November 23 Advisory Group Update Including the launch of the NHS England AHP Preceptorship Standards and Framework

National AHP Preceptorship & Foundation Support programme


Thank
you

AHP Preceptorship Professional Bodies and Unions Webinar series

1468 registered over 12 events

817 attended 12 events

November:
Unison 30th November

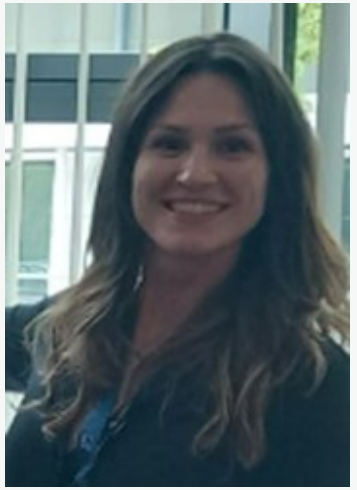
January:
RCOT – 14th January
BAAT - TBA

Welcome

AHP Preceptorship Fellows - Nov 23- March 24

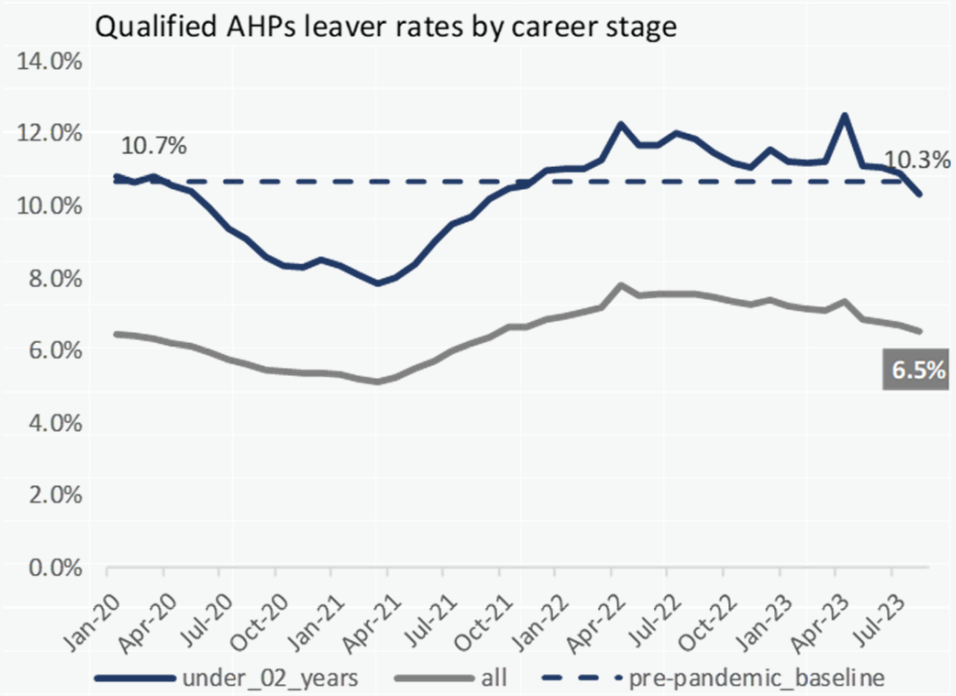


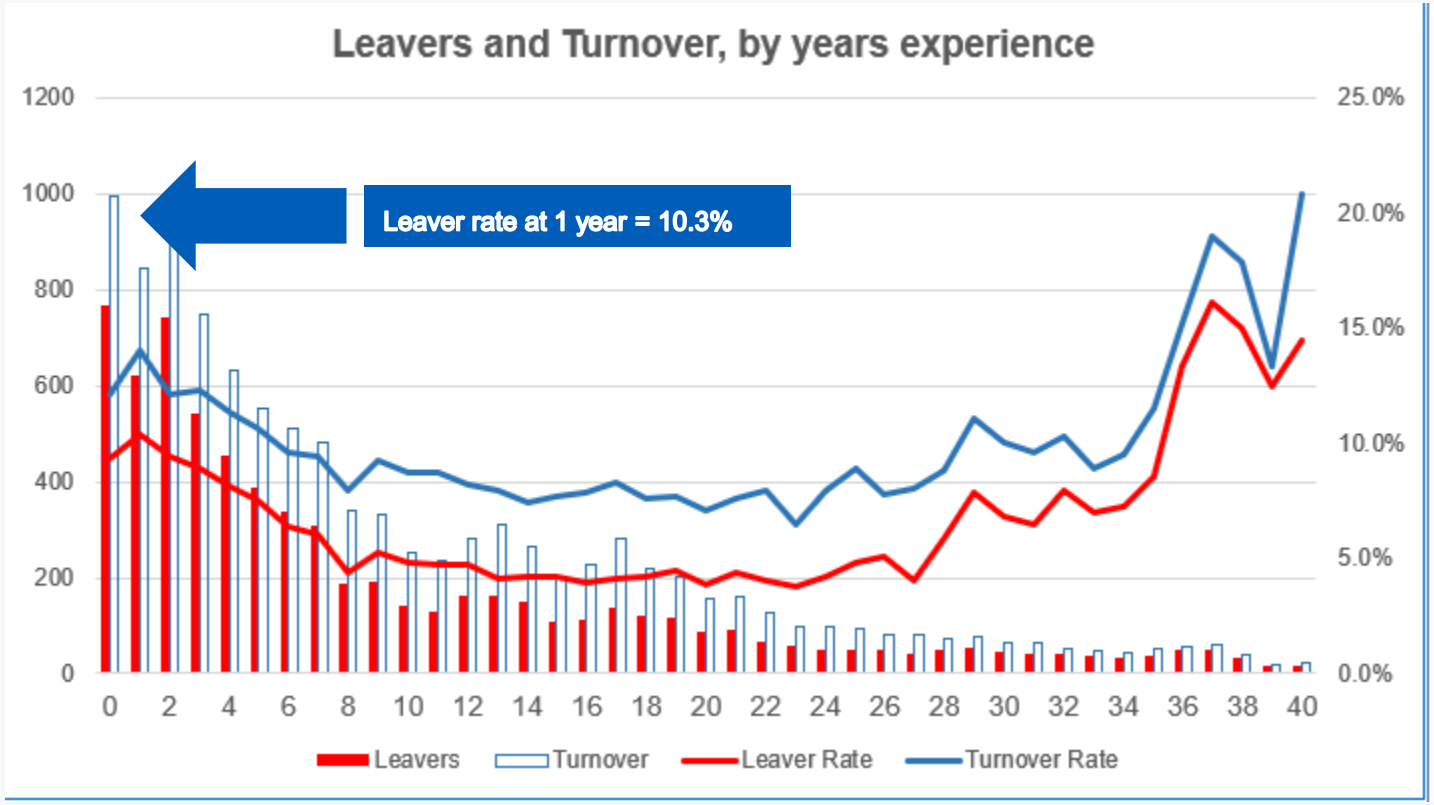
Rosie Harry
Speech and Language Therapist



Sally Murr
Operating Department Practioner

NHS England AHP ESR Data Update
AHP Leaver data to end of August 2023





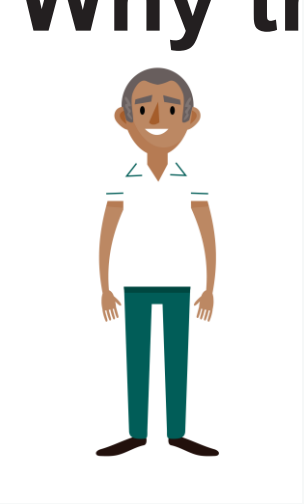








Why this is important



I spoke with several of the other AHP's that attended and all of them shared my frustrations and felt that it was a waste of time and a missed opportunity.
Many of us felt that our time would have been better served back on the wards with our teams.

Case study - AA

- Newly qualified OT
- 8 weeks in post
- Told about preceptorship at university – programme to build confidence
- Preceptorship week
  - 5 day programme
  - approx. 100 on preceptorship
    - 80 nurses and 20 AHPs.
  - Sessions were nursing focused with little relevance to AHPs or reference to AHPs

- Felt like another weeklong induction
- No AHP representation delivering sessions
- No AHP relevant content
- Nothing on health and wellbeing

- Did look at RCOT resources for support

Preceptorship Landscape

Celebrating Preceptorship

National Nursing Preceptorship

National Midwifery Preceptorship

National AHP Preceptorship & Foundation Support

NMC Principles for Preceptorship

HCPC Principles for Preceptorship

Nursing Framework

Midwifery Framework

AHP Standards & Framework

AHP Preceptorship Standards and Framework

Empowering new beginnings - building confidence for AHPs transitioning into new roles or workplaces



Part One: Background and Context



Part Two: AHP Preceptorship



What is unique about AHP Preceptorship?

