



# NQP and transitions update to process

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3 June





# Welcome and housekeeping



# 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**. Please only use the chatbox for technical queries.
- This event is being recorded and will be made available on the RCSLT website along with the presentation slides



# RCSLT

Scan to submit  
your questions  
to our speakers



# Webinar aims

By attending this webinar, delegates will:

- Understand how the NQP goals have been redeveloped.
- Learn about the key changes in structure.
- Know what they need to do.
- Have an opportunity to ask specific questions to the panel.



# How the NQP goals have changed

# What are the Newly Qualified Practitioner (NQP) goals?

- The Newly Qualified Practitioner goals are a set of goals NQPs must complete before they can be called fully practising.
- They form a type of 'preceptorship' for the speech and language therapy profession.
- The goals enable NQPs to practise and embed skills learned in their degree or apprenticeship.
- They work across all four nations, different settings eg community, justice, schools, hospitals and for independent or NHS.
- The speech and language therapy profession has had an NQP programme for a very long time – going back at least twenty years.
- They are updated on a regular basis to ensure they remain relevant.

# Updates to the goals: Members said, we listened

Funded by NHSE Professional bodies education commission.  
In 2024/5 we went out to members and other stakeholders to learn what was working well and what needed improvement/updating.

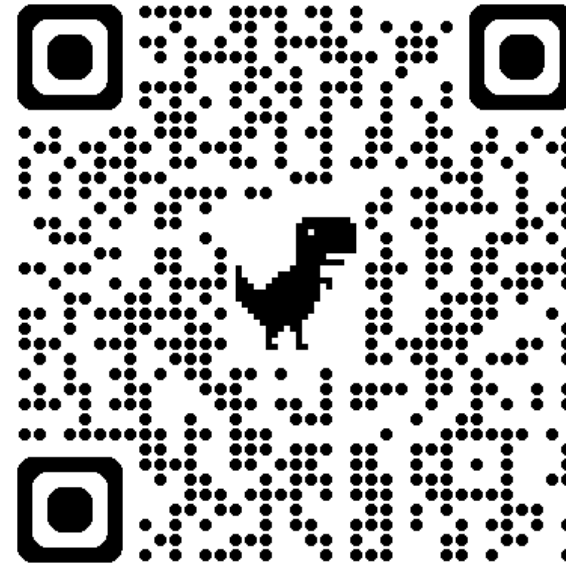
What we found:

- Members told us they are proud of the profession having a long-established NQP process and celebrate when someone completes it.
- They also told us that the process needed to work better with other induction processes where they work.
- The NQP process sometimes feels like an 'island' between being a student/apprentice and being a fully practising member so we needed to look at that.

We addressed the issues members raised and updated the goals.  
Created new guidance. **This only applies to those who started their NQP role from 1 May this year.**



# The new NQP guidance looks like this...



<https://www.rcslt.org/members/your-career/newly-qualified-practitioners/>

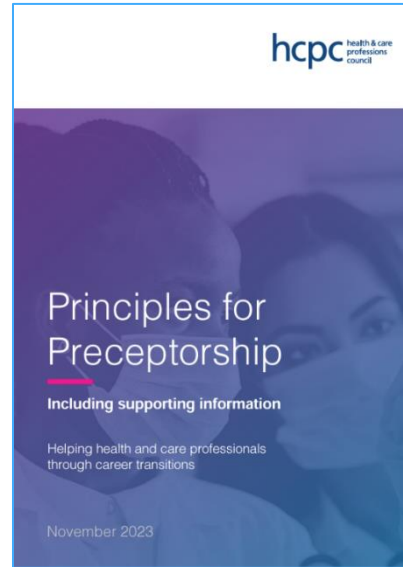
## These are the benefits of the new goals...

1. Simplifies NQP process and reduces goals from 24 to 10 core ones.
2. NQPs choose 4-6 other goals relevant to their career aims and local situation (eg Quality Mark programme) with supervisor.
3. Better aligns with internal and external programmes and frameworks.
4. Gives guidance on demonstrating and evidencing the goals.
5. Can use evidence for other preceptorship programmes too.
6. Encourages multi-disciplinary networking.
7. Keeps the bits people like about the NQP process.
8. Links between RCSLT student curriculum and professional development framework.
9. Provides guidance around other periods of transition.

