

HNY X WY AHP FACULTY
PRECEPTORSHIP + •
○
WEBINAR

Sarah Hickey (Caroline Frascina),
Keiley Somers
and Jess Royle

AGENDA

Why Preceptorship?

National Update

HNY Preceptorship Tool Kit

WY Future NHS Collaborative Space

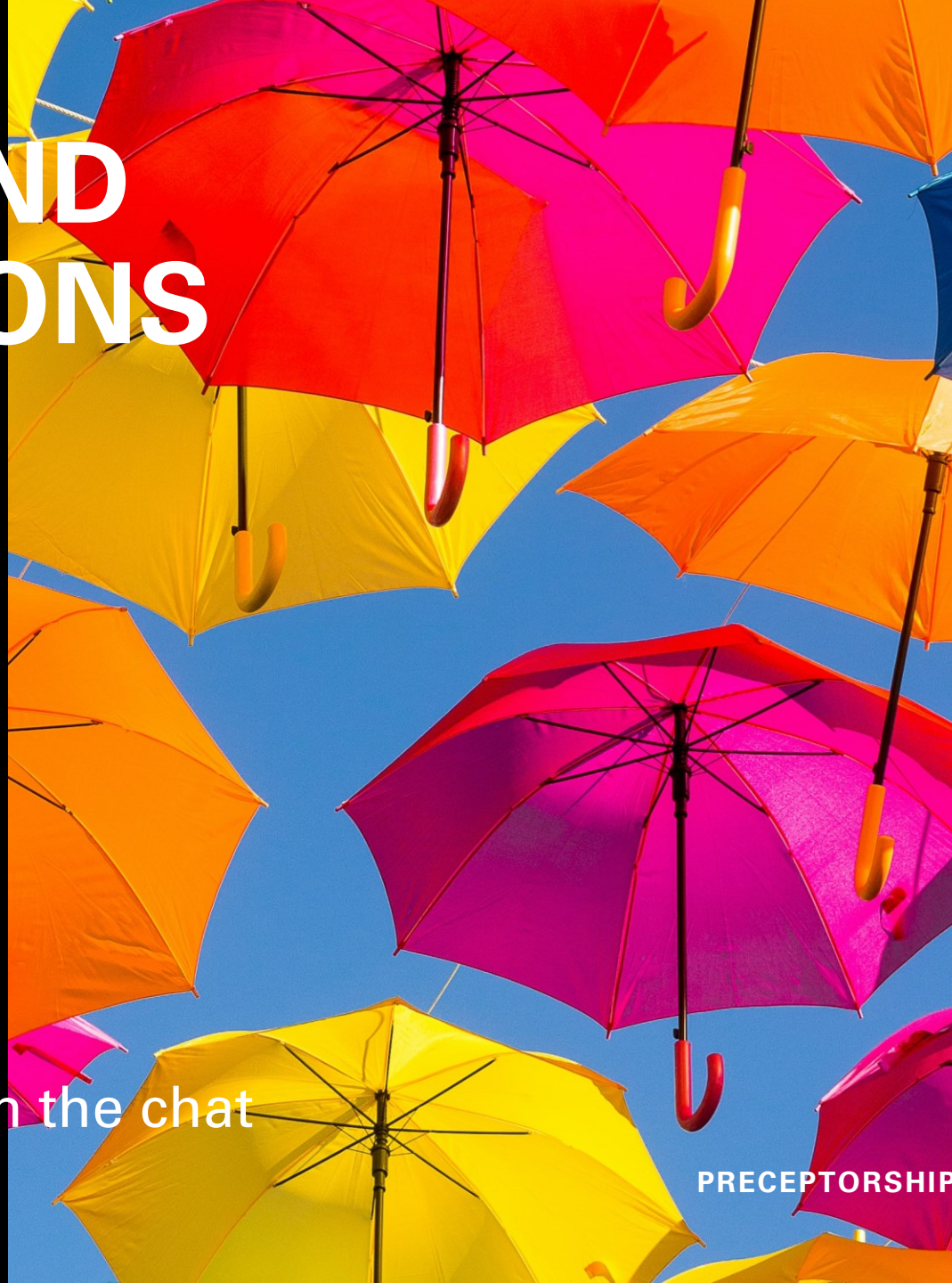
Example from practice: LYPFT

Example from practice: HUTH

Q and A

WELCOME AND INTRODUCTIONS

Please introduce yourself in the chat
box.





What does Preceptorship mean to you?

- “A period of structured transition for the newly registered practitioner during which he/she/they will be supported by a preceptor, to develop their confidence as an autonomous professional, refine skills, values and behaviours to continue on their journey of life-long learning”.

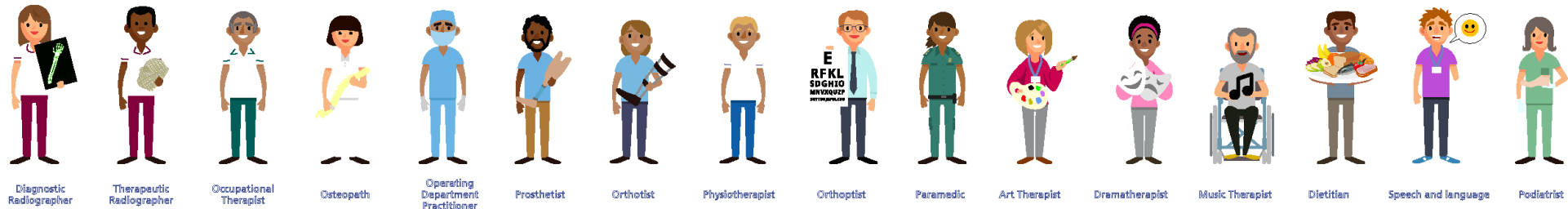
Why this webinar?