- The role of the different professional development frameworks produced by Professional Bodies.
- The building of AHPs' professional identity and belonging.
- The difficulty for AHPs from small and vital professions or those who work more independently to access same-profession support.
- The variation in access to in-time supervision and support for the different AHPs.
- The variation in the number of individuals within the different AHP groups.
- The different expectations about preceptorship and on-going career development across AHPs.

These unique considerations form the basis for organisation and systems working collaboratively to deliver successful AHP Preceptorship

Approaches to AHP Preceptorship



Part Three: The AHP Preceptorship Standards and Framework

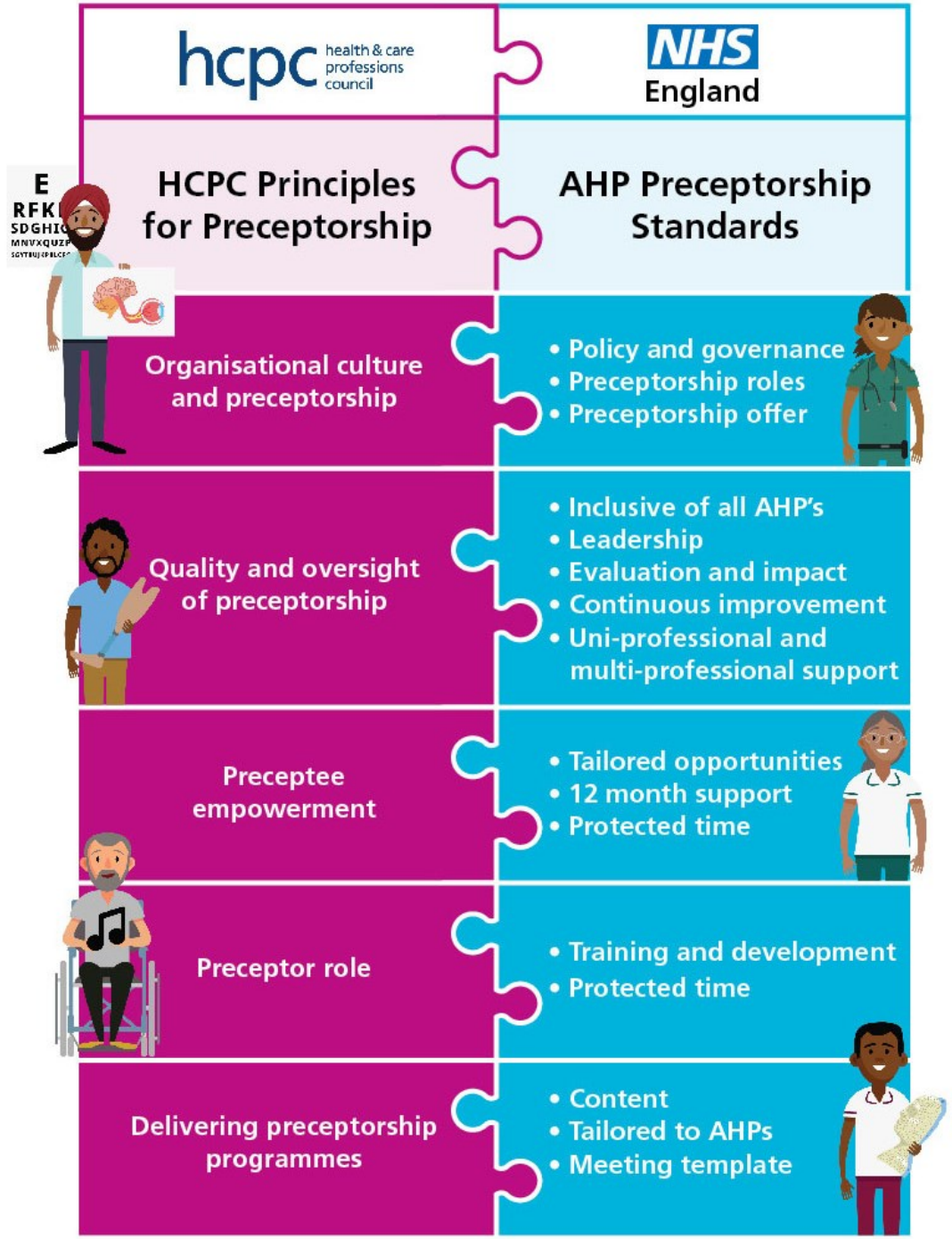


How to use the Standards and Framework

These standards and framework support AHP Preceptorship by providing:

1. Standardisation and guidance for continuous improvement
2. Core components for inclusion within AHP Preceptorship programmes.
3. A blueprint of activities that an organisation, or network of organisations working together, can use to implement AHP Preceptorship.
4. A tool to develop collaboration and a whole-system approach to AHP Preceptorship.

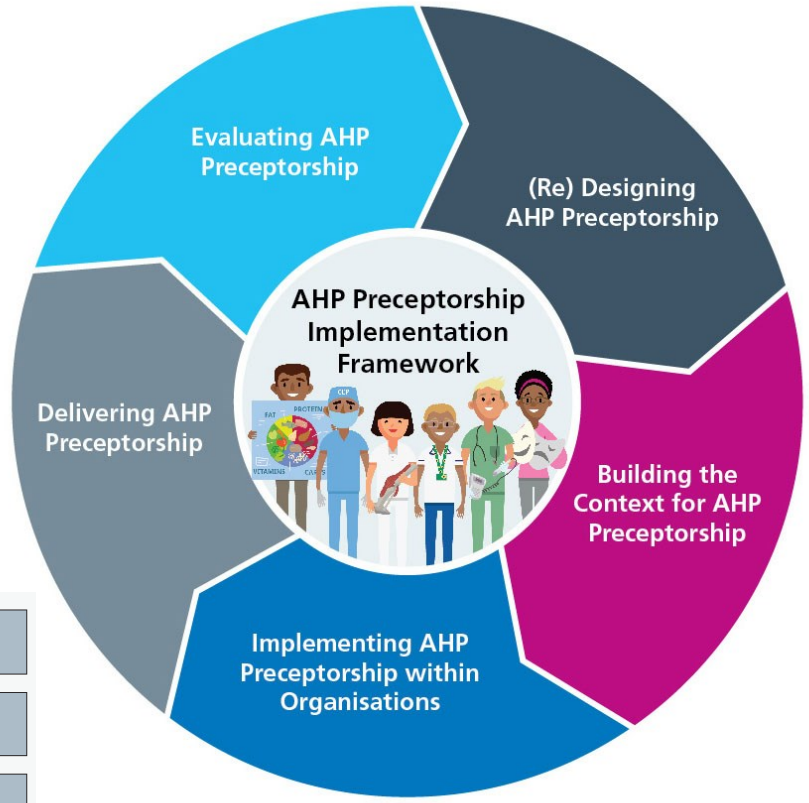
