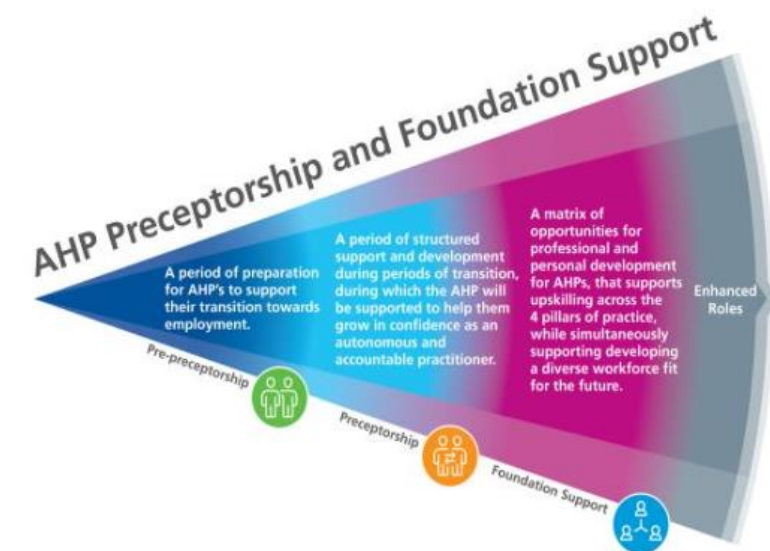


What is Preceptorship?

- **NHSE AHP Standards and Framework**
- “A period of structured support provided to AHPs at key moments of career transition. Delivered well, it can give AHPs in these situations the confidence to act as an autonomous practitioner”



A National Preceptorship Programme for Therapeutic Radiographers – Strengthening Workforce Through Education Innovations



Emma Charman
AHP Preceptorship and Foundation Support Lead
Gloucestershire Hospitals NHS Foundation Trust

