

Preparing graduates for their experience of transition in their first posts: maximizing the effectiveness of preceptorship

Dr Jane Harvey-Lloyd and Dr Jane Morris

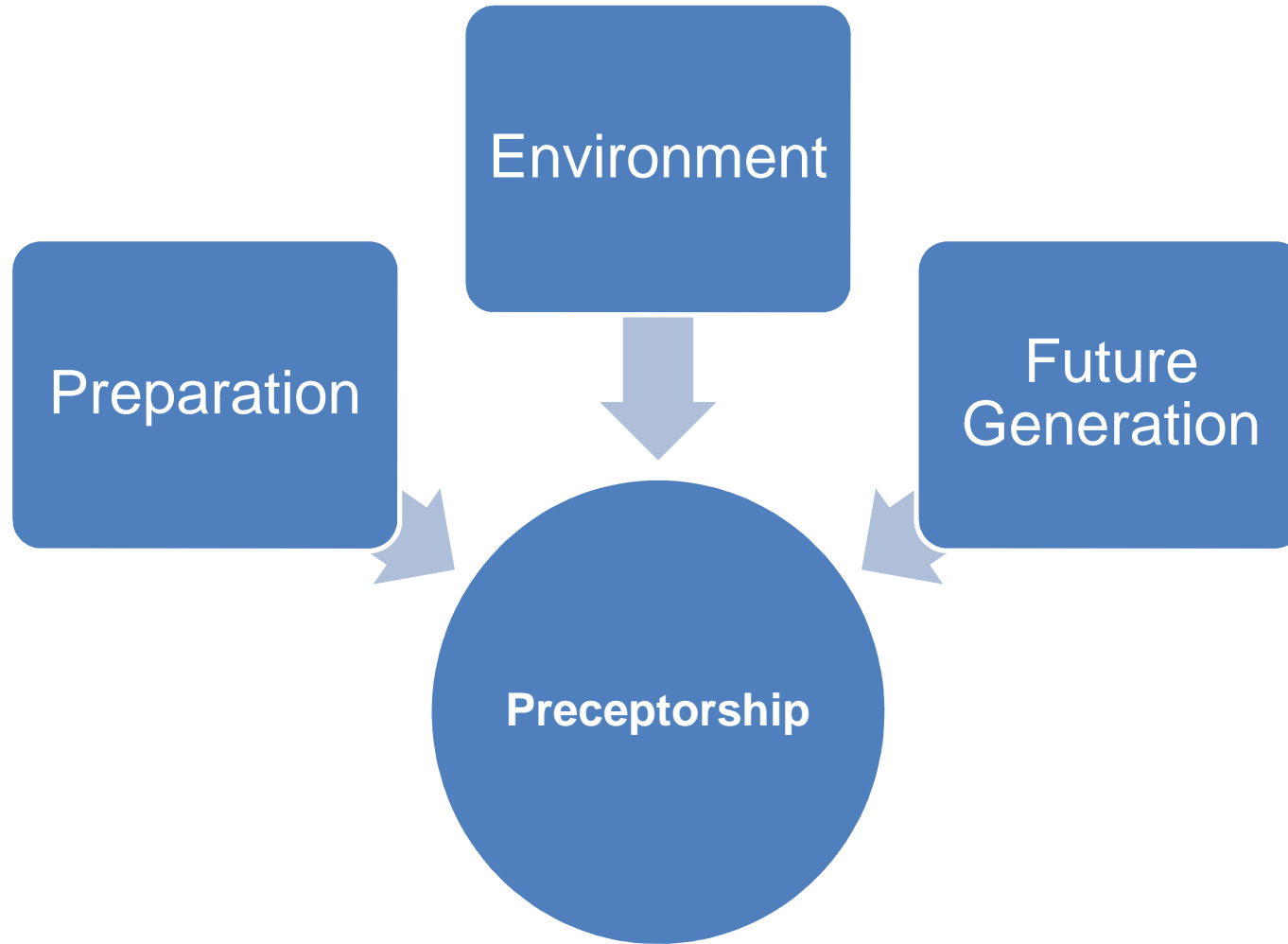


University of Brighton

Introduction

- The case for preceptorship
- Definition of preceptorship
- What do we know about preceptorship?
- What can be learned from my PhD?
- What should preceptorship look like?
- The benefits

The case for preceptorship



So....what is preceptorship?

