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
Speakers

Dr Clare Smith
Solent NHS Trust

Mark Platt
HCPC

Amanda Weaver
NHS England

Christine Ward
Derbyshire Community Health Services NHS Trust

RCSLT
RCSLT Preceptorship update
12.05 - 12.15

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

#RCSLT #NHSE #HCPC
HCPC Preceptorship update
12.15 - 12.25

Mark Platt
Policy Lead,
Health and Care Professions Council

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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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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 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
A high proportion of leavers - just shy of half – are those with 5 years experience or fewer. Leaver rates in the first 5 years are around the 10% mark. In the first year alone.
32% of respondents reported that they did not have a structured period of learning on entering practice.

24% reported their period of structured support and learning to be less than 3 months.

Findings suggest linking longer periods of preceptorship with employee feeling of adequate support to transitioning to practice.

78% of respondents would like to provide preceptor support to future graduates.

New registrant Paramedics felt less supported in practice by their employer when compared to the results of other AHPs.

Podiatrists reported a large proportionate share of all professions for not engaging with other professional groups.

New registrant ODPs more often found a period of structured support helpful in making the transition to practice.

Physiotherapists more often that other professions reported an absence of structured learning to aid transition into employment.
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**.
“Tailored support needs to focus on the preceptees profession specific needs as well as recognising that everyone who enters the workforce has a different story, life journey and approaches to their career.”
Who is Preceptorship for?
Benefits of Preceptorship

- Developing confidence
- Feeling valued
- Feeling welcomed into the workplace
Benefits of Preceptorship

- More confident AHPs

- Supports recruitment and retention

- Enhanced care for patients
Preceptorship Landscape

**National AHP Preceptorship**

The National AHP Preceptorship and Foundation Support Programme at NHS England Workforce, Training and Education (NHSE WTE) 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

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**Organisational responses by region**

<table>
<thead>
<tr>
<th>Region</th>
<th>Organisational responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>East of England</td>
<td>21</td>
</tr>
<tr>
<td>London</td>
<td>26</td>
</tr>
<tr>
<td>Midlands</td>
<td>31</td>
</tr>
<tr>
<td>Yorkshire and North East</td>
<td>24</td>
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<tr>
<td>North West</td>
<td>30</td>
</tr>
<tr>
<td>South West</td>
<td>16</td>
</tr>
<tr>
<td>South East</td>
<td>21</td>
</tr>
<tr>
<td>National</td>
<td>3</td>
</tr>
</tbody>
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**No. of organisational responses offering preceptorship – Profession breakdown**

<table>
<thead>
<tr>
<th>Profession</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art therapists</td>
<td>12</td>
</tr>
<tr>
<td>Diagnostic radiographers</td>
<td>72</td>
</tr>
<tr>
<td>Dietitians</td>
<td>119</td>
</tr>
<tr>
<td>Dramatherapy</td>
<td>1</td>
</tr>
<tr>
<td>Music therapists</td>
<td>15</td>
</tr>
<tr>
<td>Occupational therapists</td>
<td>135</td>
</tr>
<tr>
<td>Operating department practitioners</td>
<td>70</td>
</tr>
<tr>
<td>Orthoptics</td>
<td>10</td>
</tr>
<tr>
<td>Osteopaths</td>
<td>1</td>
</tr>
<tr>
<td>Paramedics</td>
<td>100</td>
</tr>
<tr>
<td>Physiotherapists</td>
<td>65</td>
</tr>
<tr>
<td>Podiatrists</td>
<td>68</td>
</tr>
<tr>
<td>Prosthetists/Orthotists</td>
<td>12</td>
</tr>
<tr>
<td>Speech and language therapists</td>
<td>1</td>
</tr>
<tr>
<td>Therapeutic radiographers</td>
<td>12</td>
</tr>
</tbody>
</table>

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**% of organisational responses offering preceptorship to AHPs**

- **All AHPs offered preceptorship**: 64%
- **Some AHPs are offered preceptorship**: 24%
- **AHPs are not offered preceptorship**: 12%

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*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).


Outside of the United Kingdom access via https://portal.eintegrity.org/eintegrity_registration/register/413
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
Scan QR code for access to programme webpage

Scan QR code to register for monthly newsletter

Thank You

@nhsengland

company/nhsengland

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

1\textsuperscript{st} role (3 different clinical areas)
- No specific/allocated support.
- Uncertainty/anxiety throughout.
  Left at 9 mths – Relieved to leave SLT behind me.

2\textsuperscript{nd} Role (2 yrs later)
- Again, no specific/allocated support in very new clinical area.

3\textsuperscript{rd} role (mainstream schools)
- Gaps in competence.
- Very little confidence (took 10+yrs to gain).

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 1\textsuperscript{st} 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.
Thankyou!

Christineward4@nhs.net
Questions
12.45 - 12.57
Thank you

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