WY research in 2022: Future Preceptee, Preceptee and Preceptor.

Key findings:

- Need for increase student awareness of preceptorship
 - 71.4% of students hadn't heard of preceptorship before qualifying
- Inconsistent access to preceptorship
 - Only 54.3% of newly qualified staff accessed preceptorship
- Increase preceptor awareness of support and resources available
 - 76% of preceptors were not aware of where they could go for additional resources, training or support

National AHP Preceptorship and Foundation Support Programme



Amanda Weaver

AHP Workforce Lead
National AHP Preceptorship & Foundation Support Programme

The Team



Helen Marriott

Midlands Regional
Head of AHP's and
National Lead for
AHP Preceptorship
& Foundation
Support
Programme



Amanda Weaver

AHP Preceptorship
Workforce Lead



Michael Pearce

AHP Preceptorship
Workforce Fellow

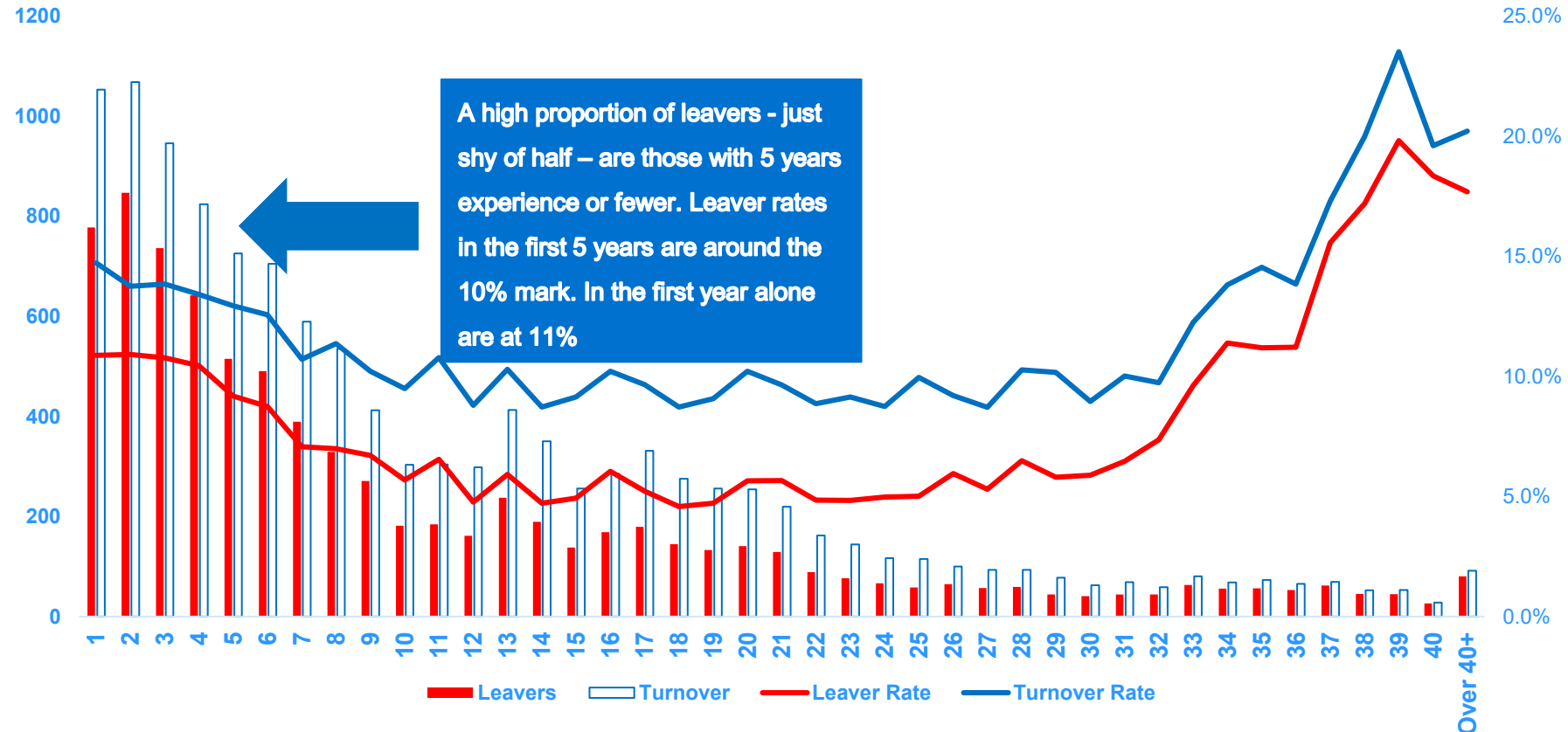


**Rachel
McMinnis**

AHP Preceptorship