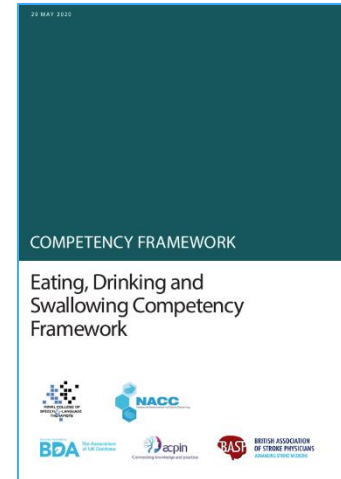
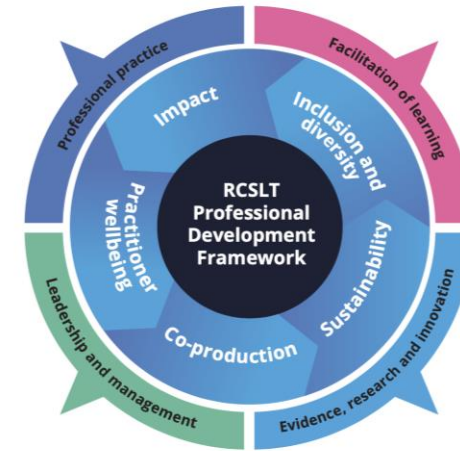
# It is designed to align with...



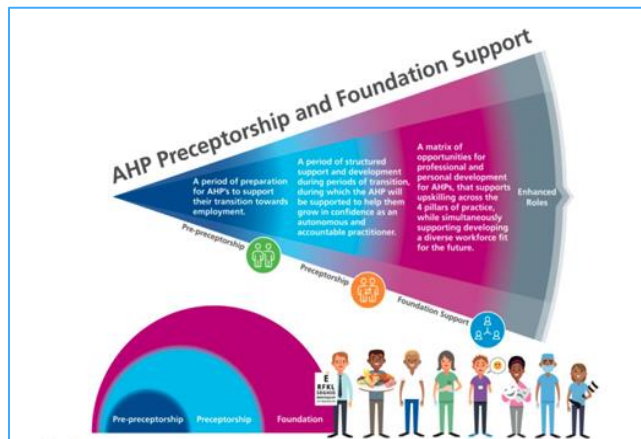
**HCPC**



**RCSLT**



Plus aligns language where possible.

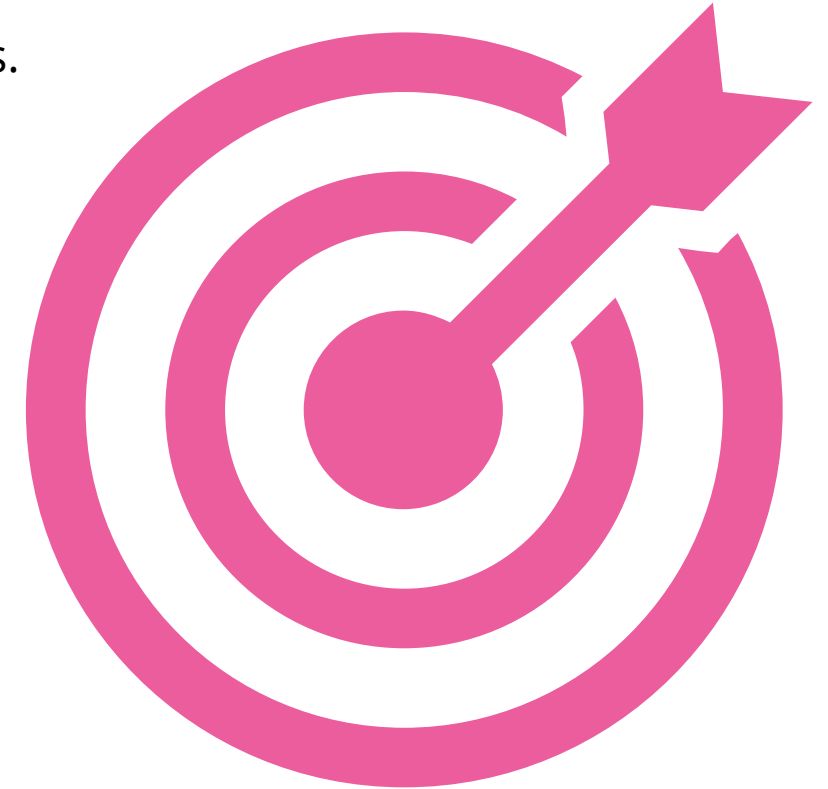


**National initiatives**



# The new goals...

- 1 Reasoning and decision-making.
- 2 Communication with service users, families, carers and colleagues.
- 3 Autonomy and accountability.
- 4 Promoting the profession.
- 5 Work readiness knowledge and skills.
- 6 Specialist knowledge and skills.
- 7 Managing and recording complexity.
- 8 Continuous learning and development of yourself & others
- 9 Working in partnership with service users to improve service delivery.
- 10 Contributing to changes at work.