Organisations can use this resource to develop an effective, flexible, and bespoke strategy that best fits the needs of their AHP workforce.



#NationalAHPPreceptorship

AHP Preceptorship Implementation Framework

- Annual evaluation of organisational AHP Preceptorship
- Annual System evaluation of AHP Preceptorship
- Review evaluation data for key themes and trends
- AHP Preceptorship celebration



- Build networks
- Awareness and access to best available evidence and guidance
- Draw on feedback
- Establish preceptorship content
- Design using best practice
- Tailored and strength based approach
- Governance

- Establish Resources

- Pre-preceptorship activities
- Ways of working
- Length of Preceptorship
- Preceptorship meetings
- Preceptorship portfolio
- Signposting of Preceptees post-preceptorship

- Inclusive offer
- Protected time for preceptees
- Identify preceptor training and support
- Protected time for preceptors

Supported with AHP Preceptorship Toolkit of resources

1. AHP Preceptorship Role Descriptors
2. AHP Preceptorship Workplace Transitions
3. AHP Preceptorship Ways of Working
4. AHP preceptorship Initial Meeting template
5. AHP Preceptorship meeting record
6. AHP Preceptorship final meeting record
7. AHP Preceptorship reflection document
8. AHP Preceptorship Portfolio document
9. AHP Preceptorship further links and resources
10. Profession Specific Considerations - project report