Workforce Fellow

Drivers for Change

Leavers, by years of experience, September 2021-September 2022



Workload

Work life balance

Development

Valued

Preceptorship Landscape



AHP Preceptorship and Foundation Support

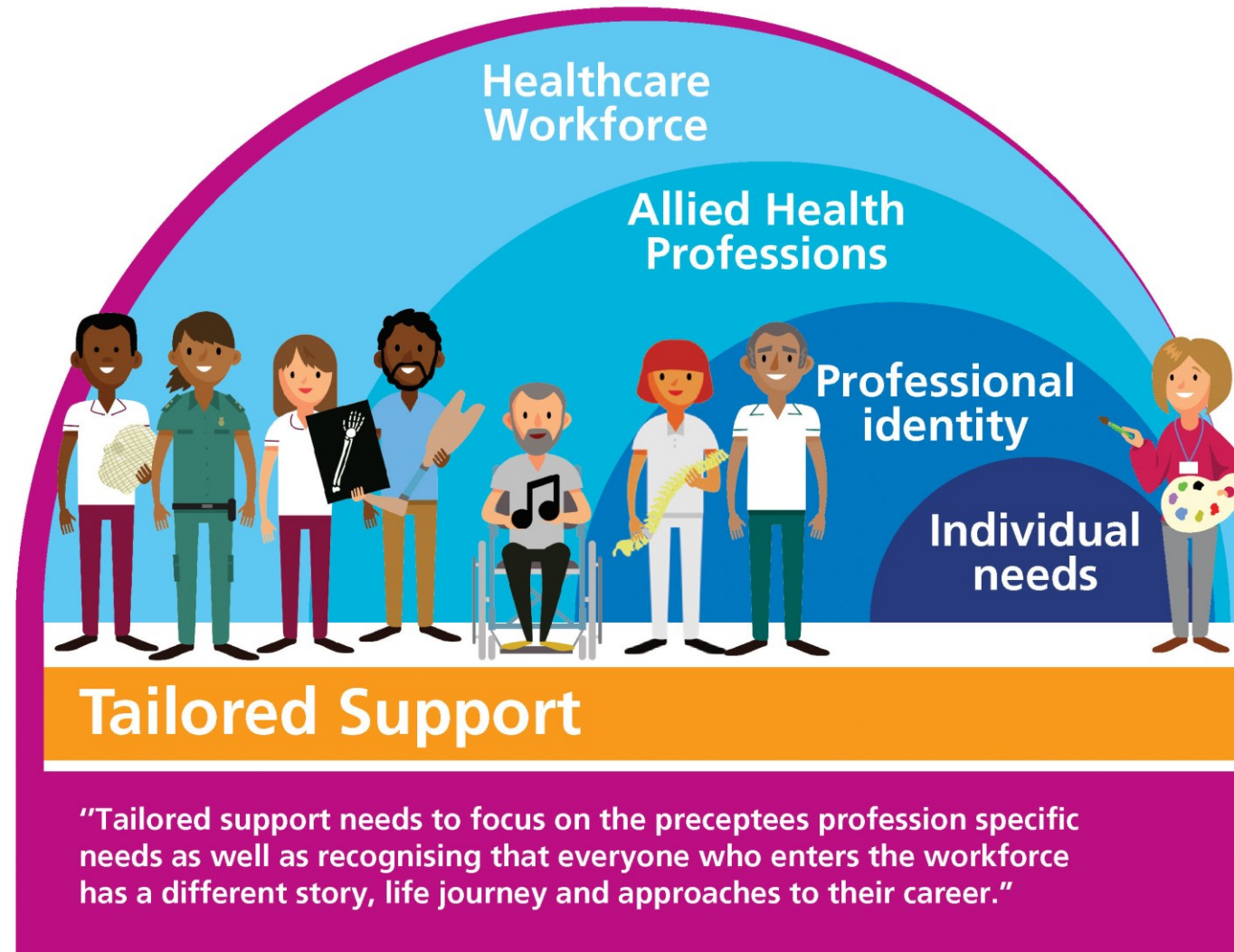


Aim is for AHP's to have **inclusive** access to **tailored support and development** opportunities across a range of **transitions**

This will ensure that:

- We support AHPs as they transition into employment
- We recruit and retain our workforce,
- We maximise the potential of the AHP workforce,
- AHPs are supported to build their 4 pillars of practice (Clinical, Leadership, Research and Education) from the outset of their career,
- Employers are supported to deliver evidence-based preceptorship and foundation support and reduce variation in quality of offer to AHPs,
- Patients and service users have access to a more confident, competent and engaged AHP registered workforce.





Tailored Support

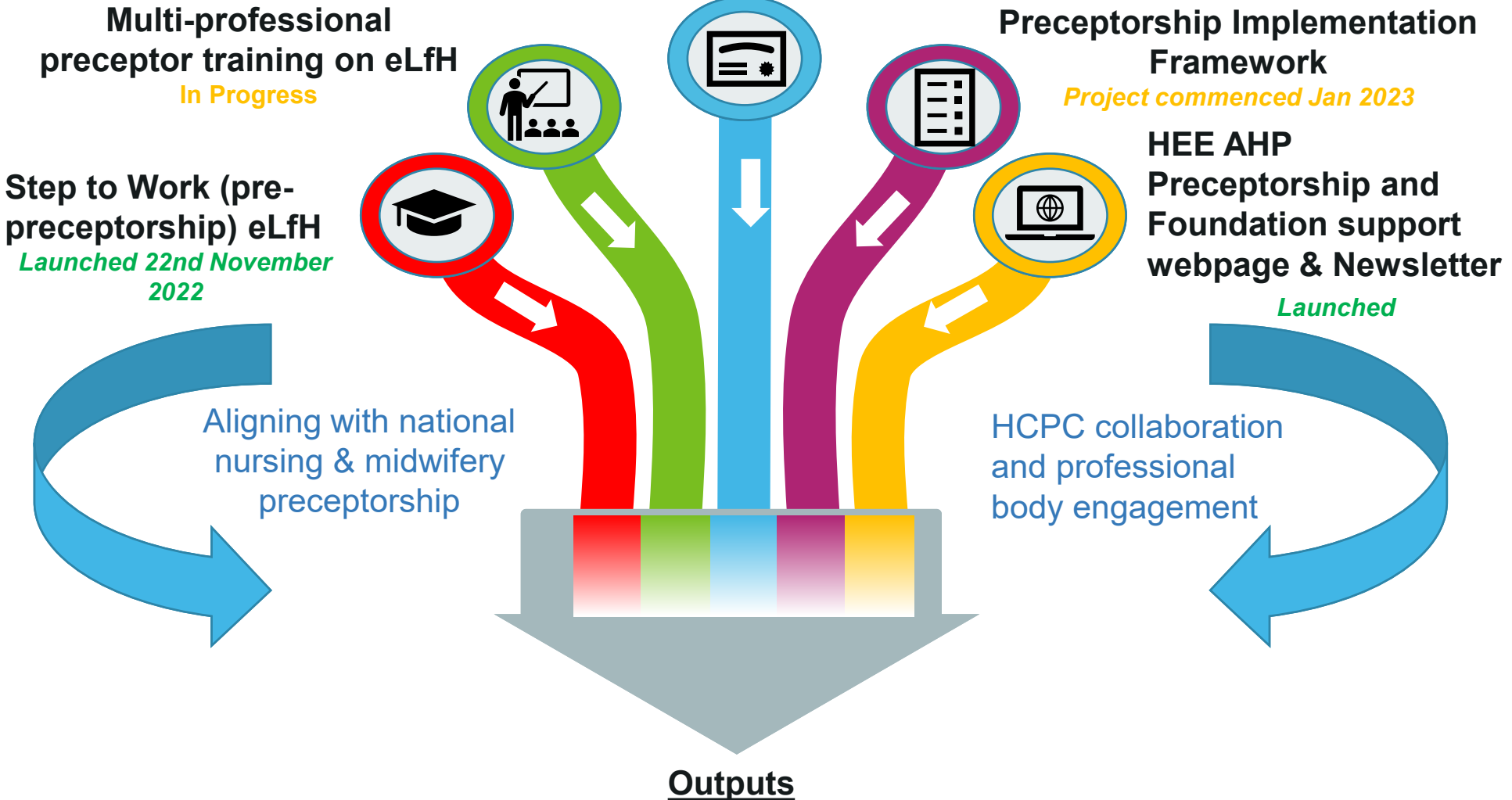
"Tailored support needs to focus on the preceptees profession specific needs as well as recognising that everyone who enters the workforce has a different story, life journey and approaches to their career."

Outputs

Preceptorship Principles in conjunction with the HCPC
Consultation Ended Dec 2022
Publication Spring 2023



Health Education England



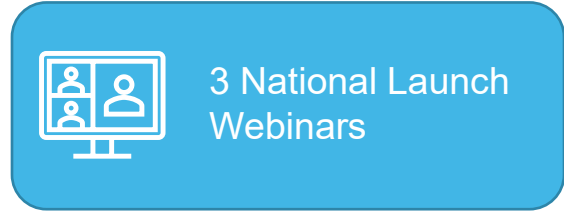
AHP Pre-Preceptorship

Step to Work

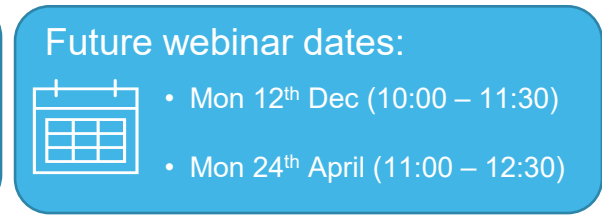
Step to Work is an online programme hosted on e-learning for health (e-lfh). The aim of Step to Work is to provide an additional layer of support to ease the transition into employment for AHPs (pre-preceptorship)



Launched
22/11/22



3 National Launch Webinars



Future webinar dates:

- Mon 12th Dec (10:00 – 11:30)
- Mon 24th April (11:00 – 12:30)

Please click on the link or scan the QR code to register for future Step to Work Webinars.

<https://forms.office.com/r/uswkQ4vaWH>



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

<https://www.e-lfh.org.uk/programmes/step-to-work/>



- 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

AHP Preceptorship

HCPC Preceptorship Principles Consultation

- HEE and HCPC have co-produced Preceptorship Principles for all AHPs and wider HCPC registrants.
- These principles were formed from research into what works about AHP preceptorship, for whom, and in what contexts? The project then produced evidence-based statements of 'what works' which informed the first draft of preceptorship principles.
- Through pre-consultation engagement with stakeholders these evolved, and these Principles went out for consultation Oct-Dec 2022.
- The consultation feedback is now being analysed and will inform the final version of the Preceptorship principles for publication in Spring 2023