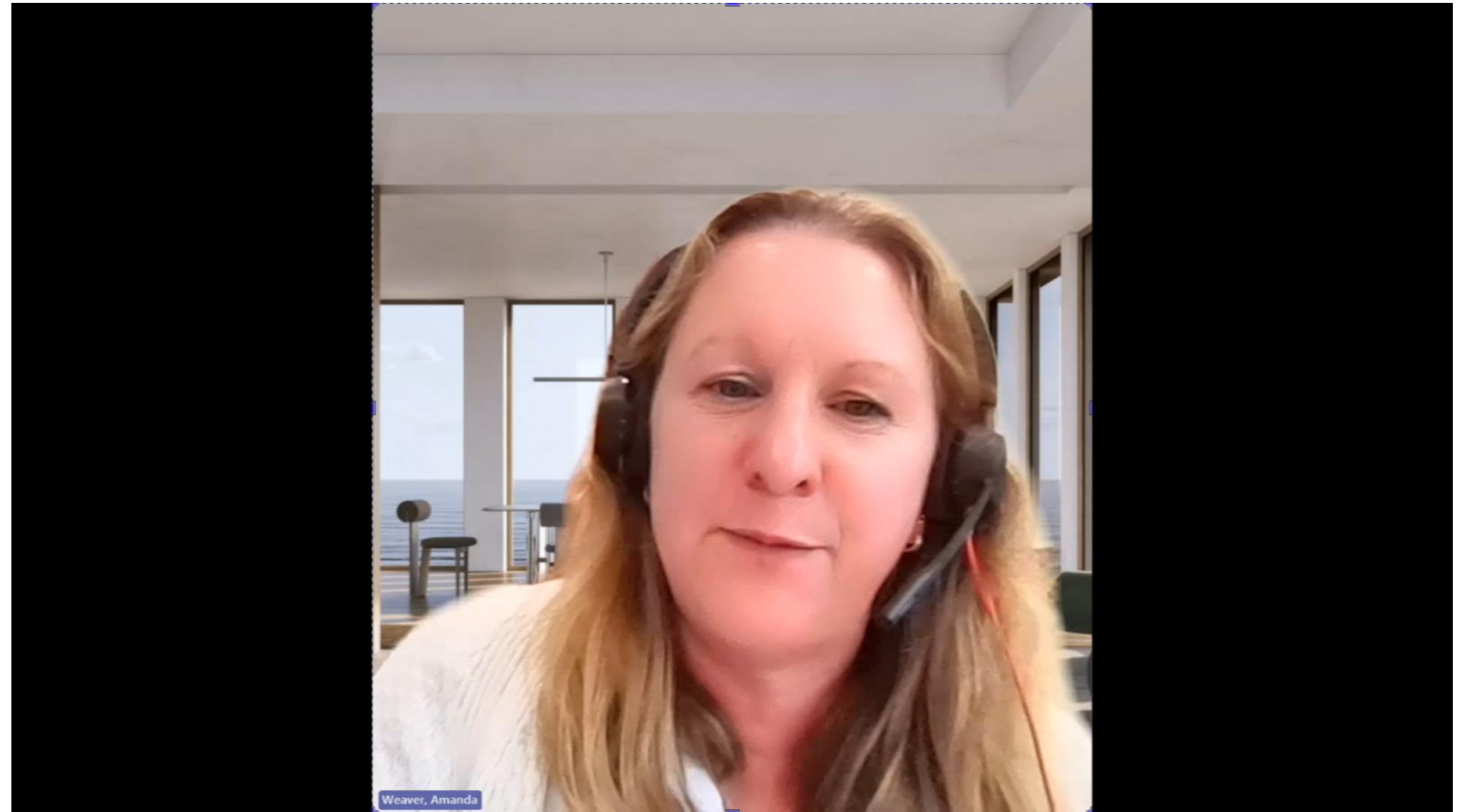


Sheena Chauhan
Clinical Educator
The Christie NHS Trust, Manchester

On behalf of the National Therapeutic Radiographers
Preceptorship Team



Background:
benchmarking
- let's hear
from Amanda
Weaver



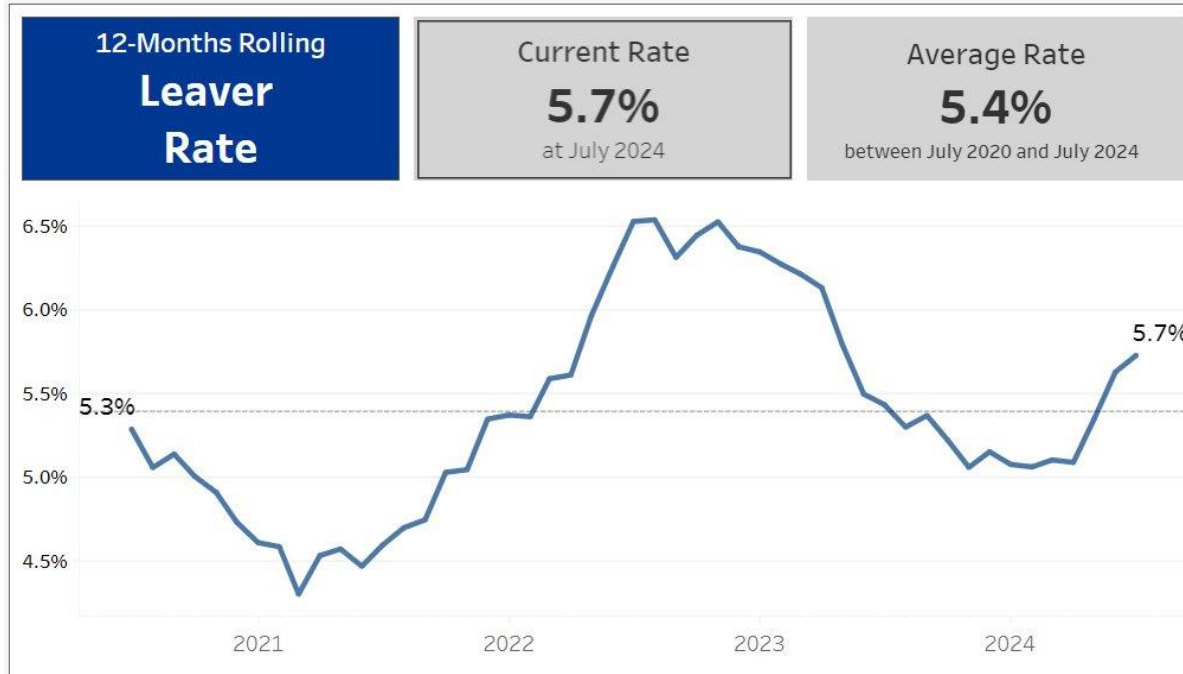
Lead Practice Educator for Therapies at University Hospitals Dorset

Freelance consultant and 2022-24 AHP Workforce Lead For National AHP
Preceptorship and Foundation support programme at NHS England

