



ALLIED HEALTH PROFESSIONALS  
**PRECEPTORSHIP PROGRAMME**



# 95%

of preceptees would recommend  
our Allied Health Professional  
Preceptorship Programme to  
a Newly Qualified Allied Health  
Professional



Akoko, Occupational Therapist, Preceptor

# Introduction

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Oxleas NHS Foundation Trust launched the Allied Health Professional (AHP) Preceptorship Programme in January 2019 to improve retention supporting Newly Qualified AHPs in their transition from 'student' to 'accountable clinician'.

Research indicates the first two years of employment are crucial in determining job retention. From the 2019 pilot there was a 20% improvement in AHP retention rates.

Based on the success of the programme, Oxleas was awarded Health Education England funding to host the delivery to eight London Mental Health NHS Trusts.

With the positive retention outcomes achieved we can now expand the programme to Acute, Community and Mental Health NHS Trusts nationally as well as Local Authorities and the Independent Sector.



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# Chief Allied Health Professions Officer Awards

## Shortlisted: 2022

Digital Practice Award

## Shortlisted: 2023

Digital Practice Award



The CAHPO Awards celebrate the inspiring work by AHPs in practice for their dedication, innovation, and leadership. We are delighted that we have been shortlisted for the Digital Practice Award for two years running.

Our nominations were to recognise the delivery of the preceptorship programme and how it has been completely adapted to a digital platform, initially within London community mental health trusts and in the past two years, national partners.

Alongside the virtual delivery, we ensured we had a digital platform to support our partners to be able to fully engage. We created a completely electronic portfolio to upload evidence against competencies, a calendar and a forum for preceptees and preceptorsto network, all on a user friendly and accessible portal.



# Meet our Oxleas AHP Preceptorship Leads



## Felicity Devereux

- Qualified as a Podiatrist in Plymouth 2014
- Specialised in Community Wound Care
- Felicity was the Student Clinical Educator Lead for Podiatry at Oxleas.

“Since starting in this role in 2020, it has been an absolute pleasure to see this programme go from strength to strength. Following the conversion of our programme to a virtual platform during Covid-19, we have demonstrated that you can have an AHP Community of Practice successfully via digital means. This has given us an incredible opportunity to scale up our delivery to include not only NHS organisations but external providers for example Local Authority AHPs.”



## Hannah Tomkins

- Developed this programme from the ground up to be a AHP specific programme since 2018
- Qualified as a Physiotherapist in Bristol 2010
- Specialised in Adult Community MSK, Rehab and Admission Avoidance

“I am really passionate about this programme, it has been a pleasure to see the benefits our Band 5 AHPs experience through the process of Preceptorship and the support that Preceptors also receive. I am very proud of how it allows our newly qualified practitioners access to support and a community of other AHPs nationally and locally within their organisations.

I am excited that the community is growing now we have more national coverage with an increasing range of allied health professionals joining.”

# From student to newly qualified



## How do we help ease the transition from student to newly qualified?

### Newly Qualified AHP Community

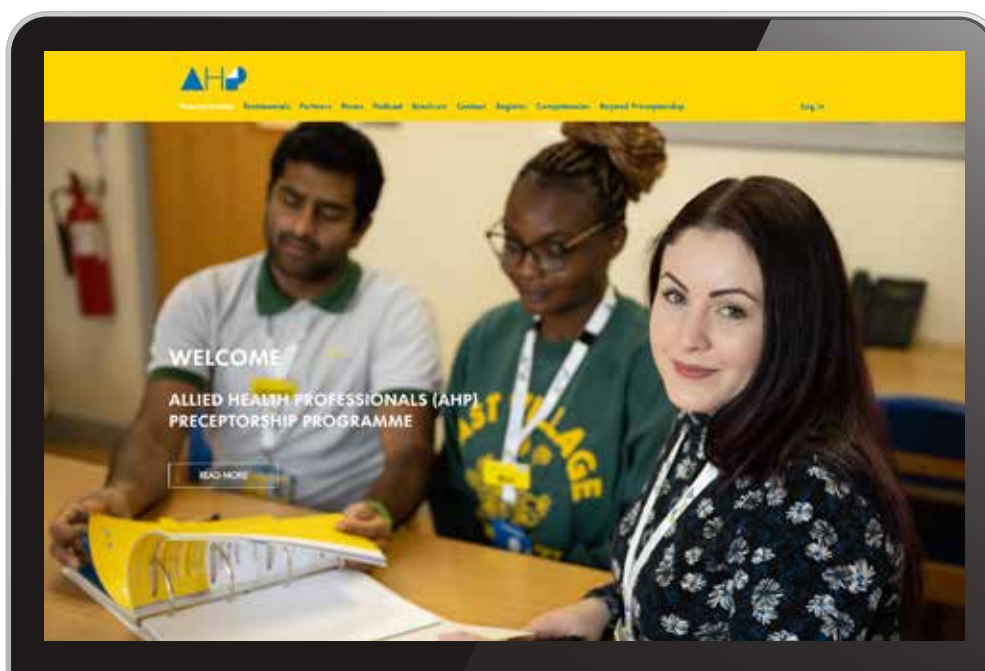
We provide monthly meetings which are an opportunity for shared learning and network with other Newly Qualified AHPs.

