



A leading light in mental health education

London Association Mental Health Nursing Practice
(LAMP)

Preceptorship evaluation pack

This preceptorship programme evaluation pack includes:

- Preceptees evaluation
- Preceptee evaluation of preceptor
- Clinical Lead Feedback form

List of contributors:

North East London NHS Foundation Trust

East London NHS Foundation Trust

South London and Maudsley NHS Foundation Trust

Barnet, Enfield & Haringey Mental Health NHS Trust

Camden & Islington NHS Foundation Trust

Oxleas NHS Foundation Trust

South West London and St George's Mental Health NHS Trust

West London Mental Health NHS Trust

Central and North West London NHS Foundation Trust

Ellern Mede Service for Eating Disorders

Southampton University Hospitals NHS Trust

Bart's Health NHS Trust

Preceptee evaluation of Preceptor: Adapted from: Charge Nurse Program Builder: Tools for developing unit leaders. T.L.Berbarie ISBN:978-1-60146-753-9)



Preceptorship Programme – Preceptees Evaluation

Email response to:	
Dates of preceptorship programme:	
Name of Preceptee:	
Clinical area	

Please Circle the comment that you feel applies to you

I feel my practice has stayed the same	I feel there will be some small change
I feel my working practice has improved a lot	
I will never use what has been taught in the workshops	I will occasionally use what I have learned in the workshops
I have not learned any new information	
I will often use what I have learned in the workshops	
I have learned a lot of new information	

Please look at the statements and consider your knowledge before and after training

Self-rating Before Training					Sample workshops	Self-rating after Training				
none	Very little	some	Well informed	Very well informed	My level of knowledge and skills in:	none	Very little	some	Well informed	Very well informed
1	2	3	4	5	Being able to apply the 6c's	1	2	3	4	5
1	2	3	4	5	Being able to apply a therapeutic boundary with a service user.	1	2	3	4	5
1	2	3	4	5	In knowing what action to take in the event of physical deterioration	1	2	3	4	5
1	2	3	4	5	Understand common blood results	1	2	3	4	5
1	2	3	4	5	Support the client on Clozapine	1	2	3	4	5
1	2	3	4	5	Support the client with Diabetes	1	2	3	4	5
1	2	3	4	5	Understanding women's issues	1	2	3	4	5
1	2	3	4	5	Understand the recovery model in action	1	2	3	4	5
1	2	3	4	5	Apply concepts of risk assessment	1	2	3	4	5
1	2	3	4	5	Have a career pathway in mind	1	2	3	4	5

The workshops were directly relevant to my work and I will apply the skills learned to my job	Strongly agree <input type="checkbox"/>	agree <input type="checkbox"/>	neutral <input type="checkbox"/>	disagree <input type="checkbox"/>	strongly disagree <input type="checkbox"/>
The preceptorship programme met my expectations and I would recommend this to others	Strongly agree <input type="checkbox"/>	agree <input type="checkbox"/>	neutral <input type="checkbox"/>	disagree <input type="checkbox"/>	strongly disagree <input type="checkbox"/>
Objectives for the preceptorship programme were clear	Strongly agree <input type="checkbox"/>	agree <input type="checkbox"/>	neutral <input type="checkbox"/>	disagree <input type="checkbox"/>	strongly disagree <input type="checkbox"/>
The level of support and supervision in clinical practice was appropriate	Strongly agree <input type="checkbox"/>	agree <input type="checkbox"/>	neutral <input type="checkbox"/>	disagree <input type="checkbox"/>	strongly disagree <input type="checkbox"/>
The length of the preceptorship programme is sufficient	Strongly agree <input type="checkbox"/>	agree <input type="checkbox"/>	neutral <input type="checkbox"/>	disagree <input type="checkbox"/>	strongly disagree <input type="checkbox"/>
The preceptorship programme was well organised.	Strongly agree <input type="checkbox"/>	agree <input type="checkbox"/>	neutral <input type="checkbox"/>	disagree <input type="checkbox"/>	strongly disagree <input type="checkbox"/>
The workshop presenters were knowledgeable in their area and used clear examples and illustrations to clarify content and enhance understanding	Strongly agree <input type="checkbox"/>	agree <input type="checkbox"/>	neutral <input type="checkbox"/>	disagree <input type="checkbox"/>	strongly disagree <input type="checkbox"/>
Preceptees experiences and questions were encouraged	Strongly agree <input type="checkbox"/>	agree <input type="checkbox"/>	neutral <input type="checkbox"/>	disagree <input type="checkbox"/>	strongly disagree <input type="checkbox"/>

Final comments / suggestions you would like to make on whole programme:

Any comments regarding the usefulness of the preceptorship programme workbook and any suggestions on improvements if needed:

Preceptee evaluation of Preceptor

Thank you for completing this evaluation form.
It is important our preceptors are developed and supported.