Consultation on principles for preceptorship

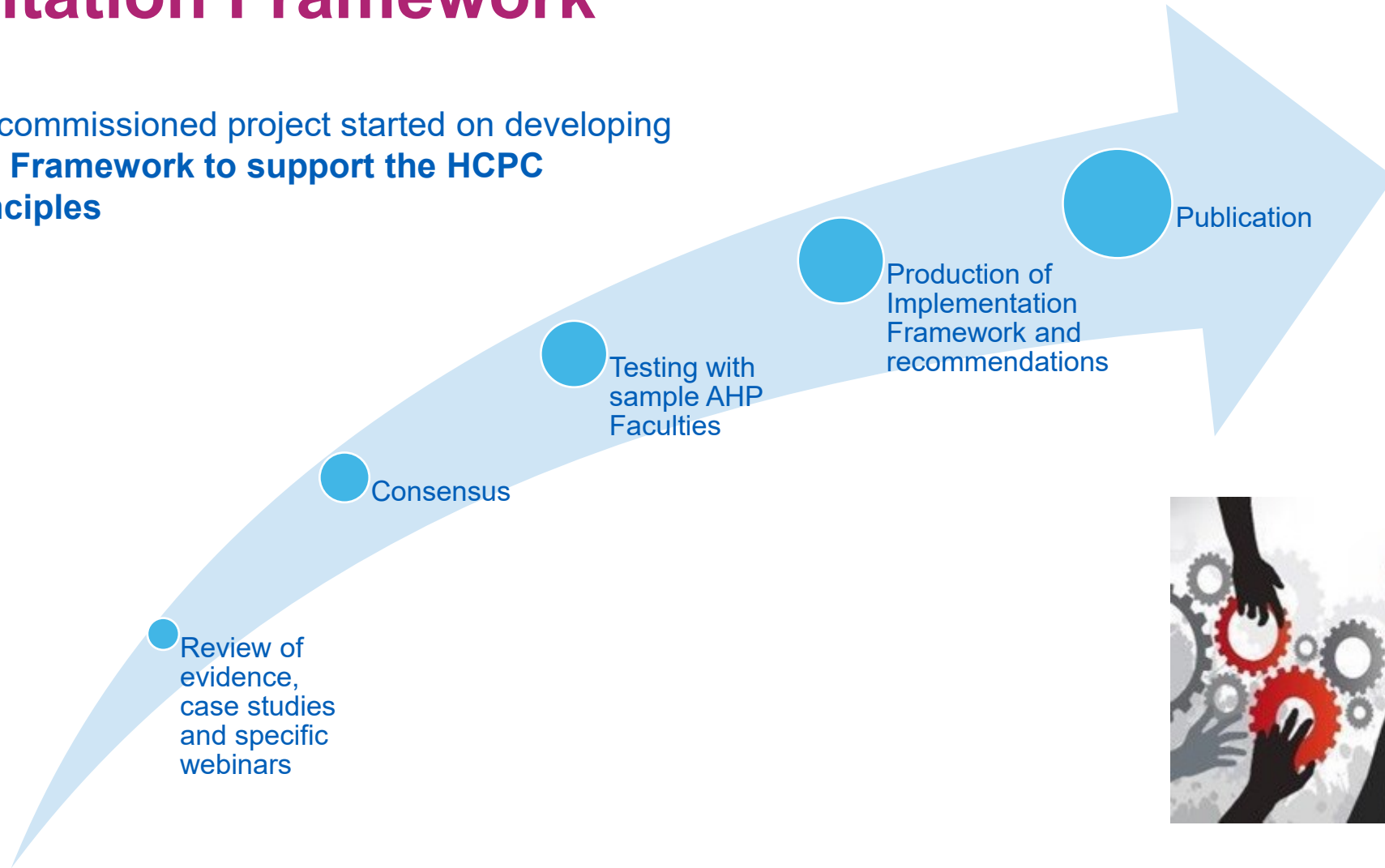
October 2022

<https://www.hcpc-uk.org/news-and-events/consultations/2022/consultation-on-preceptorship/>



AHP Preceptorship Implementation Framework

January 2023 HEE commissioned project started on developing an **Implementation Framework to support the HCPC Preceptorship principles**



Multiprofessional Preceptor eCompendium

Joanne Garside (Huddersfield University) commissioned as author to develop the national Preceptor eCompendium multi-professional resource (on ELfH) for Nurses, Midwives, and Allied Health Professionals, to fully support and prepare aspiring Preceptors whilst also providing refresher resources for current and returning Preceptors.

Timeline:



- Unit's 1-2 now with ELfH team for development
- Unit's 3-5 – plan for scripting / further consultation webinar with preceptors to collaborate

Pilot: Spring 2023



Engagement to date

Preceptor subject matter expert group over past 12 months to identify core topic areas / share insights

2 well attended multi-professional consultation webinars for preceptors to support content development of unit's 1 and 2



First 2 modules topics confirmed

Unit 1: What is Preceptorship?

Unit 2: Leadership and Coaching

Growing your AHP Career

January 2023 HEE commissioned project started to test ideas about the content for a new resource to support ‘**Growing your AHP Career**’

During the interactive webinar, attendees will:

- Learn more about established concepts that support AHP career progression
- Share their thoughts on using them within early AHP career stages

The four concepts to discuss are:

1. Growth-based career progression
2. Four Pillars of Practice
3. Novice to expert continuum
4. Kawa approach



Webinars will be taking place on:

- Tuesday 21st February 13:00 – 14:30
- Thursday 23rd February 11:00 – 12:30
- Monday 27th February 17:00 – 18:30



Webinars are aimed at:

AHP pre-registration learners













AHP preceptees

AHPs within 2 years of their initial professional registration



Please [click here](#) or scan the **QR code** to register

Engagement Summary

 <p>3 project advisory groups for the development of the Preceptorship Principles</p>	 <p>National launch of Step to Work on eLfh</p>	 <p>Numerous presentations and conversations at regional, system and organisation level</p>	 <p>Regular meetings and support to multi-professional masterclasses with the National Nursing and Midwifery Preceptorship Project Teams</p>
 <p>3 pre-consultation engagement workshops for the HCPC Preceptorship Principles 324 attendees</p>	 <p>National webinars to promote launch of Step to Work Tues 22nd Nov 157 attendees</p>	 <p>Presented at the Chief Allied Health Professions Office Conference</p>	 <p>Multi-professional advisory group producing preceptor training on eLfh</p>
 <p>Professional Body Workshops May 2022-virtual November 2022 – face to face 12/14 AHP Professional Bodies represented</p>	 <p>Established a monthly national newsletter</p>	 <p>Hosted a preceptorship panel for AHP Health Careers Live</p>	 <p>Credentiaing Project – excellence in Preceptorship</p>

