

# Supporting the workforce of the future: Newly qualified sonographers

Holly Spencer



# Introduction

- Lecturer in Medical Ultrasound:
  - AECC University College.
- Ultrasound Practice Educator:
  - Portsmouth Hospitals University NHS Trust.
- Student researcher:
  - University of the West of England.



**AECC**  
**University College**



**Portsmouth Hospitals**  
**University**  
NHS Trust

**UWE**  
**Bristol** | University  
of the  
West of  
England

# Context

- MSc Medical Ultrasound dissertation project.
- BMUS Preceptorship and Capability Development Framework for Sonographers:
  - Preceptorship guidance for newly qualified sonographers.
  - Perceptions of sonographers in Southern England.
  - Realist evaluation (preliminary).



**Why preceptorship?**



Ultrasound Room 4

Holly Spencer  
Sonographer

# Realist evaluation

```
graph TD; A[Realist evaluation] --> B[To what extent complex interventions 'work?']; A --> C[For whom?]; B --> D[Why?]; B --> E[How?]; C --> F[In what circumstances?]; E --> D; F --> E;
```

**To what extent complex interventions 'work'?**

**For whom?**

**Why?**

**In what circumstances?**

**How?**

# Data collection

Survey

Focus  
groups



# Data analysis

**Thematic  
analysis**

**Context – Mechanism –  
Outcome  
Configurations**





Transparency

Continuity

Ownership

Objectives & expectations

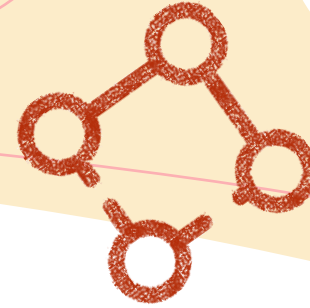
**Structured transition support**

Mechanisms & documentation

Standardisation & parity

Timescales

Pastoral care



The ultrasound  
team

The wider  
team

The service

**Systems approach**



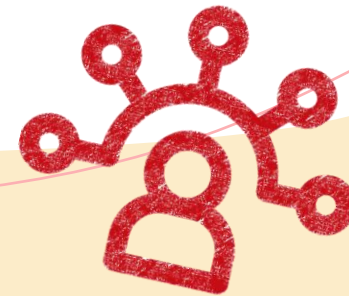
Decision-makers

Managers

Practice educators

**System influencers**

Preceptors



Advocates

Tangible  
benefits

Culture

**Stakeholder buy-in**



Political cachet

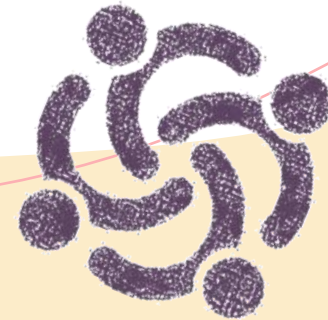
Professional  
culture

Historical  
practices

Change  
management

**Culture & attitudes**

Professional  
engagement



Service needs

Responding to  
emerging situations

**Holistic approach**



The preceptee as  
an individual

The preceptor

The preceptee

**Attributes & experience**

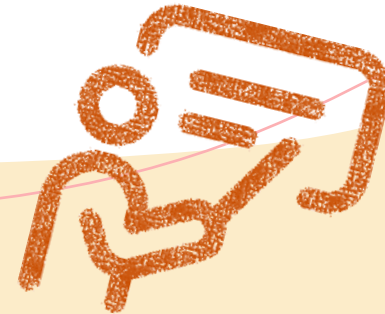


The support  
gap

Unknown  
unknowns

Content &  
delivery

**Train the trainer**



Shared  
responsibility

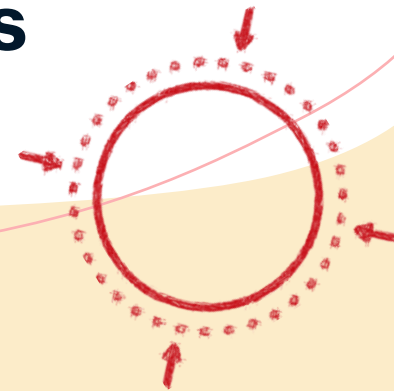


Recruitment & retention

Talent spotting & development opportunities

**Benefits within boundaries**

Competent & capable team

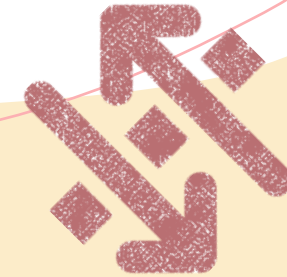


Patient safety

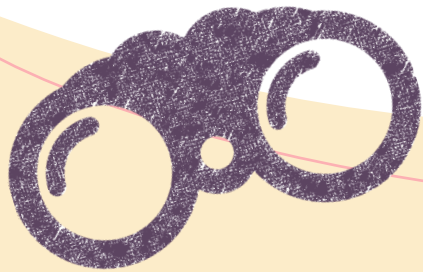
Departmental &  
organisational  
reputation

**Benefits across boundaries**

Professional  
profile



**Looking ahead**





# Thank you for listening ...

... any questions?

 [HSpencer@aecc.ac.uk](mailto:HSpencer@aecc.ac.uk)

 [Holly.Spencer@porthosp.nhs.uk](mailto:Holly.Spencer@porthosp.nhs.uk)

 [@HollySpencerAHP](https://twitter.com/HollySpencerAHP)