11. *Organisational self-assessment tool*
12. *System self-assessment tool*

Future documents planned:

13. *Preceptee Checklist*
14. *Preceptor checklist*
15. *Preceptorship lead checklist*
16. *Chief AHP checklist*
17. *Organisational best practice case studies*
18. *System best practice case studies*



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Principles and Framework Comms - timeline



Publication
HCPC Principles for Preceptorship
NHSE AHP Preceptorship Standards and Framework

June/July
BADth webinar
BAMT Job fair

Sept
AHP Preceptorship Webinar Series with Professional Bodies – BIOS, BAPO, BDA, CoP, RCSLT

Oct
AHP Preceptorship Webinar Series with Professional Bodies – CSP, IoS, SOR
NAEP Conference – Programme and Project Presentations, posters and programme stand

Nov
NHSE WT& E comms & Social media
AHP Preceptorship Webinar Series with Professional Bodies – RCPod, CODP, Unison
Launch Webinars x3
Special Newsletter

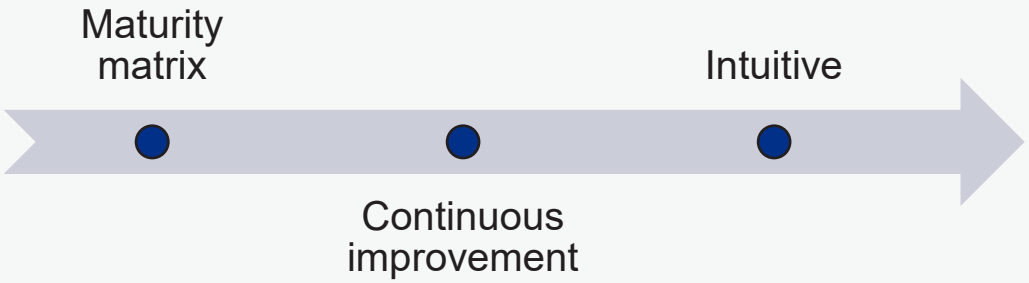
Dec
Launch Q&A sessions x3
CCCU press release
AHPs deliver instagram
Tweet chat with @weahps

Jan 2024
Further Q&A sessions as indcated
AHP Preceptorship Webinar Series with Professional Bodies – RCOT and BAAT
Podcasts & Insta Live with RadChat
Podcast with Oxleas

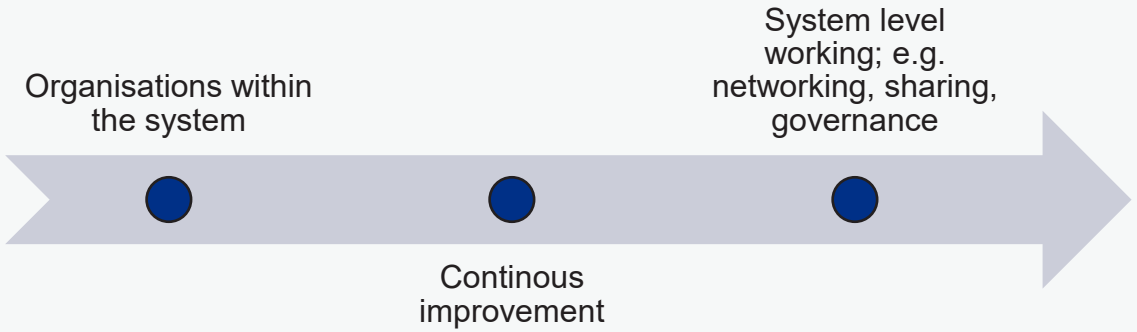
Newsletter
Communities of Practice
National AHP Preceptorship Leads
Professional Bodies

Self-assessment tool

Organisational



System



Toolkit Checklists



Preceptee

Preceptor

Preceptorship Lead

Chief AHP (or equivalent)

Advisory Group – future meetings

- December meeting to be cancelled (28th Dec)
- Next meeting Thursday 25th January.
- Suggestion that review TOR and membership in January

Scan QR code for access to programme webpage

Scan QR code to register for monthly newsletter

Thank You



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@MidlandsAHPs