If you were supported by a whole team please put 'team' for the name of the preceptor

Once completed please scan and return via email to:

Preceptee Name:

Preceptors Name:

Date of preceptorship programme:

Clinical Base:

Rating Scale and Instructions

Using a scale of 1-4, assign the appropriate score in the rating box. If you score a 4 in any of the sections, please comment in the 'opportunities for improvement' section.

1= Always met expectations 2= Frequently met expectations
3= Sometimes met expectations 4= Never met expectations

Performance Element	Rating 1-4	Opportunities for Improvement
The preceptor was knowledgeable and competent		
The preceptor was clear about their role		
The preceptor gave me feedback on a regular basis		
The preceptor was always readily available		
The preceptor provided feedback and learning opportunities to improve my performance		
The preceptor communicated professionally and gave clear explanations		
The preceptor was enthusiastic about my training needs		
The preceptor was a good role model in delivering care within the 6cs model		
The preceptor treated me as an autonomous practitioner rather than a student nurse		
The preceptor made it clear the standards that care were benchmarked to		
Overall my needs were met during the preceptorship programme by my preceptor		

Strengths / Areas for Improvement

What did your preceptor do that was most helpful?

What could have been done differently?

To prepare you as a future preceptor. What would be helpful?

Preceptorship Programme: Clinical Lead feedback:

Your feedback is essential to ensure the preceptorship programme (Nursing) continues to meet the needs of our newly qualified nurses (NQN's) and the organisation.

Your support in answering this audit is greatly appreciated.

Please email your response to:

Q1) How many of your NQN's have completed the preceptorship programme since: (*insert Date*)?

Q2) Did the NQN's joining your team have needs in any of the following areas?

NQN Skill development	Yes	No
Confidence level in performing as an autonomous practitioner		
Making the right clinical decisions		
Communicating effectively with service users		
Communicating effectively with carers		
Communicating effectively with members of the multidisciplinary team		
Managing effectively in pressured situations e.g. conflict, complaints, incidents		
Applying the 6cs to their practice		
Be able to identify risk & take appropriate action to safeguard others		
Ability to be proactive in moving from student to staff nurse role		
Ability to take on team leadership role when needed		
Practice within the NMC Code of professional Conduct		
Delegate tasks to others		
Evidencing care delivered		
Managing their own caseload of patients		
Ability to manage medication administration and monitoring		
Identifying a deteriorating patient (physical and mental health)		

Please rate on a scale of 1-5 areas you feel the preceptorship programme could support the NQN's skill development.

1= No support required

5= Support essential

NQN Programme Development					
Make the right clinical decisions	1	2	3	4	5
Communicate effectively with Service users	1	2	3	4	5
Communicate effectively with carers	1	2	3	4	5
Communicate effectively with members of the multidisciplinary team	1	2	3	4	5
Manage effectively in pressured situations e.g. conflict, complaints, incidents	1	2	3	4	5
Apply the 6cs to their practice	1	2	3	4	5
Be able to identify risk & take appropriate action to safeguard others	1	2	3	4	5
Be able to respond appropriately to a clinical incident	1	2	3	4	5
Practice within the NMC Code of professional Conduct	1	2	3	4	5
Delegate tasks to others	1	2	3	4	5
Completing nursing documentation	1	2	3	4	5
Prioritising the care of your patients	1	2	3	4	5
Undertaking patient assessment	1	2	3	4	5
Identifying a deteriorating patient	1	2	3	4	5
Managing your time effectively	1	2	3	4	5
Administering oral medications safely	1	2	3	4	5
Administering intravenous medications safely	1	2	3	4	5
Reflecting on your own practice	1	2	3	4	5
The clinical skills that are necessary for your role	1	2	3	4	5
Planning for discharge	1	2	3	4	5

Preceptor support	Yes	No
The NQN is supported by the whole team. There is no named preceptor		
A named preceptor is allocated to each NQN		
The NQN works a number of shifts alongside their named preceptor		

Protected time is given to the preceptor to support the NQN		
The preceptor receives additional training for this role		
Only trained mentors are allocated to the role of preceptor		
The NQN works a number of shifts alongside their named preceptor		
Protected time is given to the preceptor to support the NQN		
Staff undertaking the role of preceptor attend a module at the University		

Preceptor development

Preceptors need additional training in addition to mentor training	1	2	3	4	5
A Preceptee training needs analysis is undertaken during the programme in addition to a first managers appraisal	1	2	3	4	5
The HEI should provide more support in training preceptors	1	2	3	4	5
The HEI should provide more support in preparing final year students for preceptorship	1	2	3	4	5
Budgets should include facilitation of protected time for preceptors	1	2	3	4	5

If you have circled the value 5 in any of the above please state the type of support you think would be useful to include in future preceptorship programmes:

Any other comments: