



Preceptorship webinar

Date: 28 September 2023

12.00-13.00

 #RCSLT #NHSE #HCPC



Housekeeping

- Justyna Szeller (RCSLT Host) is on hand to help with any **technical queries**; you can get in touch with her via the **chat button**
- You can send in **questions** to our speakers today by using the **Q&A button**
- This event is being recorded and will be made available on the RCSLT website along with the presentation slides



Welcome and introductions

12.00 - 12.05

Vicky Harris
Head of Learning,
RCSLT

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Speakers



Dr Clare Smith
Solent NHS Trust



Mark Platt
HCPC



Amanda Weaver
NHS England



Christine Ward
Derbyshire
Community Health
Services NHS Trust

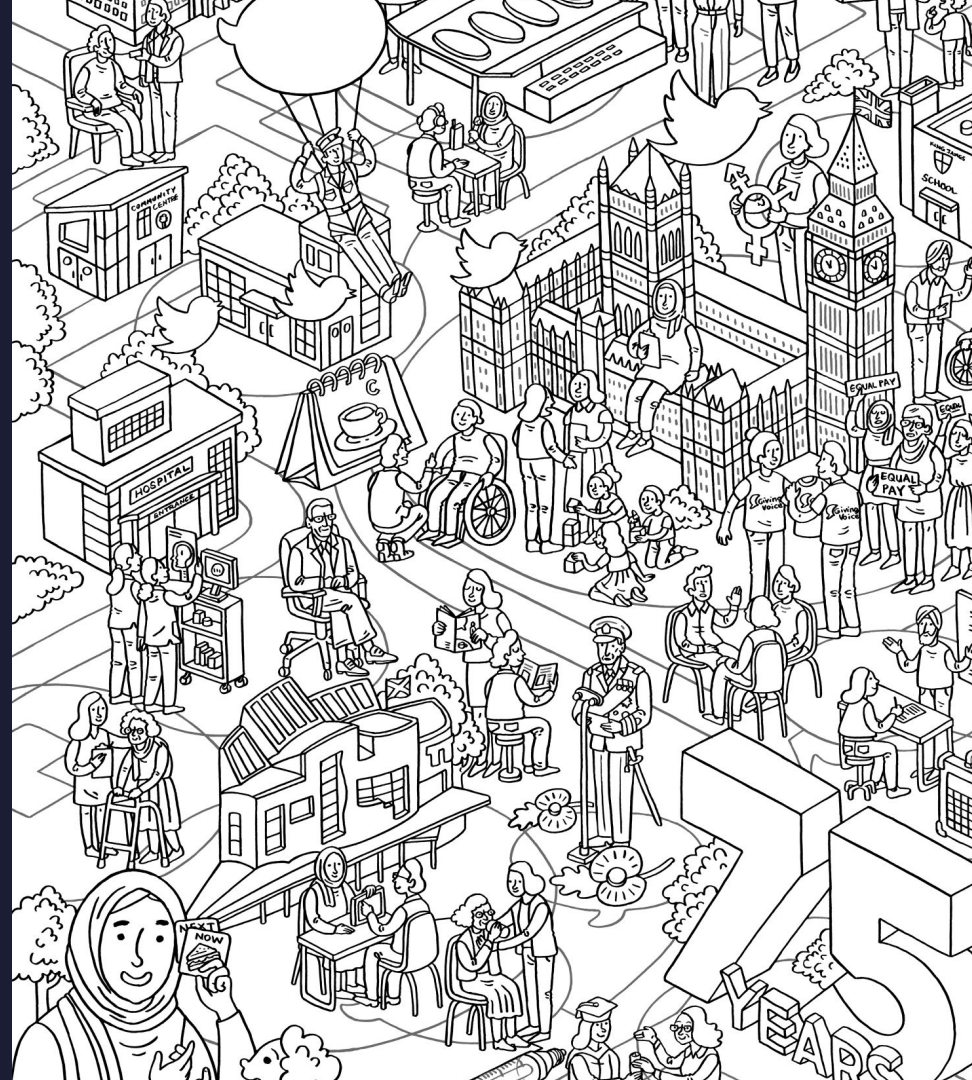


RCSLT Preceptorship update

12.05 - 12.15

Dr Clare Smith
Consultant Practitioner and Clinical Lead,
Solent NHS Trust

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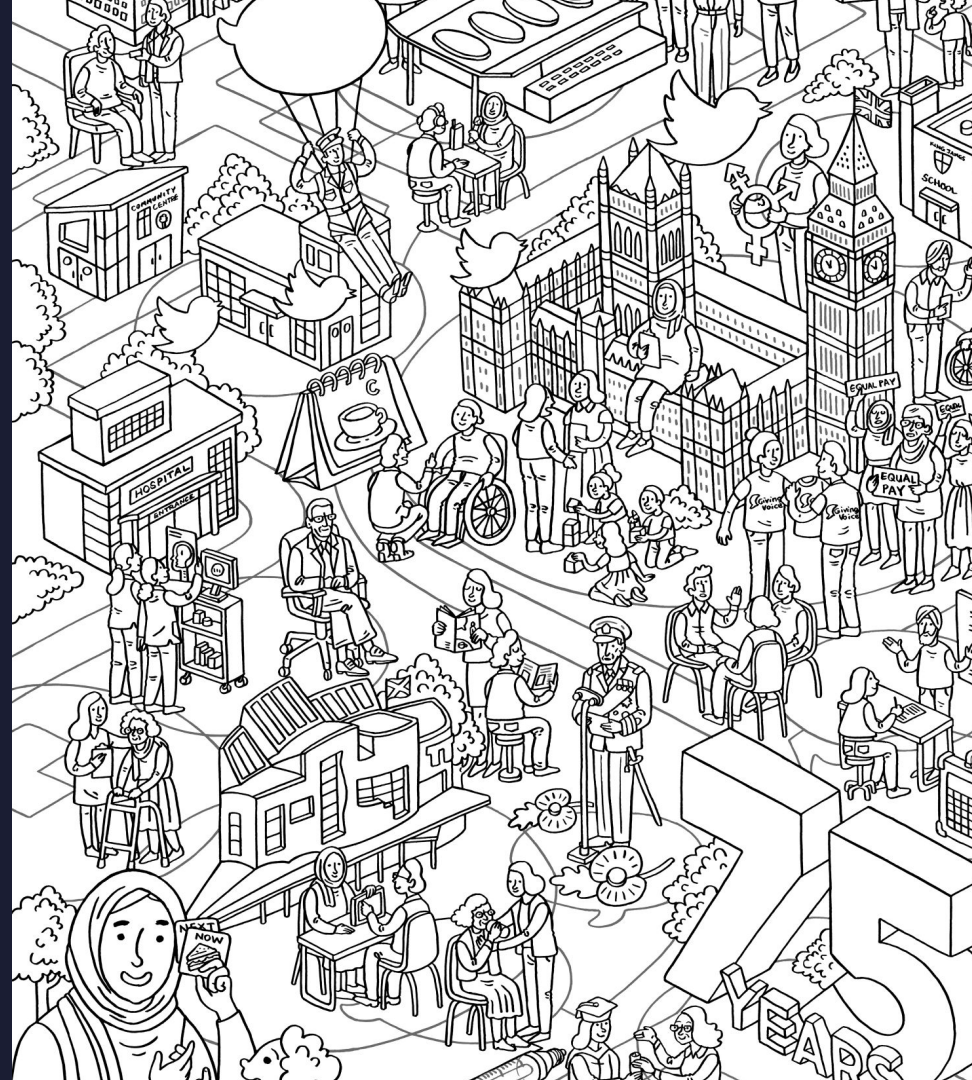


HCPC Preceptorship update

12.15 - 12.25

Mark Platt
Policy Lead,
Health and Care Professions Council

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HCPC Principles for Preceptorship

September 2023



About the HCPC

The HCPC's statutory role is to protect the public by regulating healthcare professionals in the UK.

We promote high quality professional practice, regulating over 300,000 registrants across 15 different professions by:

- setting standards for professionals' education and training and practice;
- approving education programmes which professionals must complete to register with us;
- keeping a register of professionals, known as 'registrants', who meet our standards;
- acting if professionals on our Register do not meet our standards;
- and acting to stop unregistered practitioners from using protected professional titles.

Background

- Developed through stakeholder engagement and consultation over autumn 2022
- Approved by HCPC Council in February 2023
- Published in Consultation report in March 2023
- High-level Principles
 - To be appropriate to a range of settings and working arrangements
 - Supportive to HCPC regulatory infrastructure

The Principles

Five Principles

- Principle 1: Organisational culture and preceptorship
- Principle 2: Quality and oversight of preceptorship
- Principle 3: Preceptee empowerment
- Principle 4: Preceptor role
- Principle 5: Delivering preceptorship programmes

Next Steps

- Publication of Principles document, scheduled for later this month
 - Supporting information about how to use the principles
 - Case-studies of preceptorship arrangements
- Supporting information available on our webpages
- Supporting four NHS systems on the work to create and develop existing preceptorship offers
- Looking to develop support for registrants working in non-NHS settings

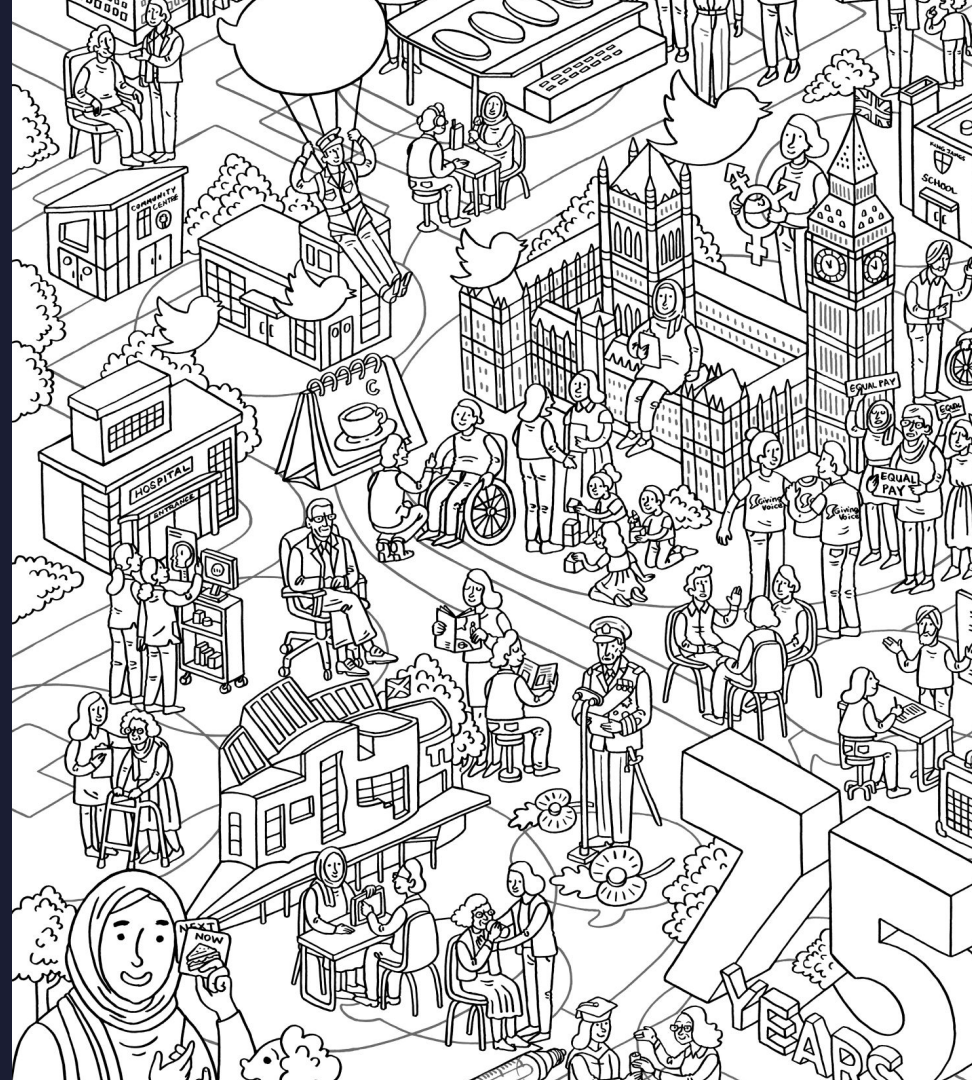


National Preceptorship update

12.25 - 12.35

Amanda Weaver
AHP Preceptorship Workforce Lead,
NHS England

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England

National AHP Preceptorship and Foundation Support Programme

Professional Bodies and Unions Webinar Series

Presented by:

Amanda Weaver

AHP Preceptorship Workforce Lead



“Attracting and retaining a highly engaged workforce is becoming more challenging”

NHS Long Term Workforce Plan



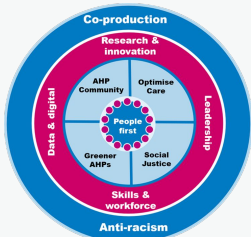
Recruit and Retain

- Increase AHP training places to 17,000 by 2028/29
- Increasing places overall to more than 18.800 by 2031/32
- Ensure that we keep more of the staff we have within the health service by better supporting people throughout their careers.

Preceptorship

- **Good quality preceptorship is key for the wider workforce.**
- Increase number of preceptorship opportunities to attract more staff to services that have difficulty recruiting

AHP Strategy for England:2022-2027 AHPs Deliver



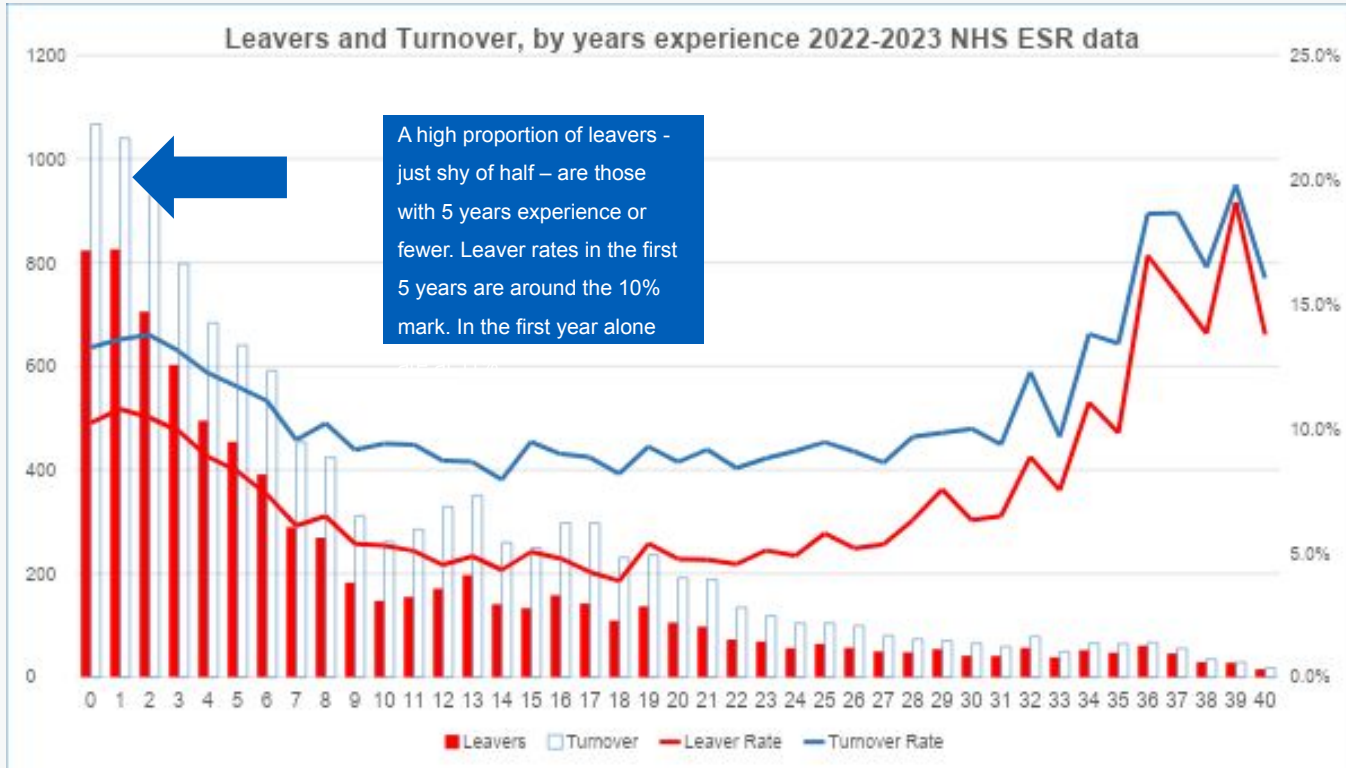
AHPs in the right place, at the right time, with the right skills

- Bridging the gap between education and work by optimising the confidence and capability of students and new registrants
- supports the development of a diverse AHP workforce fit for the future

Optimising care

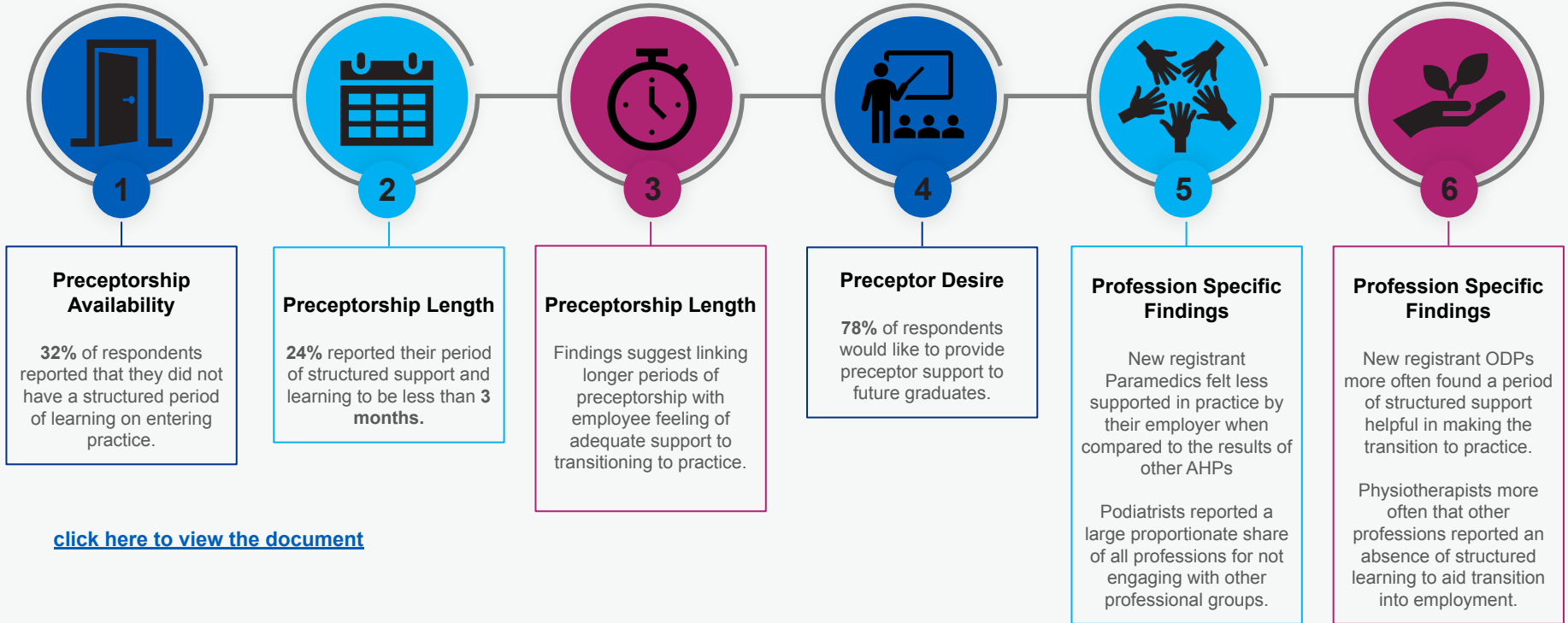
- Delivering quality care: AHPs deliver high-quality care and fully contribute their skills and experience to patient pathways
- Staff are fully engaged, well-led and retained
- The workforce has the right skill mix and capacity and is deployed to deliver maximum impact

Drivers for Change



-  **Workload**
-  **Work life balance**
-  **Development**
-  **Valued**

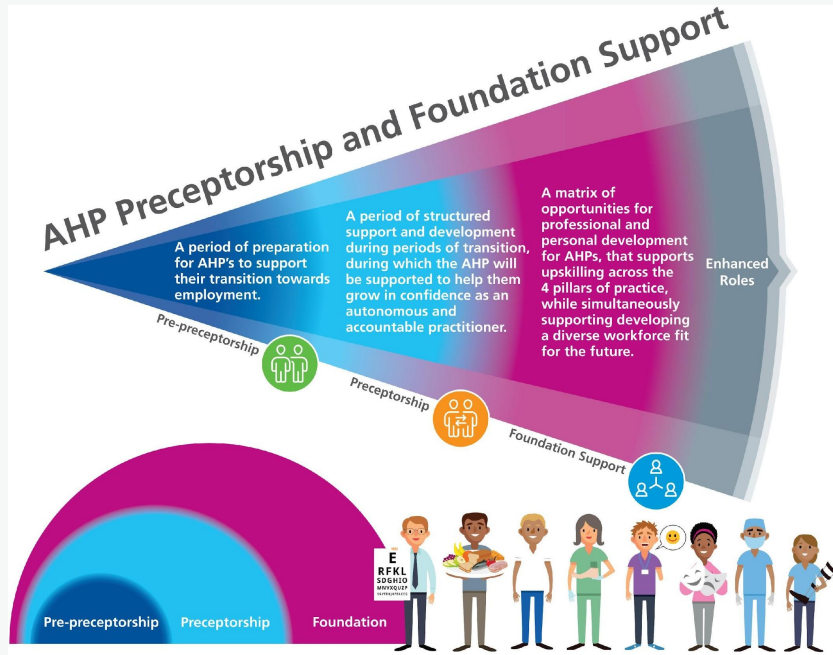
HCPC Year in Registration Survey 2022



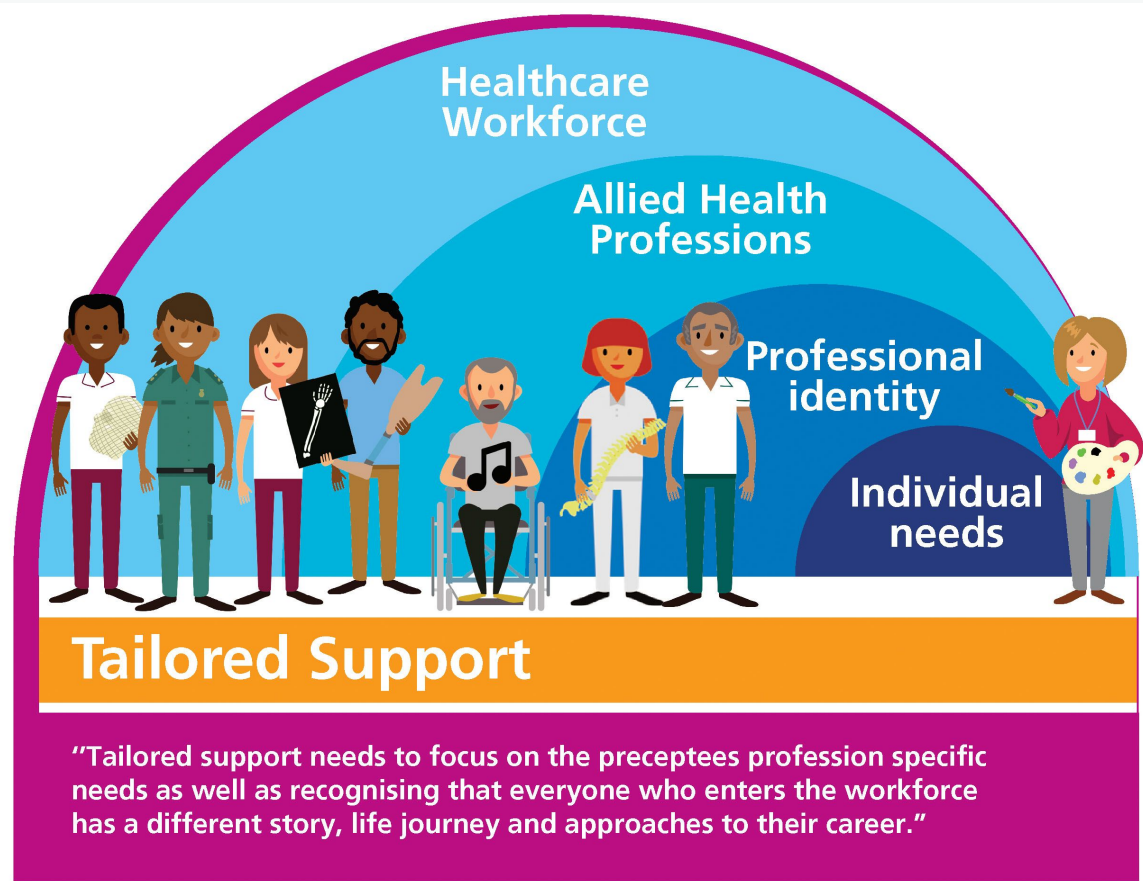
[click here to view the document](#)



AHP Preceptorship and Foundation Support



Aim is for AHP's to have **inclusive** access to **tailored support and development** opportunities across a range of **transitions**



Who is Preceptorship for?




Benefits of Preceptorship



Benefits

- Developing confidence
- Feeling valued
- Feeling welcomed into the workplace



Lifelong learning

Supportive skills

Benefits of Preceptorship





Preceptorship Landscape



National AHP Preceptorship

The National AHP Preceptorship and Foundation Support Programme at NHS England Workforce, Training and Education (NHSE WT&E) carried out an online survey in May-June 2023 over a 4-week period to collect baseline data of AHP preceptorship. This activity was part of the development of the National AHP Preceptorship Implementation Framework in support of the HCPC Principles of Preceptorship due for publication in the September 2023.

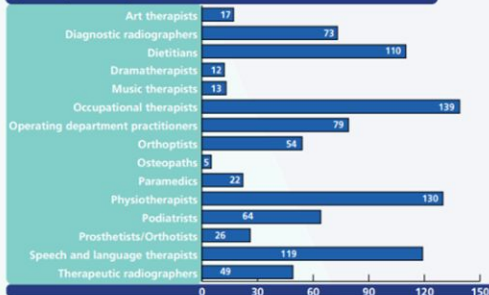
This infographic provides an overview of the national AHP preceptorship data received.

57%
of respondents reported their preceptorship programme was multi-professional and included non-AHPs

64%
of respondents have a preceptorship policy inclusive of AHPs

71%
of NHS Trusts across England responded*

No. of organisational responses offering preceptorship – Profession breakdown



172

organisational responses

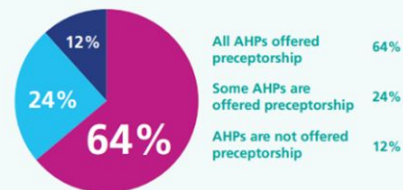
Organisation type

NHS	151
Social Care	9
Private, Independent or Voluntary	7
Other	5
Total Responses	172

Organisational responses by region



% of organisational responses offering preceptorship to AHPs



*The total number of NHS Trusts is based off the NHS England Provider Directory (2022)



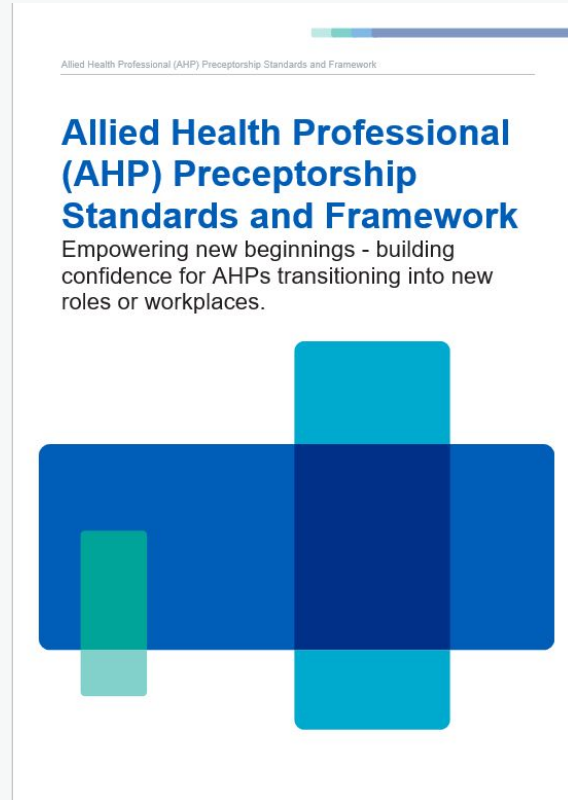
AHP Preceptorship and Foundation Support Programme

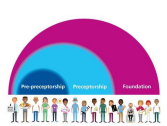
Resources Update

AHP Preceptorship Standards and Framework

- Part 1 – background and context
 - Introduction and overview
 - Who are AHPs?
 - Core principles
- Part 2 – AHP Preceptorship
 - Why is AHP Preceptorship important?
 - What is unique about AHP Preceptorship?
 - Organisations and systems
 - Approaches to AHP Preceptorship
- Part 3 – the AHP Standards and Framework
 - Development of the Standards and Framework
 - How to use the Standards and Framework
 - AHP Preceptorship Standards
 - AHP Preceptorship Best Practice Framework
 -

Supported with AHP Preceptorship Toolkit of resources





Step to Work (Pre-Preceptorship)

Step to Work is an online programme hosted on e-learning for health (e-lfh). The aim of Step to Work is to provide an additional layer of support to ease the transition into employment for AHPs (pre-preceptorship).



- | | |
|--|--|
| 1 Positive appraisal of learning during challenging situations | 2 Personal wellbeing at work |
| 3 Everyday work | 4 Systems that shape everyday practice |
| 5 Ethics, accountability and decision-making | 6 Developing and working in an inclusive environment |
| 7 Building positive relationships | 8 Sustaining change and learning |

Participant	Employer, HEI, System or Individual
Accessible online via sign up with any email and available on mobile devices	Provide additional support for transition into roles including and not limited to newly qualified, internationally educated and returning to practice.
Completed at a time convenient to the learner	
Completed prior to and in preparation for transition to employment	Can be completed prior to application/commencement of role
Increased confidence for transition into role	Improves readiness and supports preparation for preceptorship
Improved readiness for preceptorship	Improve retention and recruitment of workforce by having the appropriate support in place
Improved understanding of the healthcare system	
Builds on skills and experiences already acquired through reflection	
Certificate upon completion	

Please click on the link or scan the QR code to access the step to work programme webpage

Step to Work access via <https://www.e-lfh.org.uk/programmes/st-ep-to-work/>.

Outside of the United Kingdom access via <https://portal.eintegrity.org/eintegrity-registration/register/413>



SCAN ME



Multi-professional Preceptor e-Compendium

4 units of Multi-professional preceptor training launched

Four sessions of a pioneering e-Compendium are now available to support preceptors across nursing, midwifery and the allied health professions (AHP).

The Multi-Professional Preceptor e-Compendium aims to recognise the needs of preceptors, and provides them with the guidance, support and practical tools needed to carry out their vital role. It marks the launch of a modern and cohesive set of resources that are aligned to the Preceptorship Principles and Frameworks across each of the professional groups.

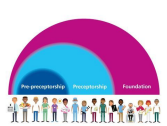


The sessions now available provide an overview of the preceptor role across each of the professional groups, along with dedicated training on leading and coaching preceptees. The sessions are:

1. **The Preceptor role**
2. **Leading and coaching preceptees**
3. **Identifying and agreeing individual preceptees learning and support needs**
4. **Health and wellbeing of the preceptor and preceptee**
5. Reflecting on your experience as a Preceptor – Coming soon!

*These sessions are currently free to access for health and care employees using their work email address to register. People without NHS or GOV email addresses will be able to access the e-Compendium in the future as the training develops, and we will share more information about this when available.

To find out more and access the training, please visit the [Multi-professional Preceptor e-Compendium programme page](#).



Learning Hub

A digital platform providing centralised access to a wide range of resources to support the work of the Preceptorship and Foundation Support Programme in sharing resources / links / guidance and case studies to support individuals, professions and organisations and support development of tailored support for staff.

Access

<https://learninghub.nhs.uk/catalogue/AHP-Preceptorship-Foundation>



Creation time – We need you!

This is about sharing and learning with each other. What do you have that you could share?

Links to online training and resources

Evidence for early careers support

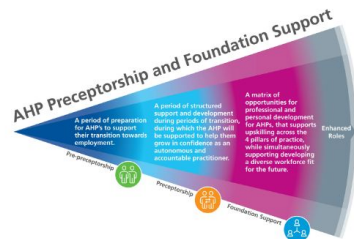
Preceptorship / Step to work implementation case studies

Professional specific guidance

Policies key shared documents and resources

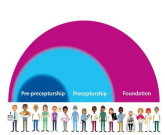
.... the more contributions, the more it grows

AHP Preceptorship and Foundation Support



Browse About

- [Pre-preceptorship](#)
- [Preceptorship](#)
- [Profession Resources](#)
- [Regional Information and resources](#)
- [Preceptorship in Private Practice Resources](#)
- [National AHP Preceptorship Leads Network](#)
- [Growing Your AHP Career](#)
- [Foundation support](#)



NHS

England



Scan QR code for access to programme webpage



Scan QR code to register for monthly newsletter

Thank You



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england.nhs.uk



england.ahp-preceptorship@nhs.net





Case study presentation

12.35 - 12.45

Christine Ward

- Speech and Language Therapist, Derbyshire Community Health Services NHS Trust
- AHP Preceptorship lead - University Hospitals of Derby and Burton NHS Trust

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Preceptorship for SLTs

Christine Ward

Speech and Language Therapist

Derbyshire Community Health Services

AHP Preceptorship Lead

University Hospitals of Derby and Burton



My Early Career

1st role (3 different clinical areas)

- No specific/allocated support.
- Uncertainty/anxiety throughout.

Left at 9 mths – Relieved to leave SLT behind me.

2nd Role (2 yrs later)

- Again, no specific/allocated support in very new clinical area.

3rd role (mainstream schools)

- Gaps in competence.
- Very little confidence (took 10+yrs to gain).

*I would have benefitted
from Preceptorship*

*I would have benefitted
from Preceptorship*

*I would have benefitted
from Preceptorship*

Passionate about supporting new starters to grow in confidence



DCHS SLT Preceptorship Offer

Department recognised the need to support new starters.

- 12 mths. No pass/fail. Separate from (but alongside) the NQP framework
- 2 weeks supernumerary (shadowing colleagues).
- NQP mentor (Preceptor)
 - Non-clinical time to undertake role.
 - Follow lead of whatever new starter wanted to discuss/explore/develop (clinical and non-clinical).
 - Discussion, shadowing, some teaching.
- Engage with other new SLTs.
- Information sessions throughout 1st year with clinical specialist leads.