National AHP Preceptorship & Foundation support
Programme
HEE

ahp-preceptorship@hee.nhs.uk



Scan QR code for access to webpage



Scan QR code to register for monthly newsletter





NORTH EAST AND YORKSHIRE



NHS Future's Platform

Preceptorship collaborative workspace



- Resources for learning and development
- Added to throughout the year with new links, articles, resources and videos
- Open forum for preceptees to discuss set topics or create their own forum topics
- Topics so far include: What is Preceptorship?, Leadership, Research, Tackling Inequalities, Health and Wellbeing, Promoting your profession

The screenshot shows a web-based collaborative workspace for the North East and Yorkshire Allied Health Professional Preceptorship Programme. The interface includes a left-hand navigation menu with categories such as 'AHPs in Neonatal Care', 'HCPC', 'Supervision', 'Tackling Inequalities', 'Support for Preceptors', 'Working Carers', 'Health and Wellbeing', 'Research', 'Practice Education', 'AHPs in Mental Health and Learning Disabilities', 'Personalised Care', 'Promoting your profession', 'Leadership for preceptees', and 'Preceptorship Webinar Series'. The main content area features a header with the programme name and a 'Create a new item' button. Below the header, there is a 'Welcome' section with a message: 'Welcome to the North East and Yorkshire Allied Health Professional Preceptorship Programme collaborative workspace! This is a place for newly qualified allied health professionals to come together, share resources, learn, reflect and connect with one another. We hope you find this space helpful but please let us know if there is anything we can add to improve it. Best of luck with your first year in practice.' To the right of the welcome message are two prominent blue buttons: 'Join the conversation' and 'Share files'. At the bottom right, there is a 'Support' button with a question mark icon. The interface also includes a search bar and a 'Create a new item' button at the top right.

Preceptorship collaborative workspace

Leadership for preceptees

We may not consider ourselves to be leaders, especially when we have recently qualified but hopefully the resources in this folder will help you identify how you already demonstrate leadership skills.

Supervision

Health and Wellbeing

Step to Work - elearning for healthcare programme for newly qualified AHPs

About the programme

Moving from the role of Allied Health Professional (AHP) student to the roles of registrant and employee marks an important, and often challenging, transition along both a professional and personal journey. Preceptorship programmes are provided by the NHS and other employers to help newly registered staff make sense of their new status, usually after they have begun work.

Step to Work has been produced as an additional support for AHPs before they begin their transition from education to employment in health and social care settings. The need for this additional support became clear during the COVID-19 pandemic as theoretical and practice learning was disrupted.

This programme consists of 8 learning sessions, together with an introductory briefing to the programme and an evaluation activity. The aim of Step to Work is to provide AHPs with guidance, support, and practical tools to help them reflect on the experiences and knowledge they have already gained to help them in their future roles.

The sessions are:

- Positive appraisal of learning
- Personal wellbeing at work
- Characteristics of everyday work as an Allied Health Professional
- Understanding the different systems that shape everyday work
- Ethics, accountability and decision making
- Developing and working in an inclusive environment
- Building positive relationships with patients
- Sustaining change and responsiveness

To access the programme please see the link here: <https://www.e-lfh.org.uk/programmes/step-to-work/>

We would recommend accessing this programme during your first year of practice.

Please could you cascade this opportunity to your

<https://www.shu.ac.uk/study-here/options/health-a>

Integrated Clinical Academic Programme Internsh

Sheffield Hallam University are proud to co-ordina

preceptee but throughout your career



h profession? This may be as a staff member on a ward or in a
nline. It may even be to individuals who may not know your
is about how you can raise the profile of your profession.

is, use and promote this website - whether this is in
es to promote what you do and the other allied health

em best, along with real life stories from people in West
their job looks like day-to-day.

Activate Windows

Go to Settings to activate

Activate Windows

Go to Settings to activate

THERE'S MORE TO A
CAREER IN HEALTHCARE



HUMBER AND NORTH YORKSHIRE

Preceptorship ToolKit

INTRODUCTION

Retention and Recruitment Group

HNY Data – 11.7% leavers below the age of 25yrs

9.3 % leavers is national average

AHP Preceptorship Policies developed in organisations.

Scoped the system for Preceptorships.

- Limited good practice in local departments
- Increase of AHP International Recruitment with little preceptorship support.



