but also the broader healthcare landscape.