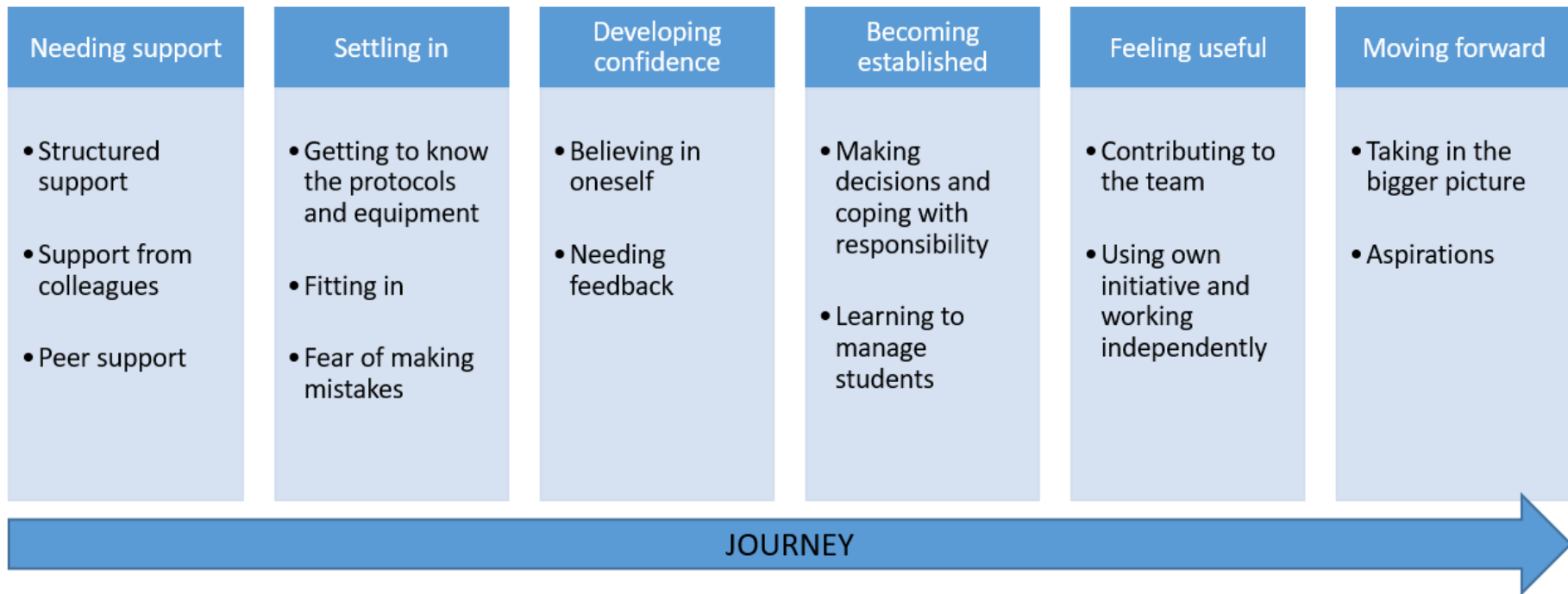
'A period of structured transition for the newly registered practitioner during which he or she will be supported by a preceptor, to develop their confidence as an autonomous professional, refine skills, values and behaviours and to continue on their journey of life-long learning.'

(DoH, 2010)

What do we know about preceptorship?