FOCUS OF THE BENCHMARKING TOOLKIT

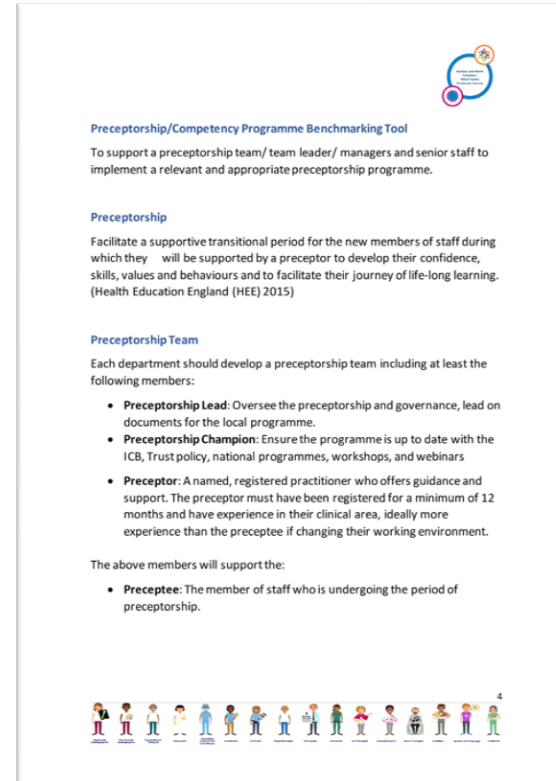
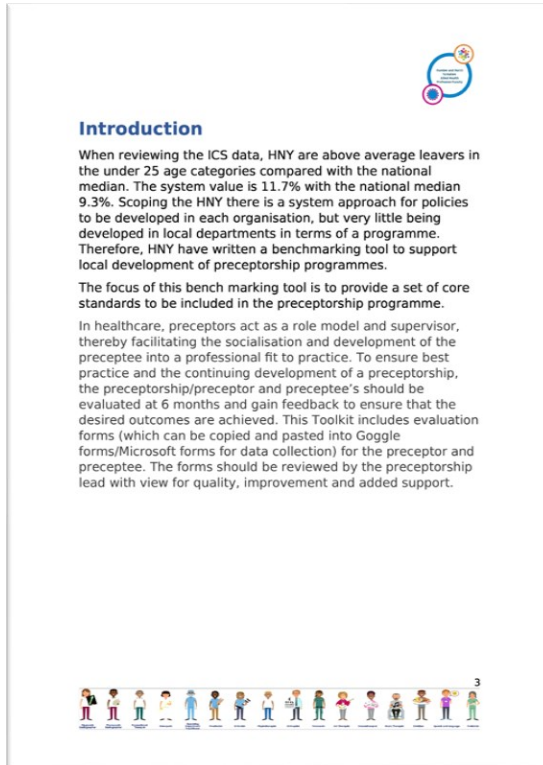
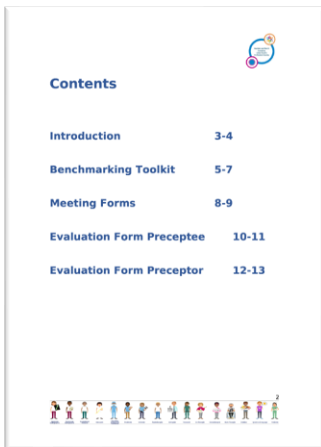
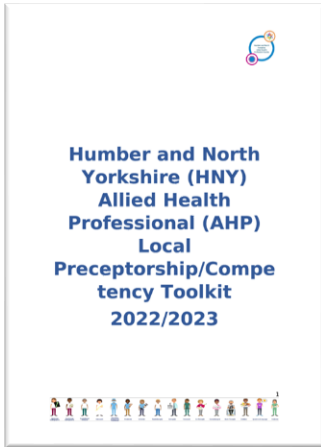
To provide a set of core standards to be included in the preceptorship programme.

To provide guidance on who should be included in the preceptorship team.

To provide tools to ensure Quality Improvement – meeting forms and preceptor and preceptee evaluation forms (which can be replicated in google forms/Microsoft forms for data collection). The forms should be reviewed by the Preceptorship Lead with view for quality, improvement and added support.



Preceptorship Toolkit



Preceptorship Toolkit



Preceptorship/Competency Programme

Benchmarking Toolkit

Criteria	Standard	Comments
Staff included	<ul style="list-style-type: none"> Newly Qualified Newly Appointed International Recruitment Return to Practice Practitioners moving to substantially different areas 	For staff who are not newly qualified the programme may be better named competency programme.
Length of preceptorship/competency programme	A minimum of 6 months	This should be solely influenced by the preceptor and the preceptee and should not be rushed. Although the member of staff may show complete competency in less than 6 months, the meetings should remain for at least a 6 month period.
(First week) Protected learning time	Minimum of 1 week, in this time: <ul style="list-style-type: none"> Trust induction Preceptorship policy Local welcome presentation: everything they need to know about feeling comfortable and confident in the department/ department staff and structure. Department and fire safety tour. 	



	<ul style="list-style-type: none"> Hospital tour Hospital information/shuttle buses/park and ride/ local bus service. Role expectations Documentation/protocols and policies across the organisation. Mandatory Training 1:1 with line manager 	
Support Period (Preceptor period)	Minimum of 2 weeks. Supported by preceptor (buddy): Learning pathways, protocols, policies, equipment, important phone numbers fire, security, arrest, incident reporting, NHS culture, out of hours escalation. Shift patterns/pay. Further support may be needed to work out of hours.	Depends on member of staff.
Development Through the Preceptorship	<ul style="list-style-type: none"> Pastoral care and support Wellbeing initiatives Reflection 	Action learning sets Peer support forums for preceptor and preceptee. Facilitated reflective discussions
Catch up meetings	Meetings with preceptorship lead. <ul style="list-style-type: none"> Introductory meeting (form page 8) Middle of programme (this may be multiple depending on preceptee, form page 9) Completion meeting (page 10-13) The meetings may have to continue after 6 months until all parties are agreed competency is reached. These meetings there should be with the preceptorship lead.	These meetings should occur even if the preceptee has been deemed confident previously.



Development after Preceptorship Programme	Facilitated learning /study days/ CPD (flexible dependent on work area and individual requirements) <ul style="list-style-type: none"> Record continuing yearly competencies – Performance and Development Review (PaDR) Preceptee individual learning and development plans - PaDR Shadow opportunities in other roles/advanced roles Participate in profession specific activities Clinical supervision moving towards student supervisions and preceptorships roles 	Coaching & mentoring Engagement with ICS preceptorship webinars A range of preceptorship learning opportunities with Nursing and Midwifery colleagues Opportunities to be involved in quality improvement / service improvement initiatives
Compliance	The local preceptorship should comply with Trust policies. HCPC Preparation for Practice - https://www.hcpc-uk.org/globalassets/resources/reports/preparation-for-practice.pdf?v=636785062220000000 National AHP Foundation Preceptorship https://www.hee.nhs.uk/our-work/allied-health-professions/education-employment/national-ahp-foundation-preceptorship Scoping the HNY staff on their requirements.	
Feedback	The Programme should receive multi team feedback for Quality Improvement and the HNY evaluation forms completed for the preceptor and preceptee.	



