

Barts Health NHS Trust case study

Organisation preceptorship case study

Matthew White Allied Health Profession (AHP) Preceptorship Lead

Which AHP professions are included in your programme?

Speech and Language Therapists, Radiographers, Physiotherapists, Operating Department Practitioners, Occupational Therapists, Dietitians, Orthoptists, Prosthetists and Orthotists, Chiropodists / Podiatrists, Music Therapists, Drama Therapists and Art Therapists.

Length of Preceptorship Programme

12 months

Overview of trust AHP Preceptorship Programme

On starting work, newly registered professionals from all backgrounds can often feel overwhelmed with the reality of clinical practice.

There is much evidence nationally and internationally that newly qualified healthcare professionals do not always feel supported in their transition period from students to registered practitioners.

This programme is uniquely designed to support the delivery of the Bart's health values, integrating up-to-date evidence-based practice and safe quality care. This programme aims to address these issues by providing a structured framework of support and education, tailored specifically for newly qualified AHP and delivered in consideration of the variety of AHP working environments and developmental pathways. Therefore, the content is engaging and relevant to all AHPs. Specific objectives include providing exposure to the spectrum of challenges in clinical practice, including clinical skill development, quality improvement methodology, leadership and management development

The programme has two distinct components: Core Preceptorship skills and values workshops, and our new and unique Foundation in Leadership and Management (FLM) apprenticeship. The programme is delivered in three ways; 12 days through workshop activities, allocation of an individual coach and access to online resources and activities.

The educational components of the programme aim to support the development of a competent and confident AHP practitioner who excels in delivering high-quality patient care. The programme is coordinated centrally through the Trust's Education Academy.

What impact has your programme had?

Our pilot AHP Preceptorship Programme launched in May 2021 with our first cohort of 30 AHPS and has since started our second and third AHP cohorts in January and April 2022, respectively.

We have already seen the value of the programme in supporting AHPs transitioning from student to safe and confident practitioner. This has been evidenced through programme evaluation and feedback, examples of specific improvements include a greater understanding of the role of AHPs in Barts Health, confidence in implementing a Quality Improvement project and understanding of the use of learning styles.

The cohort described finding several different aspects of the programme helpful in their development, including the support from individual preceptors and the wide variety of content within the non-clinical professional skills modules and specific.

We continue to plan and develop our AHP Preceptorship Programme for future cohorts in response to demand from the AHP teams across our trust.

Opportunity to share best practice to support others

We are in the process of compiling a full evaluation of our pilot programme, as the first cohort has just completed the programme. Evaluation is being done via end-of-session learner evaluation forms, learner surveys, AHP lead feedback, clinical educator feedback and Preceptorship steering groups.

Initial feedback has demonstrated that the programme is useful with respect to different roles and contexts, with individuals reporting enhanced professional skills and critical time to focus on their personal development. Individuals repeatedly discussed increased levels of confidence and productivity with respect to their new roles. Content pertaining to safeguarding, raising a concern, and workplace culture were found to be particularly helpful in supporting the transition to a newly qualified professional. The cohort described the opportunity to explore further career opportunities and pathways, offered by AHP Preceptorship Programme, as a specific highlight.