

Whittington Health NHS Trust case study

Organisation preceptorship case study

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Which AHP professions are included in your programme?

Physiotherapists, Occupational Therapists, Dietitians, Operating Department Practitioners, Chiropodists / Podiatrists, Radiographers, Speech and Language Therapists and Nurses.

Length of Preceptorship Programme

12 months

Overview of trust AHP Preceptorship Programme

The Inter-professional Preceptorship programme includes the completion of a 4-day study programme as well as the completion of our preceptorship handbook. The principles of our programme are based on the four pillars of advanced clinical practice and professional domains that must be reflected during the programme.

Within our face-to-face sessions, we cover topics such as Health Literacy, Stress Management, Communication Preferences and Patient Safety by linking with key professionals within the organisation. Allocation of a preceptor is a key for the preceptee to complete their handbook development reviews, and we use the Capital AHP/Capital Nurse supporting templates to do so.

AHPs build professional portfolios that meet the Continuing Professional Development (CPD) requirements of The Health and Care Professions Council (HCPC) to remain registered and follow best practice. Reflection is encouraged as well as gaining feedback on practice. AHPs also can advance their professional thinking through Action Learning Sets. Set members meet at the end of the study days to problem-solve professional issues and continue to develop their critical thinking. In addition, the preceptorship Programme has been accredited by Middlesex University with 15 credits. Preceptees can take this optional pathway.

Moreover, there is an optional 6-month 'beyond' preceptorship programme called Education and Quality Improvement through Professional Transformation (EQIPT). It is also based on the four pillars of advanced practice. The programme builds on preceptorship and encourages AHPs to think about their career aspirations and future. The programme actively encourages AHPs to link current experience, knowledge, and skills to these future career roles but also identifies gaps and makes proactive steps in planning to address them. The EQIPT has also been accredited by Middlesex University with 30 credits.

What impact has your programme had?

We have received positive qualitative feedback from the AHPs who have completed the programme, and they have described that the opportunity of preceptorship has influenced their decision to join the organisation and to remain.

Key themes pertain to confidence, increased knowledge and leadership, and this preceptorship programme has allowed them space to reflect and access peer support outside of clinical practice.

Centralised data is also being collated pertaining to AHP retention figures. Exit forms to understand why AHPs remain or leave the organisation are also utilised.

Opportunity to share best practice to support others

- We engaged with AHP leadership across the Trust at an early stage to generate buy in for any preceptorship initiative to be implemented.
- Our Preceptorship programme has been developed through consultations between multi-professional groups, including nursing and midwifery.
- AHP Task and Finish groups to look at the detail and language used within the programme handbook to make it multi-professional.
- Feedback/Listening exercises from Preceptee AHPs have led to further AHP leaders supporting the taught programme and more AHP facilitators represented in Action Learning Sets.
- We remain open to feedback to build into preceptor workshops and taught programme.
- We use communications through our preceptorship intranet page, awareness stalls and Trust policy to guide staff with expectations around preceptorship.
- We participate in Celebration events to promote good practice.
- We give AHP badges to newly registered AHPs.