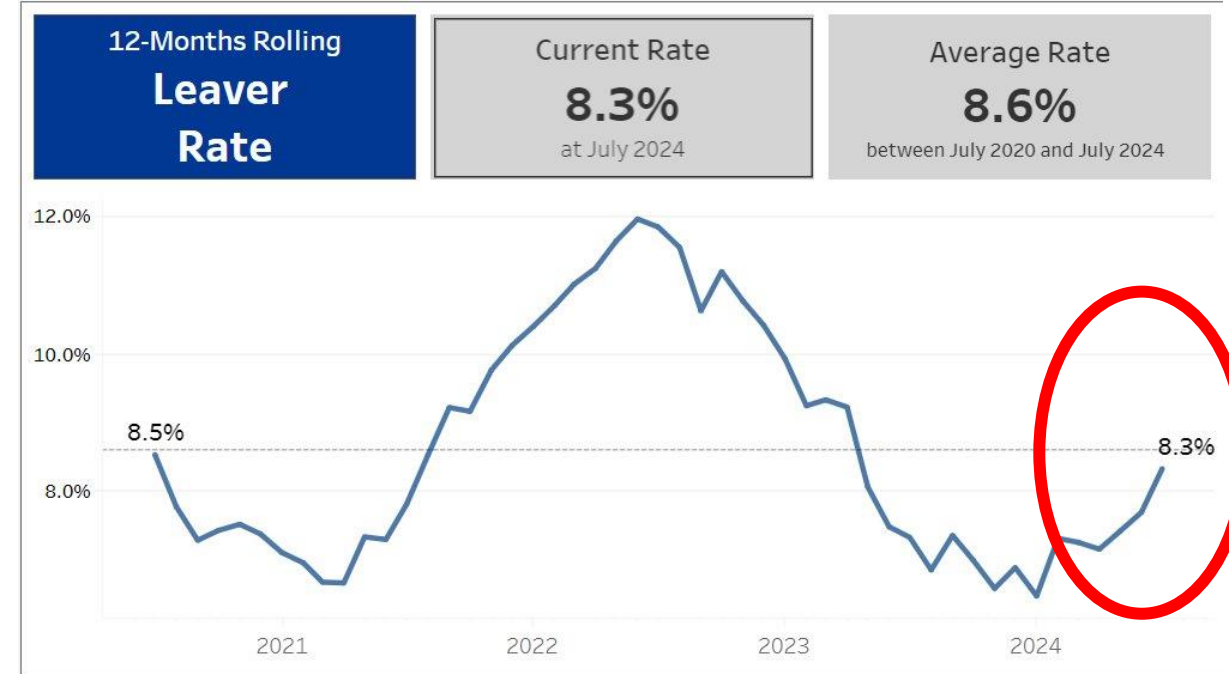
Preceptorship and Work force data

RePAIR

Reducing Pre-registration Attrition
and Improving Retention Report



All bands



Band 5

Therapeutic Radiography:
16.1% Band 5 turnover rate
8.3% Band 5 leaver rate



Executive summary
for
Allied Health Solutions led
Radiography Workforce
Reform Projects

Section F: Preceptorship

There is a paucity of contemporary preceptorship programmes in radiography, diagnostic or therapeutic. Many newly qualified radiographers spend their early career developing more clinical skills, rather than being fully supported through a preceptorship programme by an appropriately trained preceptor. In 2022 the HCPC launched its consultation on the principles for preceptorship modelled on the successful NMC approach to principles for preceptorship in nursing and midwifery which were influenced by the findings from RePAIR. In February 2023 the HCPC approved the principles for launch in the summer of 2023. For an update, please see the pdf [here](#).

Early on in WRAP it became very evident that there is a need for a robust preceptorship programme that specifically supports therapeutic radiography early career practitioners. The Education and Training Team at the Christie NHS Foundation Trust were approached about the possibility of designing and delivering a radiotherapy bespoke preceptorship programme for all newly qualified radiotherapy radiographers. This team has extensive experience in successfully delivering online programmes. They are currently leading the country's digital placement offering, with 1000 placements happening next year.

In December 2022 this development was shared with the TRAD Advisory Group. The Christie team explained that they will be working closely with the SoR even though preceptorships are not currently mandated for AHPs.

The aim is that the preceptorship programme will support:

- new novice workforce,
- staff in transitional roles,
- internationally recruited radiographers.

Supporting - national reach

National Project Team



HCPC
RePAIR Fellow
HEI representation
Early careers professionals
Neurodiversity consultation
International workforce consultation
TRAD Manager EDI Consultant
The Christie Radiotherapy Education Team
Devolved Nations representation
NHSE Preceptorship Lead
The Christie DCP team
Clinical Librarian

Let's hear
from Kate
Knapp-
Tabbemor...

Microsoft Teams

short me 2

2024-09-09 15:31 UTC

Recorded by

Kate Knapp-Tabbemor

Organized by

Kate Knapp-Tabbemor

What was created...

