



# Just About to Graduate

What you need to know



0345 772 6100  
[rcn.org.uk/students](http://rcn.org.uk/students)





## What is preceptorship?

A period of quality preceptorship with a skilled mentor for several months at the start of your career can help you get off to the best possible start, enabling you to develop your confidence, skills and professionalism.

To some degree your learning starts here – your employer and your colleagues should not expect you to emerge from your training as the complete, fully rounded nursing package. What you need to develop now is the necessary insight, knowledge and experience that will help you to become a confident and innovative practitioner. At present, however, employers are not required to offer preceptorship to new registrants – the NMC has only “strongly recommended” it – but you might want to treat with caution any potential employer whose preceptorship arrangements are ambiguous or vague. The RCN has noted particular issues with preceptorship in community settings, exacerbated by the lone working aspect of many community nursing roles. The importance of preceptorship is also recognised in the Shape of Caring review report *Raising the bar* (2015).

The RCN believes that in order to ensure a smoother transition into the profession, a preceptorship period, or a

Newly Registered Nurse (NRN) period is essential. We recognise that any such period would ideally be clearly defined through a national framework or standards set.

So whether your first r

# Preceptorship

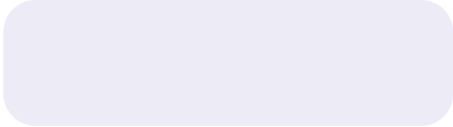
of staff, boosts staff morale, and reduces the risk of complaints. All of the above may be useful arguments if your employer is proving slow to assign you a mentor. So what should you look

All registered nurses must follow the Nursing and Midwifery Council (NMC) Code of conduct at all times, and other members of the team should also use it to guide their practice. The Code (2015) presents the professional standards that nurses and midwives must uphold in order to be registered to practise in the UK.

It reflects the world in which we live and work today, and changing roles and expectations of nurses and midwives. It is structured around four themes – prioritise people, practise effectively, preserve safety and promote professionalism and trust. Developed in collaboration with many who care about good nursing and midwifery, the Code can be used by nurses and midwives as a way of reinforcing their professionalism. Failure to comply with the Code may bring their fitness to practise into question.

A key addition to the Code is: 20.10 use all forms of spoken, written and digital communication (including social media and networking sites) responsibly, respecting the right to privacy of others at all times.

To familiarise yourself with the Code, visit: [nmc.org.uk/code](http://nmc.org.uk/code)

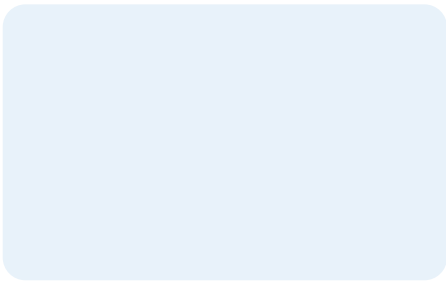


The Nursing and Midwifery Council (NMC) introduced revalidation in April 2016 for all staff registered with the NMC. As a newly registered nurse this won't affect you just yet but you should be aware that you will have to renew three years after your registration. It is important to note that you will need to pay your annual fee to the NMC to maintain your name on the register. This will be due on the anniversary of your first registration each year.

## What is revalidation?

Revalidation is the method by which you will renew your registration every three years. It is the way in which nurses and midwives demonstrate to the NMC that they continue to practice safely and effectively, and can remain on the

# Professional indemnity





The RCN runs a range of campaigns that promote nursing, champion high quality care, and fight against harmful cuts to health care.

As a member you can get involved in RCN campaigns and help us to promote nursing, champion great patient care, and shape the future of the profession.

A snapshot of some of our campaigns:

Fair Pay For Nursing  
Recognising the complexity of  
skil20ay

# Finding your feet

If you are planning on working in the NHS in England, it is important that you familiarise yourself with the *Leading Change, Adding Value* (NHS England, 2016) framework for all nursing, midwifery and care staff, wherever they work and whatever role they might have. It builds upon *Compassion in Practice* (DH, 2012) and is directly aligned with the *Five Year Forward View* (DH, 2014) and its vision to integrate health and social care services, improve the adoption of preventative measures and narrow three gaps in:

- **health and wellbeing:**  
A greater focus on prevention

If you are planning on working in the NHS in Wales, it is advisable that you familiarise yourself with Welsh Government strategies. The following link will act as a gateway for a better understanding of the context and direction of health and social care in Wales <https://beta.gov.wales/review-health-and-social-care?lang=en> It would also be beneficial for you to be aware of the *Post-Registration Career Framework for Nurses in Wales* <http://gov.wales/topics/health/professionals/nursing/professional/?lang=en>

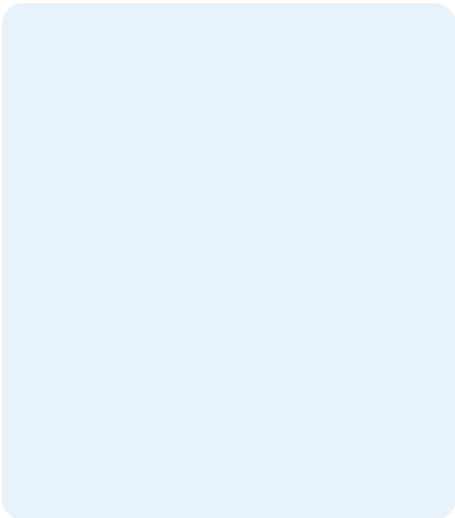
If you are planning on working in the health and social care (HSC) sector or the independent sector in Northern Ireland, it is important that you familiarise yourself with the current Northern Ireland government strategies. The strategic direction for health is contained in the Health Ministers vision *Health and Wellbeing 2026: Delivering Together*.

*Delivering Care: Nurse Staffing in Northern Ireland* is a policy framework that aims to support the provision of high quality care which is safe and effective in hospital and community settings, through the development of a framework to determine staffing ranges



If you are planning to work in Scotland, there are a few key national health policies it is important for you to be familiar with.

The Scottish Government's *Nursing 2030 Vision* sets out what nursing needs to look like by 2030 – capturing what is currently done well and what needs to



Scotland will legislate for a National Care Service during the current Scottish Parliament – this is to be in place by 2026 and will affect how integration works.

The Health and Care (Staffing) (Scotland) Act was passed in 2019, and the RCN had been working

The RCN represents nurses and nursing, promotes excellence in practice and shapes health policies.

[www.rcn.org.uk](http://www.rcn.org.uk)  
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August 2021  
Publication code: 009 800