### AHP Preceptorship Portfolio

Band 5 AHP Preceptees are provided with a portfolio with AHP specific competencies which are linked to the HCPC Standards. Linking the competencies to the HCPC Standards ensures AHPs are prepped for their HCPC audit from the moment they first qualify.

### Linking HCPC Principles of Preceptorship

We are delighted that our programme aligns with the newly published HCPC Principles of Preceptorship. Preceptorship is now being highlighted by our regulatory body and we are pleased that Preceptorship is getting the recognition it deserves.





Felicity Devereux and Hannah Tomkins



**Kyle, Occupational Therapist, Preceptee**



## Benefit

## Feedback from Preceptees

### Clear and structured pathway:

**95% agree/strongly agree** the programme is essential for their development

"Looking back, I am pleased to have a portfolio with a record of my learning and achievements over the past 18 months, as well as having had the opportunity to meet regularly with other band 5s and reflect on our practice. The portfolio also pushed me to look for learning opportunities in particular related to leadership."

"I have been enjoying the portfolio immensely - it will be so helpful throughout my professional career, and one less thing to worry about as it is clear and straightforward to complete."

"It has definitely given me clarity over my capabilities as a practitioner, as well as allowed me to be more conscious of keeping up to date with CPD and other learning opportunities."

"The AHP Preceptorship has been beneficial to ensure that I am constantly reflecting on my practice."

### Improvement in overall job satisfaction:

**95% of preceptees agree** that the programme has improved their overall job satisfaction

"The programme is really helpful. You can share your thoughts and concerns because you know that everyone is in the same situation with you and it's okay to feel like that during your first steps."

"I believe the programme has been a massive part of my CPD and job satisfaction. This is due to the variety of new learning opportunities it has offered me."

"The programme has really been fundamental to my career progression."

## Benefit

## Feedback from Preceptees

**Creating a Newly Qualified AHP community:**

**90% agree/strongly agree** that they have valued feeling part of wider AHP Community

“It has definitely given me clarity over my capabilities as a practitioner, as well as allowed me to be more conscious of keeping up to date with CPD and other learning opportunities.”

“This program has helped me feel at home in my role as well as providing a fantastic network opportunity for other professionals both internally and externally to my trust.”

**Improvement in patient care:**

**68% agree/strongly agree** it has led to improvement in patient care

“I have questioned evidence based practice more and thought about the reasoning why I am doing certain assessments/interventions. I have then discussed this using ongoing surveys with my team.”

“I feel like I’m keeping more up-to-date with CPD through this programme which has been disseminating into my patient care.”

“It has had a positive impact on patient care, because this has helped me identify areas that I need to expand and sometimes putting theory as well as practical tips/ advice to provide the best care for patients.”



Emma, Advanced Podiatrist, Preceptor



**Chun Yin Enoch, Physiotherapist, Preceptee**

# Completion survey feedback



## Creating a Newly Qualified AHP community:

**100% of Preceptees agree that on completion** of Preceptorship, the programme helped their confidence to apply for a Band 6 in the future.