Multi-Professional Preceptor e-Compendium

Supporting the personal development of healthcare preceptors



Champions

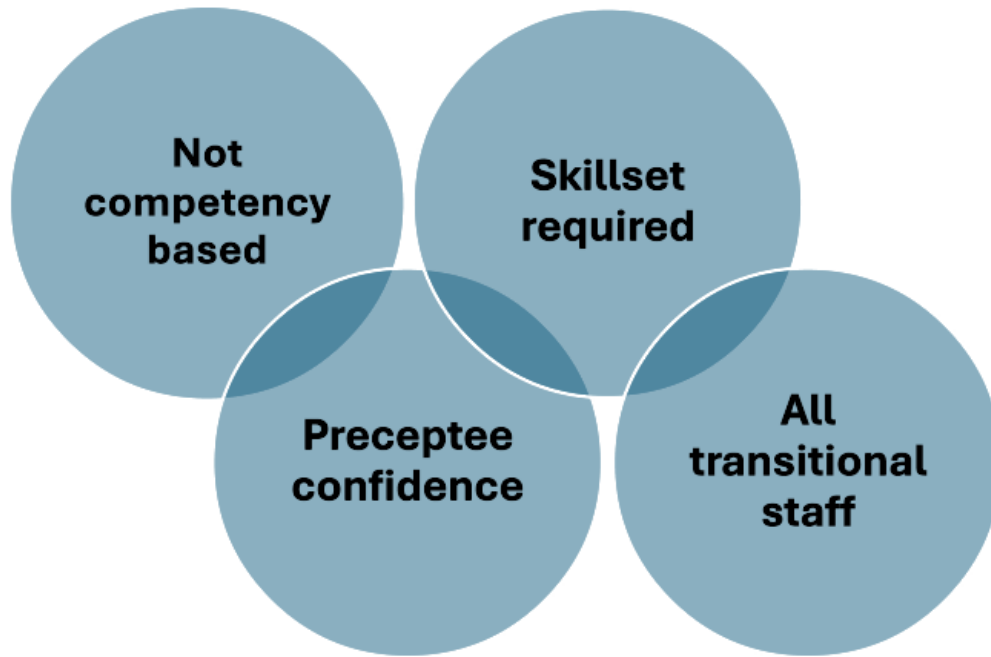
- 2-day programme
- 4 cohorts delivered
- 50 attendees
- *Focus on:*
 - AHP Preceptorship Toolkit
 - E-Compendium modules
 - Professional profiling
 - National guidelines
 - Skill Scan

Preceptors

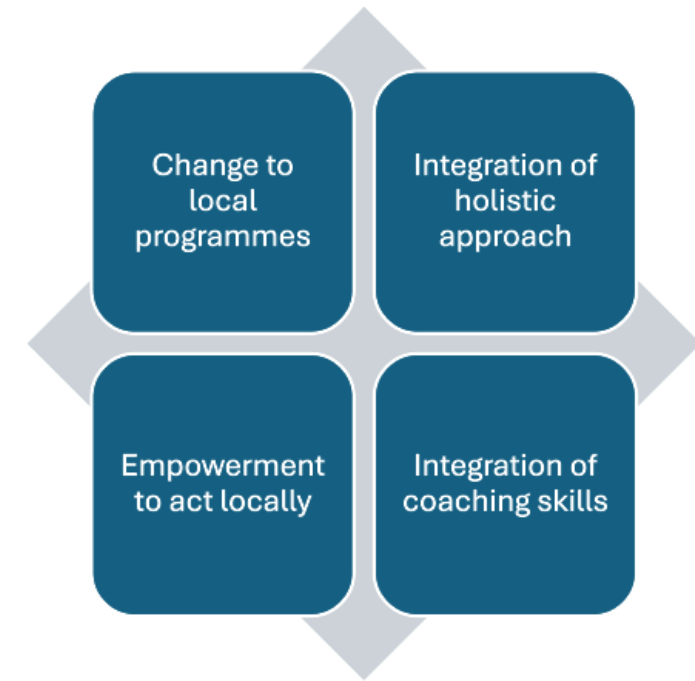
- 1 day programme
- 2 cohorts delivered
- 41 attendees
- *Focus on:*
 - AHP Preceptorship Toolkit
 - E-compendium modules
 - Skills scan

Evaluation of the programme

Understanding of Preceptorship



Action & Development



Working as a Preceptorship Champion

National training enabled us to all share experiences to date and start to build a community across departments

Secured a permanent post as AHP Preceptorship Lead – have completed self-assessment and developed action plan for organisation

Proactive with promoting the benefits of Preceptorship across own department and region

Joined the National Therapeutic Radiographers Preceptorship Team

Increased confidence with driving forward improvements in preceptorship for radiographers and all other AHP's

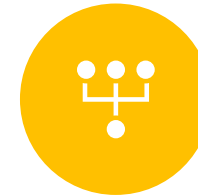
What Next - How Can We Build On This Work?



Offer Uni and Multi professional online programmes



Expansion of programme facilitators to include some of the preceptorship champions



Ongoing training & development of preceptors across departments



National community of practice for all preceptorship champions and preceptors to offer support, share best practice & celebrate successes



Focus on improving support for International Recruits



Ongoing development of preceptee's into their Foundation year