- There does not seem to be a firm consensus on nature, depth and length of support needed
- The uptake in preceptorship in radiography is still relatively low in comparison with other professions
- Much of the formal support given to newly qualified radiographers is task orientated
- The transition experience is heavily influenced by a range of factors

What can be learned from my PhD?



Needing support



‘No, no reviews, no nothing. I’ve been told I’m getting a three month review, whatever... which had not been discussed, I don’t even think they know how long I’ve been here now.... They don’t ask me how I’m getting on, there’s an Excel sheet that you’ve got to tick when you’re competent in something, so you just say ‘yes’ to all these different features of all the different machines, and that’s all they’re interested in me doing and as soon as that’s all ticked off, they’re happy.’

(Ruby, 3 months)



Settling In

'I think I'm still quite wary of, of what I'm doing. I'm still like, I still feel nervous like when it gets to that sort of stage of of busy-ness, I still get quite scared. The fact that I can't rush myself because I'm scared that something will go wrong.'

(Rebecca, 6 months)



Developing Confidence

'...and then you go into this as a new qualified and there's no feedback, none at all, not a daily station report, not looking at your images, nothing. So, the only feedback that I could see that I would get, was if I would send patients back to clinic and they weren't happy with my X-rays.'

(Ben, 3 months)



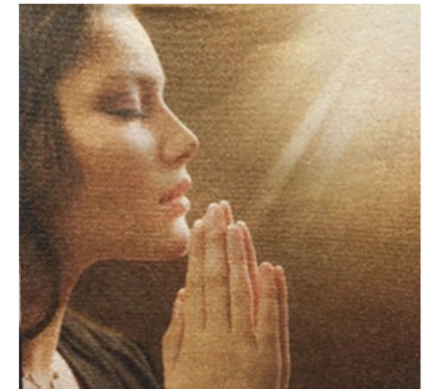
Becoming established

'Feeling that, it's just you now. There's no, you're always supervised as a student, so... although you've still got people there now that you can ask, you're qualified so there's that feeling of responsibility that wasn't there before necessarily. That's quite scary; it's quite a big responsibility.'

(Jane, 3 months)

'I did snap at one student... was he a first year? Yeah, he was a first year, it was something really simple that he kept getting wrong and I felt really bad he didn't get it straight away, I should have been more patient – but it was a simple thing.....It was a really busy day and it just slowed things down a little bit and it got to me, and it shouldn't have really.'

(Harry, 6 months)



Feeling useful

'It's all part of that fitting in and feeling like you're actually being useful and people see you as a radiographer that's part of the team, rather than somebody that does something in the background.'

(Jane, 6 months)



Looking forward

'... and then you're working away at a job and you think in, constantly about the next, moving up to the next thing and I'm always kind of looking forward, where there is an opportunity to develop...'

(James, 3 months)



Revisiting Preceptorship?

*'A period of **structured transition** for the newly registered practitioner during which he or she will be **supported** by a preceptor, to **develop** their **confidence** as an **autonomous** professional, refine **skills, values and behaviours** and to continue on their journey of **life-long learning**.'*

(DoH, 2010)

First observation....



What should preceptorship look like?

It should:

- Be structured
- Be appropriately managed
- Be delivered/supported by trained staff
- Be individualised
- Offer a range of support mechanisms and learning opportunities
- Offer regular opportunities for feedback
- Develop confidence

PROCESS-DRIVEN

What should preceptorship look like?

It should:

- Help to deal with pressure and cope with making mistakes
- Be supportive and encouraging
- Nurture and develop talent
- Be goal orientated
- Encourage, stimulate and motivate
- Plan for the future

PROCESS-DRIVEN

The benefits

- Increased levels of recruitment
- Improvement in job satisfaction and therefore a reduction in attrition
- Prioritises care and enhances the image of healthcare professionals

(Poole Hospital)

- Prepares and supports the future workforce
- Nurtures talent

Any thoughts or questions?



Simon Sinek on the Millennial Generation:

https://m.facebook.com/story.php?story_fbid=1857873014333103&id=686159194837830