**81% of those Preceptees who were successful** in gaining a Band 6 felt the programme contributed to their recruitment to their new post.

**70% of Preceptees felt that the programme helped** retain them in post.

“AHP Preceptorship Programme has allowed me to acknowledge my strengths and weaknesses within my role, in order to improve myself as a professional. This has allowed me to gain ++ confidence within my profession. It has also been noted by my supervisor that they feel I have progressed quicker than themselves which is purely down to the AHP Preceptorship Programme. The AHP Preceptorship Programme has also given me the confidence to move up to a band 6 role.”

“The Preceptorship, and in particular completing the portfolio, has helped me to take on leadership roles as a band 5, for example supervising students and OTAs and working on service development, which makes me feel more ready to progress towards band 6. If I was staying in the same area of practice, I feel I could have gone for a band 6 role.”

## Our AHP Preceptorship Programme

### Package will include:

#### Package 1

### Full Package

- Launch Event and promotional materials
- Monthly Preceptee meetings
- One-to-one Introductory Meetings with Preceptees
- Preceptor Training
- Preceptor Support Groups
- Access to Preceptorship Portal and Portfolio
- 12 Month Programme (flexible)
- Access to established National AHP Preceptee Community
- 6 month/12 month reports
- Optional Add-on: Beyond Preceptorship

#### Package 2

### Preceptor Training

- Bespoke Preceptor Training Events
- Linking with HCPC Preceptorship Principles
- Optional add-on: On-going support groups for Preceptors

#### Package 3

### Portal and Portfolio

- Access to Preceptorship Portal and Portfolio
- Pre-designed competencies linking to HCPC Standards of Proficiency
- Can be linked with current competencies in place or adapted to meet the needs of the Organisation

#### Package 4

### Beyond Preceptorship

- Launch Event and Promotional materials
- Beyond Preceptorship Portal Access
- Beyond Preceptorship Monthly Meetings
- Links to 4 Pillars of Practice (Education, Clinical, Leadership, Research)

## Breakdown of what is included:

- 1** Monthly Band 5 AHP Preceptorship Meetings - covering generic AHP continuing professional development topics with an opportunity to network with fellow Newly Qualified AHPs. The meetings are hosted by experienced Preceptorship Leads and can be tailored to specific local needs
- 2** Preceptor Training - full day or 2x half day training workshop covering the preceptorship model, role transition from 'student' to 'accountable clinician', work-based learning, implementing preceptorship using the portfolio, using evidence to meet the HCPC standards, supervision, wellbeing and resources. The training is provided throughout the year.
- 3** One-to-One Introductory Meeting with Band 5 AHP Preceptees - offered to all Band 5 AHP preceptees to welcome them to the programme and introduce the programme structure and Portal. There is continued support offered throughout the programme
- 4** Bi-monthly Preceptor Support Group - provides an opportunity for Preceptors to network, share experiences and resources with programme development. Updates from Preceptorship Programme Leads also discussed.
- 5** Preceptorship Portfolio and Access to the Portal - all Band 5 AHP Preceptees register for access to the Portal. The portal includes access to the competencies broken down into Communication, People & Personal Development, Health Safety & Security, Quality and Equality & Diversity with a section on Post & Profession Specific and Observed Clinical Practice aligned to HCPC Standards 3 and 4. The portal also has a Forum, Calendar to access past and future meetings, News and more!
- 6** Beyond Preceptorship – a 6-month programme run in cohorts. Aimed at experienced Band 5's, Band 5's who have completed Preceptorship, new to role Band 6, international recruits and return to practice.
- 7** Accreditation (Additional Add-On) – We have partnered with London South Bank University to provide accreditation of the Preceptorship through a Work Based Learning module. This comes at an extra cost and is applied for on an individual basis. The module grants 20 credits towards a Masters.

## Midlands Partnership Foundation Trust (MPFT)

### Full Package Case Study

Results taken from MPFT's generic preceptorship programme highlighted a low uptake for AHPs and poor completion rates. The Faculty evaluation provided recommendations for Trusts to consider and implement.

