

Preceptorship at Band 6 & Beyond...



Birmingham Women's and Children's
NHS Foundation Trust

Sarah Eades

Practice Educator Lead Radiographer

SOR Accredited Practice Educator

Birmingham Women's and Children's NHS Foundation Trust

Why Is There A Need For Preceptorship?

Students Feel Less Prepared:

The HCPC stated "High quality preceptorship programmes support health and care professionals to develop and maintain confident, safe and effective practice throughout their careers," 1.

Many University Cohorts Are Larger:

Our records from Birmingham City University show a growth in cohort size due to many factors including the post-COVID applicants and the extra-large 2021 cohort.

Less Plain Film Placement Time:

Reviewing old placement rota's from BCU, placement time has dropped by one to two weeks at L4 and 5 over the last six years which isn't a lot, but placement is spread more over other modalities and experiences meaning less plain film time which is the basis of most Band 5 positions.

More Assurances Required:

A large proportion of newly qualified staff are of generation Alpha, and research indicates are likely to require more support than other generations: "require more mental health support than their predecessors." 2.

Ensure Staff Wellbeing & Attrition:

Studying staff retention figures at Birmingham Children's Hospital: less staff leave at Band 5 than other grades.

Recruitment:

Audits at BCH over the last five years have told us staff have been drawn to our site due to comprehensive preceptorship.

But Why The Need At Band 6?

Earlier Promotion:

Figures at BCH show since 2018 over 75% of radiographers gain a Band 6 before they have completed 2 years of post-qualification work.

Attrition:

Significantly more staff at BCH now leave at Band 6 at BCH than other bands - Figures obtained between 2014 -2023

Why Not?:

Retention of staff is important. We need staff to feel valued and supported.

Maslow's hierarchy of needs describes how people are motivated to become the most that they can be.

When our needs are met, performance is more productive, therefore the well-being check-in elements throughout the preceptorship period ensure the preceptor can feel connected to someone, to check the staff have their psychological and safety needs met, ensuring, and empowering them to seek and be given the opportunities to build self-esteem.

What Should It Look Like?

Preceptorship is not competencies, it's a supportive framework to work through the changes involved in a new role. Numerous reports and articles support the value of preceptorship in the newly qualified. 3, 4

I felt Preceptorship at Band 6 should include a variety of exploratory conversations to look at the differences between the roles.

Scenarios:

At BWC, we use scenarios and work through these both together with your preceptor and as a solo task for the preceptee. Numerous papers explore scenario-based learning as a methodology for long-term memory recall, 5, 6. In practical fields such as radiography, I have found by auditing our newly qualified preceptors annually, they find this method of learning "engaging and valuable".

Feedback:

Feedback is vital to development as it can promote personal and professional growth. It can raise morale and improve the staff's motivation. 7.

Off-Job Training:

Training which is not competency-based for example; a management program and shadowing.

Reflections:

We begin by doing an initial document discussing the worries, expectations and perceived challenges of the new role. Each meeting the preceptor will evaluate and review where they are at and where they want to focus for the next step.

And a very brief overview of competencies, where they are at and challenges, blockers, and what has gone well.

Induction	General Manager	First Day/end of first week	Date	Completed
Initial	Preceptor	1-2 Weeks		
Four Week	Preceptor	4 Weeks		
8 weeks	Preceptor	Check in and well being		
12 /14 Weeks	Preceptor	12/14 Weeks		
Competency Discussion	Modality Leads	Around 16-20 Weeks		
Six Month discussion	Preceptor	Around 6 months		
Nine Months review	Preceptor	At 9 months		
Final Sign off and review	Preceptor	At 1 year		
PDR	PDR Line Manager	At 1 year		

Fig. 1
Table of meeting plans

How's It Going Right Now?

At Birmingham Children's Hospital, we have two staff currently under Band 6 preceptorship with one just about to start.

First audit results are reflecting the program has been well received.

"I like that there are three separate sections to explain what is going to happen and what is going to be expected."

"Overall, it is a brilliant document that explains what is expected"

"A difference in sign offs for internal and external staff"

The next step for the document will be to make some layout changes in the structure and where each step comes, ensuring the document will be fit for purpose for both new to trust and newly promoted within the trust. Following on, there will be the development of a Band 7 Leads Preceptorship and a Band 7 Advanced Practitioner Preceptorship.

References

- 1.HCPC 2022, HCPC launches new work on preceptorship, Accessed 27.09.23, HCPC launches new work on preceptorship | (hcpc-uk.org)
2. Charuvila A, Jnaneswar K. Influencer Marketing: An Analysis to Current World of Gen Z and Pre-Gen Alpha. Asian Basic and Applied Research Journal. 2021 Sep 1:209-20.
3. Whitehead B. Preceptorship pays off. Nursing Standard (2014+). 2014 Feb 19;28(25):72.
4. Dean S, Cornell G. Preceptorship for the newly-qualified practitioner (NQP) in Allied Health Professions (AHP): a systematic review of perspectives on AHP preceptorship programmes. Physiotherapy. 2021 Dec 1;113:e33-4.
5. Mehall S. Comparing in-class scenario-based learning to scenario-based eLearning through an interactive, self-paced case study. Journal of Education for Business. 2022 Jul 4;97(5):305-11.
6. Álvarez-Nieto C, Álvarez-García C, Parra-Anguita L, Sanz-Martos S, López-Medina IM. Effectiveness of scenario-based learning and augmented reality for nursing students' attitudes and awareness toward climate change and sustainability. BMC nursing. 2022 Sep 3;21(1):245.
7. Weitzel SR. Feedback that works: How to build and deliver your message. Center for Creative leadership; 2008.



By your side