What DCHS SLT Preceptees wanted from their preceptor

- A 'safe' space to be honest – discuss fears, knowledge gaps, celebrate success
- A designated individual (with time) to talk to
- Coaching – rather than giving answers from my perspective. Reinforced confidence.
- Shadowing (both of the preceptor and the preceptor shadowing them)



Challenges of introducing Preceptorship for SLTs

- **Time** for Preceptors and Preceptees to meet.
- Terminology – Preceptorship, Preceptor, Preceptee, pre-preceptorship.
- Preceptors and preceptees often focus on specific clinical knowledge/skills and don't pay enough thought to development of 'soft' skills.
- Many multi-professional preceptorships are nursing-based
 - ... but there can be many benefits to multi-professional preceptorships i.e. learning from/about other professions, professional links, 'soft' skills.



Benefits noted of DCHS Preceptorship

Preceptee (new starter)

- Enhanced Confidence
- Eager and prepared for ongoing self-development after 1st year
- 'Up and running' more quickly

Preceptor

- Developed own coaching and leadership skills
- Increased self-belief
- Increased job satisfaction - love being part of helping and seeing junior colleagues develop and flourish.

Service

- Supports recruitment - students see Newly qualified staff are well supported.

"your confidence in my ability has allowed me to be more confident in my own ability"

"I really appreciate how you check in with us, that you give reassurance that I'm doing OK"

"[My preceptor] has been so encouraging and helpful and always challenged me to improve my skills"



Thankyou!

Christineward4@nhs.net



Derbyshire Healthcare
NHS Foundation Trust



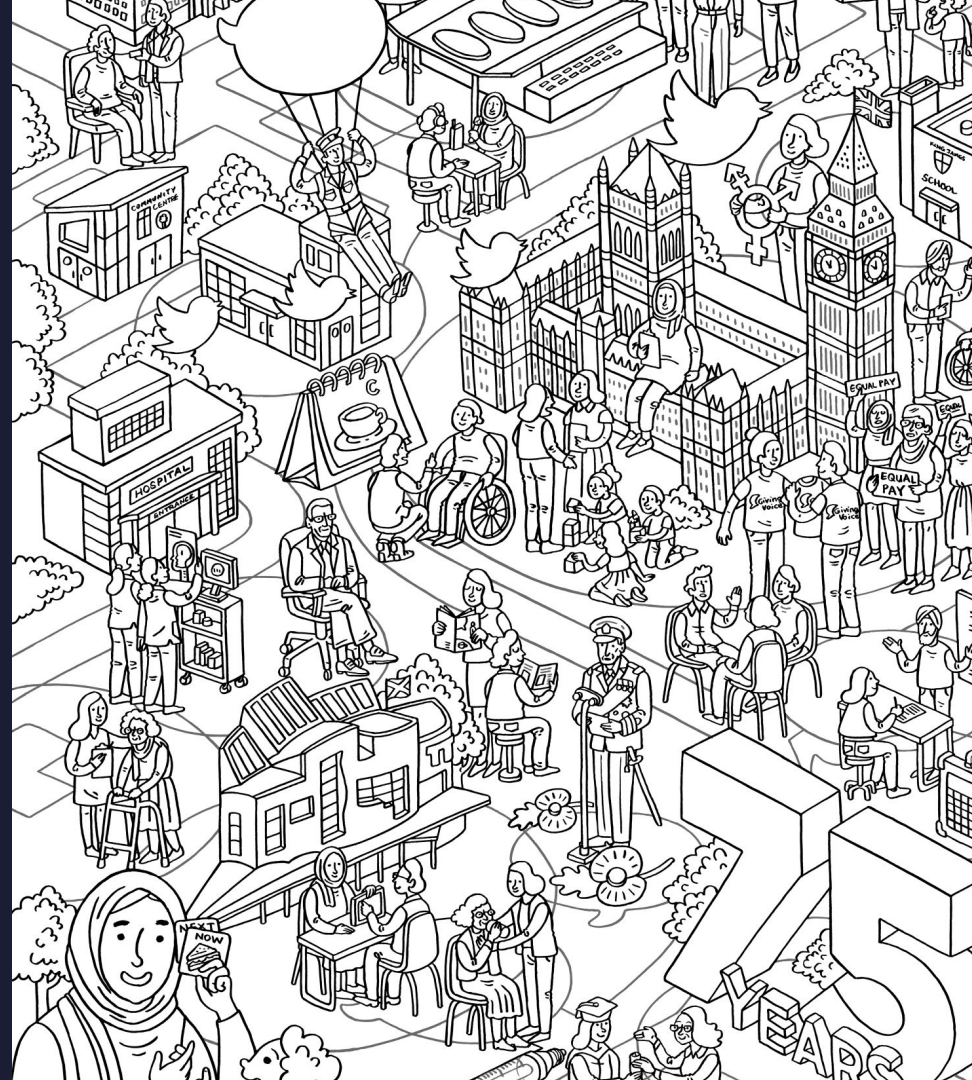
**University Hospitals of
Derby and Burton**
NHS Foundation Trust



Questions

12.45 - 12.57

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Evaluation form





Thank you



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