### Launched with Oxleas AHP Preceptorship Programme in November 2021

#### Feedback from the programme includes:

- 100% agree it's address challenges they face as an NQP & has had a positive impact on professional development (previously 43% with generic internal programme - 133% increase)
- 67% feel it has improved their confidence & professional identity
- 90% have valued feeling part of a wider AHP community
- 87% agree it has helped retain them in post (correlates to quantitative data)
- 89% agree there would've been a gap in support without the programme

#### Completion Survey Data:

- 100% agree it has helped improve their confidence to apply for a Band 6 role
- 100% agree Preceptorship contributed to their Band 6 post
- 100% agree it has been essential for their development & job satisfaction
- 100% would recommend the Preceptorship Programme

#### Individual Local Authority – Milton Keynes

- Only Band 5 Occupational Therapist within the team
- Previously an Apprentice within the Local Authority
- Team identified a need for networking opportunities and support with transition into newly qualified post
- Unable to facilitate this supportive process in house so purchased Full Package





## Kent and Medway Partnership Trust (KMPT)

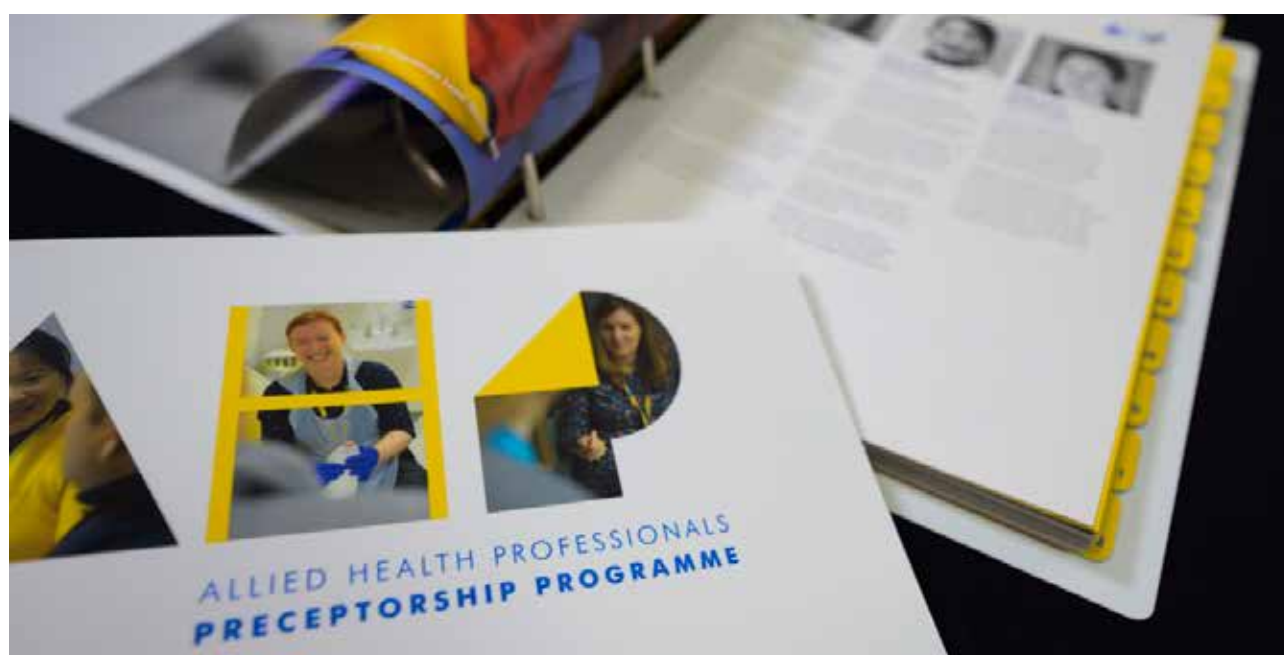
### Preceptor Training (Bespoke)

- KMPT have own in house Preceptorship provision but highlighted an training need for their Preceptors
- Purchased Preceptorship Training Package
- Deliver training dates throughout year

### Feedback:

- Prior to the training, 100% of Preceptors did not feel confident
- Following the training 75% reported feeling Very Confident and 25% felt Confident
- 100% felt the training met the learning objectives
- 100% are embedding something new into their practice
- 88% said the training has enhanced their skills as a Preceptor

- 100% felt Hannah & Felicity held an appropriate level of knowledge and were engaging presenters
- 100% would recommend the training
- 'My main reflection is about how to link supervision, preceptorship and professional development for my preceptee. I don't think we have ever discussed how the process is linked to her development. I probably did not value my role as a preceptor prior to this training and only saw it as an additional part of my job responsibilities. I now know how to give my preceptee more rounded support.'
- 'It reminded me to be realistic and have a better understanding of how difficult it can be transitioning from student to Band 5.'
- 'The training has certainly enhanced my knowledge and awareness of principles of the preceptorship / supervision process.'