## NQP goal

## Guidance

### **9. Working in partnership with service users to improve service delivery**

Actively engage service users in developing services and the evidence base within your local service and area.

#### **Demonstrate ways to:**

- Gather service user feedback on your sessions
- Support service user participation in evaluating their progress
- Review aspects of your service (eg a care pathway) with people who use them
- Role model the use of evidence-based, person-centred practice
- Contribute to service delivery in partnership to enhance equity, diversity and belonging

#### **Evidence through a collection of some but not all of the following:**

- Supervision notes
- Supporting service user involvement in research being undertaken in your own service, department or organisation
- Summary of redacted service user feedback
- Use of evidence-based outcome measures
- Use of RCSLT health inequalities self-audit tool
- Knowledge of research opportunities for service users within your local area

# There is a part b just for other transitions

## 2.2 How to engage in structured support for broader transitions



### Aim of this section:

- To provide guidance and ideas for structured support for broader transitions, including formal mechanisms and RCSLT resources.

There are several ways to engage in structured support for broader transitions and all of them are best delivered within the context of supervision.

### Formal return to practice

If you are seeking to re-register with the HCPC, to return to practice, there is a formal process that you are required to follow. You may also wish to consider the information in this rest of section, because it offers profession-specific support alongside the regulatory requirements.

### Reviewing the 10 core NQP goals

The 10 core NQP goals are mainly for newly-qualified SLTs. However, the work environment has changed since many of us started, requiring new work readiness skills, such as digital literacy. If you are returning to work after some time away, reviewing the goals in this guide could help you focus on areas that support your career transition. It may also help to recognise and confirm the knowledge and skills you still have.

### Using the RCSLT Professional Development Framework to support broader transitions

The RCSLT Professional Development Framework (2023) has been designed to support broader work transitions and it is available both in digital download and interactive forms (see Section 2.3). Figure 4 provides an overview of the framework and, when you familiarise yourself with the full version, you will see detailed topics under the four domains of practice (see figure 5 for an example) to support you to identify your ongoing learning and development.



# **NQP goals and the CPD diary**

# NQP goals and the CPD Diary

- The CPD Diary facilitates the process by which NQPs transition to becoming Certified Members
  - NQPs upload evidence of CPD activities undertaken for each of the NQP goals
  - They share each goal with a supervisor for review and feedback
  - Once all goals are approved, the NQP can be approved as a Certified Member
- We are updating the CPD diary, with the aim of going live in Autumn
- There will be two versions of NQP Goals running in parallel in the new diary for at least a year
  - When an NQP logs in, they will see whichever version of the NQP goals is relevant (based on when they became a practising NQP)

Your goals and activities

Start date: 1 Jan 2026 End date: 31 Dec 2026 Filter Add an activity Supervisor Export

Communication 0/2 goals

Status: Complete

▼ C1: Communication (2)

Communicates with people in a manner which is consistent with their level of understanding, culture, background and preferred ways of communicating in order to sustain positive relationships and enable constructive outcomes to be achieved

Add an activity Details/Feedback

Date	Title	Type	Hours	Reflections	
	Test	Paediatric		4/4	▼
	Test	Professional Activities		0/4	▼

> C2: Communication (2)

Leadership and lifelong learning 0/3 goals

Status: Not started

**We are looking at ways to improve the NQP experience within the new diary e.g.**

- Sharing goals with more than one supervisor
- Clearer ways to track progress towards completion
- Easier for supervisors to review and approve
- More contextual material and guidance

**We are planning carefully to ensure a smooth transition to the new diary for both cohorts:**

- Until the new CPD Diary is available, new NQP members are being asked to record their CPD activities offline.
- We are mapping out the process to get existing NQPs using the 'old' goals onto the new diary as seamlessly as possible.



# How this affects different groups

# I am...

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**...an NQP who  
started their goals  
before 30 April  
2026**

- **You are not affected by these changes.**
- The pre-May goals you are using are still valid.
- Your approach to planning your goals will remain the same.
- You will be able to carry out all of the professional development activities you need to become a certified RCSLT member.

