

Introduction to the Preceptorship Endorsement Scheme (PES)

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Why do we need preceptorship?

- Complexity of ultrasound has changed significantly over 25 years
- Workforce shortages of radiologists
- Changes in working pattern
- Redefinition of essential skills



Why do we need preceptorship?

- Traditional routes into ultrasound are changing
- More apparent that preceptorship does not just apply to newly qualified sonographers

What is preceptorship?

‘A period of structured transition for the newly qualified 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.’

The Department of Health. Preceptorship Framework for Newly Registered Nurses,
Midwives and Allied Health Professionals. 2010: London

Why do we need preceptorship?

- Culture Shock
- Re definition of role post qualification
- Maintaining and progressing competence and capability

The problems?

- Preceptorship is not yet well embedded into the vast majority of the ultrasound workforce
- Its can be time consuming to set a programme up from scratch
- You don't realise you probably do a lot of preceptorship work informally
- Some department still have quite flat career progression and job roles
- We live in a dynamic world

The Benefits of Preceptorship?

‘The aim of preceptorship is to enhance the competence and confidence of newly registered practitioners as autonomous professionals.’

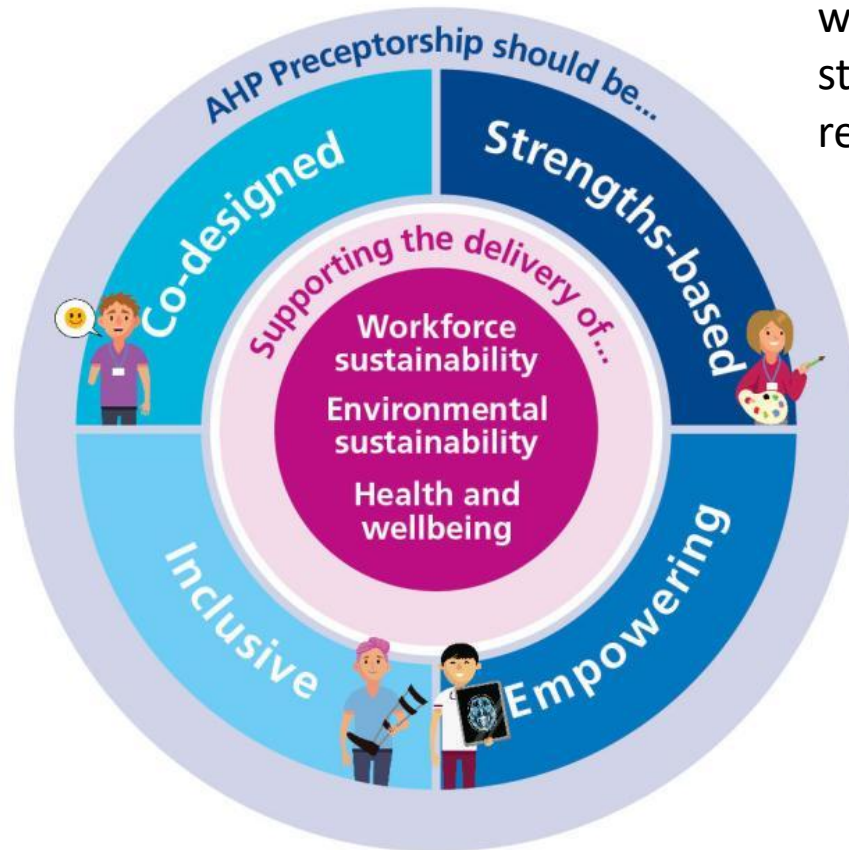
- Increased confidence and competence
- Feeling of being valued
- Time and opportunity to reflect and learn
- Embed preceptorship from the beginning of the career and repeat
- Opportunities for the team around the preceptee to learn

The Benefits of Preceptorship?

- Improvements to patient services and individual patient care
- Talent spotting opportunities
- Recruitment and retention of staff
- Improvement career development opportunities and maintain high quality standards
- Identify areas for improvement and put plans in to improve



“As part of the ambition to ensure sustainable future staffing and improve patient care, the NHS England Long Term Workforce Plan identifies good quality preceptorship for the wider workforce as key to supporting recruitment, supporting staff to integrate into their places of work, and supporting staff retention.”



<https://www.hee.nhs.uk/our-work/allied-health-professions/education-employment/national-allied-health-professionals-preceptorship-foundation-support-programme/allied-1>



Principles for Preceptorship

Including supporting information

Helping health and care professionals
through career transitions

November 2023

‘We recognise that many HCPC registrants are employed or work outside the NHS structures, where Preceptorship is less well known and may be more difficult to access. While Preceptorship is not a requirement for HCPC registration, there is a wealth of evidence that providing it, as described in our Principles, is beneficial to individual registrants’ professional practice and well-being, and supports organisations in recruiting and retaining staff’

<https://www.hcpc-uk.org/globalassets/resources/information/preceptorship/hcpc-principles-for-preceptorship.pdf>



What is the BMUS Preceptorship Endorsement Scheme?