Preceptorship Toolkit



Humber and North Yorkshire
Allied Health
Profession Council &
Faculty



Humber and North Yorkshire (HNY) Allied Health Professional (AHP) Local Preceptorship/Competency Programme

Introductory Meeting

Preceptee

Name:

Profession:

PRECEPTORSHIP	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My preceptor is compatible with me.					
I am ready to start clinical work with the same level of support from my preceptor to continue until the next organised meeting.					
I am ready to start clinical work and only approach my preceptor when I need them.					

PRECEPTORSHIP	1 week	2 weeks	3 weeks	4 weeks	2 months
I need the next meeting in:					

Comments:



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Humber and North Yorkshire (HNY) Allied Health Professional (AHP) Local Preceptorship/Competency Programme

Middle of Programme Meetings

Preceptee

Name:

Profession:

PRECEPTORSHIP	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I feel I am increasing in confidence					
My preceptor remains compatible.					
I have the appropriate level of support					

PRECEPTORSHIP	1 week	2 weeks	3 weeks	4 weeks	2 months
I need the next meeting in:					

Comments:



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Preceptorship Toolkit



Humber and North
Yorkshire
Allied Health
Profession Council &
Faculty



Humber and North Yorkshire (HNY) Allied Health Professional (AHP) Local Preceptorship/Competency Programme Evaluation Form

Preceptee

Name:

Profession:

PRECEPTORSHIP	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The Preceptorship was well structured.					
It met the criteria of the HNY benchmarking toolkit.					
It was the correct duration (If disagree please write in comments)					
There was option to shorten or lengthen the preceptorship should you need.					
You feel supported and fit to practice.					
The preceptorship was useful?					



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PRECEPTOR	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The preceptor had effective communication skills					
They adapted to your learning needs.					
They demonstrated respect.					
They were empathetic.					
They were ethical.					
They had an enthusiasm for learning					
They were open to receive feedback.					

What Could have been better, please Comment:



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Preceptorship Toolkit



Humber and North Yorkshire (HNY) Allied Health Professional (AHP) Local Preceptorship/Competency Programme Evaluation Form

Preceptor

Name:

Profession:

PRECEPTORSHIP	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The preceptorship is well structured.					
It met the criteria from the HNY benchmarking Toolkit.					
It was the correct duration (If disagree please write in comments).					
There was option to shorten or lengthen the preceptorship					
The preceptee is fit to practice and well supported.					
The preceptorship helped the preceptee.					



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PRECEPTEE	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The preceptee have effective communication skills.					
They have the correct attitude.					
They demonstrated respect.					
They are empathetic.					
They are ethical.					
They have an enthusiasm for learning					
They are open to receive feedback					
The preceptee has good time keeping					

Any further actions needed to support the Preceptee?

What Could have been better, please Comment:



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Preceptorship Toolkit





LEEDS AND YORK PARTNERSHIP FOUNDATION TRUST

Tamara Babij and Emma McKee



HULL UNIVERSITY TEACHING HOSPITALS TRUST

Jayne Anderson

Commissioning the Oxleas NHS Foundation Trust preceptorship programme for new registrant AHPs at Hull University Teaching Hospital NHS Trust (HUTH)



Jayne Anderson

AHP Practice Development Lead, HUTH

Challenges of delivering a preceptorship programme

- Capacity – 90 new registrants
- Both international and UK trained staff
- Preceptors
- No AHP lead at HUTH
- Content/ Sustainability/ Benchmarking

Trusts that commission the Oxleas programme

Regional (Pan-London)



National



Professions enrolling at HUTH



The Oxleas programme



Monthly Band 5 AHP Preceptorship Meetings
covering generic AHP CPD topics and opportunity to network with other NQP
AHP's.



Band 6 & 7 AHP Preceptorship Training
full day workshop



Bi-Monthly Band 6 & 7 Support Groups
an opportunity for Band 6 & 7 to network/share experiences & ideas.



1:1 Introductory Meeting with Preceptee's
offered a 1:1 to all preceptee's to go through their portfolio



Preceptorship Portfolio / Portal
Communication, People & Personal Development, Health, Safety & Security, Quality
& Equality & Diversity. Also included; post & profession specific, observed practice.

Portfolio

01 Communication



To be achieved within first six months:

HCPC Standard 3 - How have you benefitted from this CPD activity?

HCPC Standard 4 - How has your learning benefitted your service users?

HCPC Category of learning, please indicate:

- Work Based (WB) Self Directed (SD)
 Professional (P) Formal (F)

Be able to communicate with a range of different stakeholders effectively (such as team members, organisations, family and carers)

Evidence (Reflection, Observed Practice, Clinical Notes):

HCPC Standard 3 and 4:

Preceptee satisfaction from the programme



100% agree
the programme is
beneficial/essential for their
development



95% agree
that they would recommend
the programme to an NQP
AHP



100% agree
it has helped with their overall
job satisfaction



68% agree
it has led to improvement in
patient care



92% agree
they have valued feeling part
of wider AHP Community



100% agree
it has helped improve their
confidence to apply for a
Band 6 role on completion

The future.....

- Evaluate the programme
- Maintain the strong and productive relationships with our education and development colleagues
- Ratify local AHP preceptorship policy and toolkit
- In line with national guidance (HCPC Preceptorship Principles)
- Ensure benchmarked against regional tool
- Two options going forward:
 - Develop our own preceptorship programme in house on current standards and guidance
 - Continue with the Oxleas programme
 - Seek continued funding using data collected before and during the programme
 - Preceptees become preceptors

Thank you





Any Q&A's

Mentimeter Feedback

<https://www.menti.com/al4tiqidfygm>

2166 2038



THANK YOU