

Barking, Havering, and Redbridge University Hospitals NHS Trust

Organisation preceptorship case study

- John Bennett, Trust AHP Education Lead
- Emma Skinner, Trust Preceptorship Lead

Which Allied Health Professions (AHP) are included in your programme?

Dietitians, Occupational Therapists, Operating Department Practitioners, Physiotherapists, Speech and Language Therapists, Diagnostic Radiographers and Therapeutic Radiographers.

Length of Preceptorship Programme

12 months

Overview of trust AHP Preceptorship Programme

Our programme is split into two modules:

1. The first six months comprises of 'Personal Effectiveness' whereby Preceptees have the option to achieve 30 level-6 credits.
2. The second six months comprises of 'Leading for Quality Improvement', Preceptees have the option to achieve 30 level-7 credits.

The Quality Improvement (QI) elements of the programme are delivered using our own QI methodology known as the [Pride Way](#), which has been adopted from the Virginia Mason Institute in the USA and follows Lean methodologies. This addresses the Trust's desire for clinicians to be involved in our QI mindset from the beginning. We have Trust-specific elements in the preceptorship programme that involve delivery from our small and medium-sized enterprises, library services, learning disabilities/autism, Chaplaincy, health and safety/quality, Guardian service and Continuing Professional Development education.

Preceptees attend 12 study days altogether during the preceptorship programme and the content is all linked to the HEE career domains of learning. The programme is multi-professional including nurses, nursing associates, midwives and AHPs. Some sessions are profession-specific so the groups are divided accordingly. All Preceptees are allocated a Preceptor that they meet with every two months.

The preceptorship programme forms part of the Trust's ultimate aim, to deliver the best possible care to our patients.

Barking, Havering and Redbridge University Hospitals NHS Trust case study

What impact has your programme had?

Our AHP Preceptorship Programme launched in July 2021 with our first cohort of 10 AHPs. We have since started our second and third AHP cohorts in January and April 2022 respectively and will continue to have cohorts starting every 2-3 months.

Our first cohort graduate has definitely created a buzz amongst AHPs and there has been a lot of interest from AHPs about Preceptorship.

Subjectively, managers have reported the value of the programme in developing new practitioners and integrating them into teams, departments and the Trust. The QI projects, the preceptees complete within their areas, are also starting to show good outcomes and improvements.

Opportunity to share best practice to support others

During the design stage, we created a Preceptorship Focus Group which had representation from all our AHP professions. We met regularly to agree the design of the programme and to give people the opportunity to ask any questions or input any suggestions. We also asked the cohort representatives to seek the views of their teams and current band 5s.

The only major challenge was incorporating our Speech and Language Therapists into the programme. Their post registration clinical competencies meant they felt unable to opt into our programme's module 1. This was mitigated by their own Royal College competencies and departmental support structure which enabled them to be eligible for module 2 of our programme.

Initial feedback from the sessions appears to be largely positive. Specifically, preceptees reported that they particularly enjoyed topics relating to clinical practice, communication, teamwork, safety and quality development of self and others. Preceptees discussed a sense of mutual support from fellow new starters.

We have created an Integrated Evaluation Framework which we will use to form yearly reports and for quality improvement purposes.