# I am...

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**...an NQP starting  
my NQP goals any  
time from 1 May  
2026**

- **You will use the new NQP goals.**
- You would normally evidence your goals in the CPD diary. However, this is currently being updated and is expected to be ready in autumn.
- During this period we recommend you record your activities against the goals outside the diary. You can choose the best way to do this but we have created a template that you can use.

# I am...

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**...an  
apprentice starting  
my NQP goals any  
time from 1 May  
2026**

- **You will also use the new NQP goals.**
- We understand you will have clinical experience from the apprenticeship pathway but asking for all SLTs to follow the same process to ensure equity.
- You would normally evidence your goals in the CPD diary. However, this is currently being updated and is expected to be ready in autumn.
- During this period we recommend you record your activities against the goals outside the diary. You can choose the best way to do this but we have created a template that you can use.

# I am...

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## ...an NQP supervisor

### Your supervisees will be in one of two categories:

#### 1. Existing NQPs

The pre-May goals are still valid for everyone who is already using them. Existing NQPs will be able to use these goals to carry out all of the professional development activities they need to become a certified RCSLT member.

#### 2. NQPs starting from 1 May

If you are supporting an NQP who started their goals after 1 May, you will need to make sure they are using the newly published goals.

You will work with these NQPs to identify 4-6 activities in addition to the 10 core goals.

These NQPs will also need to record their goals offline while the CPD Diary is being upgraded.

# I am...

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## ...a preceptorship lead for an organisation

- The NQP goals are designed to work alongside local, regional and national programmes such as the National Preceptorship Quality Mark in England, or the Flying Start programme in Scotland. E.g.
  - NQPs can use evidence gathered for their 10 core goals to evidence other preceptorship schemes.
  - NQPs choose 4-6 extra activities with their supervisor which can align to local schemes.
- The new goals encourage NQPs to work with staff from other teams – as MDT members can provide evidence showing they have observed an NQP's performance.

# Tips for success as an NQP

More NQP tips at [bit.ly/tips-for-nqps](https://bit.ly/tips-for-nqps)

**PRIORITISE YOUR MENTAL HEALTH**

- \*YOUR wellbeing is important
- \*it's OK not to be OK

IF YOU NEED SUPPORT, REACH OUT FOR HELP

**IT'S OK NOT TO KNOW EVERYTHING**

ASK LOTS OF QUESTIONS

- \*be upfront with your supervisor about knowledge gaps

**DON'T FORGET THE SOFT SKILLS**

- \*agree protected admin time with your supervisor: 1 hour a day works well
- \*time management and admin skills can stop you feeling overwhelmed

**HEY, YOU AMAZING NQP!**

You are the future of the profession. You come with the latest knowledge base. You are a huge asset to your team. Never forget the value you bring: fresh ideas, the latest thinking and bags of energy.

NOW YOU'VE QUALIFIED, HERE'S WHAT YOU NEED TO KNOW NEXT

**PRACTISE POSITIVITY**

RECORD 3 POSITIVE THINGS ABOUT EACH DAY

- \*note down ALL positive feedback from clients and your NDT

**BUDDY UP**

- \*find a recent NQP SLT or AHP you can confide in

ASK YOUR EMPLOYER TO BUDDY YOU UP WITH SOMEONE

- \*seek out a mentor

**BE PROACTIVE ABOUT LEARNING**

- \*start a journal club
- \*FOLLOW OTHER SLTs ON TWITTER (#MYSLTDAY)
- \*join a local SLT hub or clinical excellence network
- \*watch webinars

For information about becoming a newly qualified speech and language therapist, visit [rcslt.org](https://rcslt.org)

**RCSLT**

# How to succeed in your NQP goals

1. Period of supported development – not a tick box exercise.
2. Early on agree a plan with supervisor.
3. Map into your day-to-day work.
4. Use a wide range of evidence types.
5. Regular high-quality supervision.
6. Protected CPD time can help.
7. Aligning goals with local processes and service priorities ensures development is relevant and supported by team.

More NQP tips at [bit.ly/tips-for-nqps](https://bit.ly/tips-for-nqps)

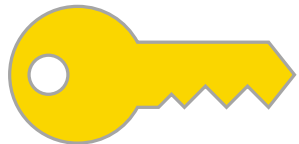
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**Key message: the NQP process can be efficient and manageable and you're not expected to navigate it alone — support is available, and the focus is very much on growth, not speed.**

# Any questions?



# Evaluation