Produced by the British Medical Ultrasound Society

Commissioned by Health Education England

July 2022

Updated March 2023 with revised Career and Progression Framework (appendix A)



Produced by the British Medical Ultrasound Society

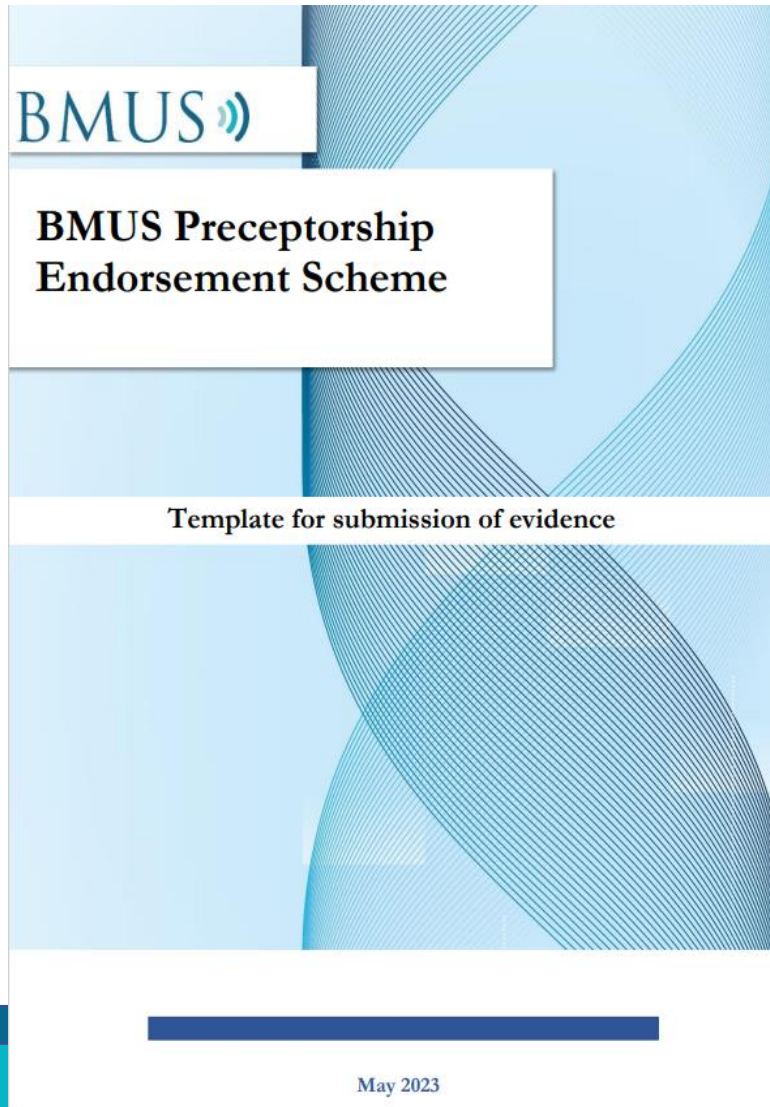
May 2023

What is the BMUS Preceptorship Endorsement Scheme?

Designed to support a variety of team members

- newly qualified ultrasound practitioners
- newly appointed ultrasound practitioners from other locations (new starters)
- in-house ultrasound practitioners transitioning to a new position e.g. promotion, role extension or progressing to a higher level of practice
- return to practice employees after extended absence

How we assess endorsement



BMUS Preceptorship Endorsement Scheme 2023

Essential Criteria

OVERVIEW

The name and job title of the person completing the application:

Date of submission:

Please describe briefly your department and clinical setting (no more than 250 words)

1. A named mentor or preceptor for all new starters, transitioning staff and newly qualified staff. Please provide evidence of a process which is in place to appoint 'critical friends' and how they provide support for preceptees. Suggested evidence: a local preceptorship document, a testimonial from preceptor/preceptee, worksheet or logbook or record with preceptor's name.

2. A local induction programme should be completed for all new starters, transitioning staff and newly qualified staff. This will comprise a check list, agreed timeframe, completion deadline and sign-off. Please include evidence of what is included in local induction programme. Suggested evidence may also include attachment of a new starter pack and/or checklists and templates for objectives.

3. A template for recording preceptor/preceptee meetings.

Provision of Evidence

- Essential Criteria e.g.
 - A named mentor/preceptor for all new starters , transitioning staff and newly qualifies staff
 - A method in place to evidence that objectives set by the preceptor and preceptee have been met
 - Contemporary, evidence-based and readily accessible policies and procedures
 - Etc.
- Desirable Criteria
 - A named Practice Educator who has completed a formal training programme
 - Evidence of fulfilling the sonographer career and progression framework
 - Evidence of links with relevant regional and/or national networks

Assess the Evidence

- The Professional Officer for BMUS will distribute the application/evidence to appropriate Preceptorship Endorsement Scheme panel members
- The evidence will be reviewed and a recommendation made
- Clarifications may be sought from the department, if required, at this point
- The recommendation of the panel is submitted to the BMUS Council
- Council will ratify the decision
- The decision will be communicated to the department with feedback
- The process will aim to be completed within 30 days

What BMUS hope

- The BMUS Preceptorship Endorsement Scheme recognises, supports and celebrates departments dedicated to quality and investment in people and teams
- Endorsement by BMUS of your preceptorship scheme identifies your department as a high-quality environment committed to all staff. This recognition may help raise the profile of your department, and make it more attractive to potential employees regarding both recruitment and retention

What BMUS hope

- Staff will feel supported in their career development and transitions. They will enjoy the advantage of working in a continuous learning environment fostering a progressive culture of openness and honesty
- Your Trust and other key stakeholders may observe your contribution to training and development and recognise your department as one that promotes collaborative and interprofessional working aligned to best practice, and may use it as an example to others
- BMUS endorsement may also be of value when preparing for inspection of services and when preparing to seek formal accreditation from national bodies

BMUS 

Most Importantly



Thank you

THE BRITISH MEDICAL ULTRASOUND SOCIETY