# Beyond Preceptorship



Beyond Preceptorship was created and launched after we noticed a gap in support between individuals completing their Preceptorship, experienced Band 5's who did not have the opportunity to complete a Preceptorship Programme and newly recruited Band 6's.

We facilitated focus groups with Preceptees still completing their Preceptorship and Preceptorship Buddies to identify areas of learning needs that they had highlighted as not having consistent support. Since the launch, we have found return to practice and international recruits also really benefit from this programme.

Beyond Preceptorship is a 6-month programme in which the attendee will have:

- Monthly Virtual Meetings with other AHP's across the country
- Access to the Preceptorship Portal and Forum
- Goal Worksheets in line with the 4 Pillars of Practice
- An AHP community within their cohort to learn and share experiences with

## Feedback:

- 77% agree that there would have been a gap in support if Beyond Preceptorship wasn't available after completing Preceptorship
- 90% have adapted their practice or embedded something new into their daily job role following completion of Beyond Preceptorship
- 70% feel that it has helped with their job satisfaction and helped retain them within their role
- 95% would recommend the programme
- 'I have found Beyond Preceptorship to be really valuable and it has been lovely to meet other AHPs across the UK, sometimes you only hear what practice is happening within your own trust. Hannah and Felicity made it a safe and comfortable environment as well, so thank you!'
- 'I found the experience really valuable and have been able to embed skills and knowledge into my team. I have enjoyed meeting other like minded professionals and develop networking.'
- 'Having a community where I was comfortable to speak to the preceptorship leads as well as my peers about concerns I had made me feel somewhat "normal" in stressful situations, should I have not had that community I would've definitely moved post.'
- 'I think because I have found my specialty in my job role doing the Beyond Preceptorship has allowed me to develop my skills and help me to be better and do better within my role. Having the accountability/the goal setting and having to share / upload the goals makes it more worth while'

# Don't miss...



## Preceptee testimonials

Preceptorship Leads have created a video testimonial with some of the Pan-London Band 5 AHP Preceptees, featuring:

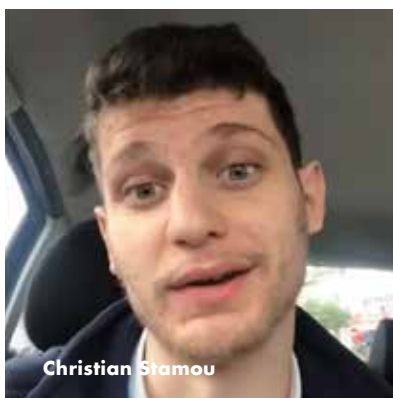
**Carolina De Freitas** – a Speech and Language Therapist from Barnet, Enfield and Haringay NHS Trust. She has also become one of the Preceptorship Buddies who help new preceptees through the programme. A great stepping stone to becoming a Preceptor. Carolina is also completing the Preceptorship Accreditation at London South Bank University.

**Christian Stamou** – a Physiotherapist from Barnet, Enfield and Haringey NHS Trust. Christian is relatively new to the programme but explains how it has already made a big impact.

**Adesola Farinmade** – an Occupational Therapist from Oxleas NHS Foundation Trust. Started as a Preceptee and is now a Band 6 Preceptor.

[Link to video testimonial:](#)

[youtube.com/watch?v=jE\\_14MnFFLc](https://youtube.com/watch?v=jE_14MnFFLc)



## AHP Preceptorship podcast



[open.spotify.com/show/5XbEt5goGwOQZZyjR4lxP3](https://open.spotify.com/show/5XbEt5goGwOQZZyjR4lxP3)



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