

BMUS ::

Preceptorship Endorsement Scheme:

A Practice Educators Perspective

Presented by : Sharon Watty
s.watty@nhs.net

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Sharon Watty



**Ultrasound Practice Educator and
Professional Development Lead**

Guy's and St Thomas' NHS Foundation Trust

BSc (Hons) Diagnostic Radiography
MSc Medical Ultrasound.
Postgraduate Certificate Clinical Education

BMUS »

Disclaimer

This presentation is based on my experience undertaking pilot for BMUS preceptorship endorsement scheme. No financial/industry or interests declared.

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Preceptorship and Capability Development Framework for Sonographers

Produced by the British Medical Ultrasound Society

Commissioned by Health Education England

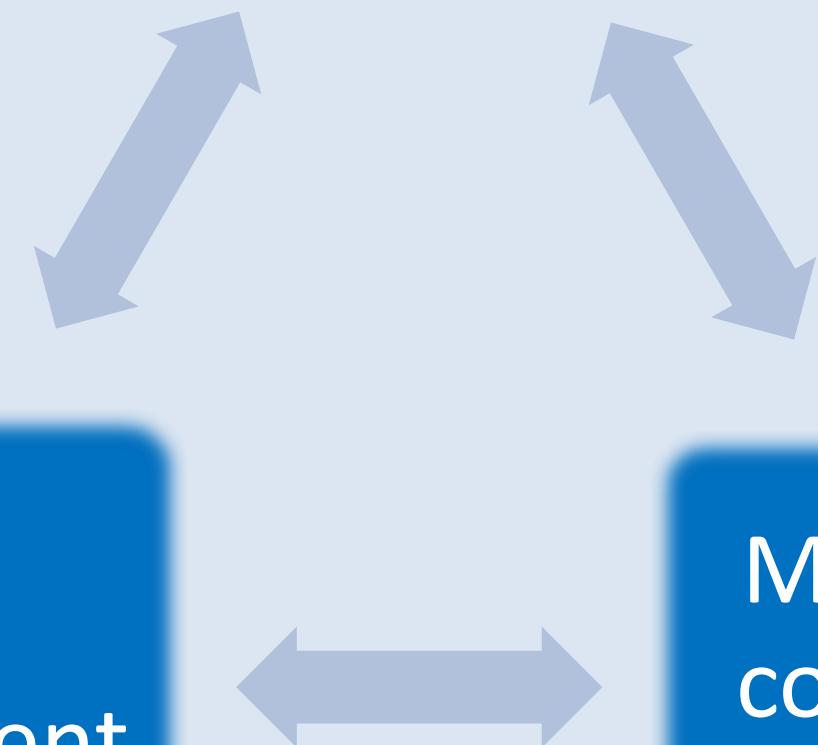
July 2022

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

Enable smooth
transition

Role
development

Maintaining
competency
and capability



The role of the practice educator taking part in the endorsement scheme

- Enables a deep dive into your own preceptorship practices
- Standardising and streamlining documents (QSI/ CQC/ NSC)
- Providing a balanced and thorough preceptorship, shows value and engagement with staff.
- Recognition of the value of practice education





BMUS Preceptorship Endorsement Scheme

Who is preceptorship for?

1. Newly qualified ultrasound practitioners
2. Newly appointed ultrasound practitioners from other locations (new starters)
3. In-house ultrasound practitioners transitioning to a new position e.g. promotion, role extension or progressing to a higher level of practice
4. Return to practice employees after extended absence



Essential Criteria

1. A named mentor
2. An induction programme
3. Template for meetings
4. Evidence objectives have been met
5. Evidence accessible policies
6. Time for learning and reflection
7. Time for attending meetings
8. Support for mentor/ preceptor
9. Culture to develop four pillars of practice
10. Pathway to address lack of progression

1. A named mentor / preceptor for all new starters, transitioning staff and newly qualified staff

Guy's and St Thomas' NHS
NHS Foundation Trust

RADIOLOGY ULTRASOUND

Induction Information for
Sonographers



Radiology Ultrasound Induction Pack

The GSTT Team

Head of Radiology
Head of Nursing
Deputy Head of Radiology
St Thomas Superintendent
Guys Superintendent
Practice Educators
Paediatric Specialist Sonographer
Key Mentor
Clinical Supervisor (if applicable)
Clinical Assessor (if applicable)



**BMUS Preceptorship
Endorsement Scheme**

Other key team members

Sonographers – 25-30 full and part time Sonographers and 1-2 Trainee Sonographers.

Radiologists – [REDACTED] – Ultrasound Lead.

Ultrasound Nursing Assistants

Admin team

Trust telephone number

020 7188 7188

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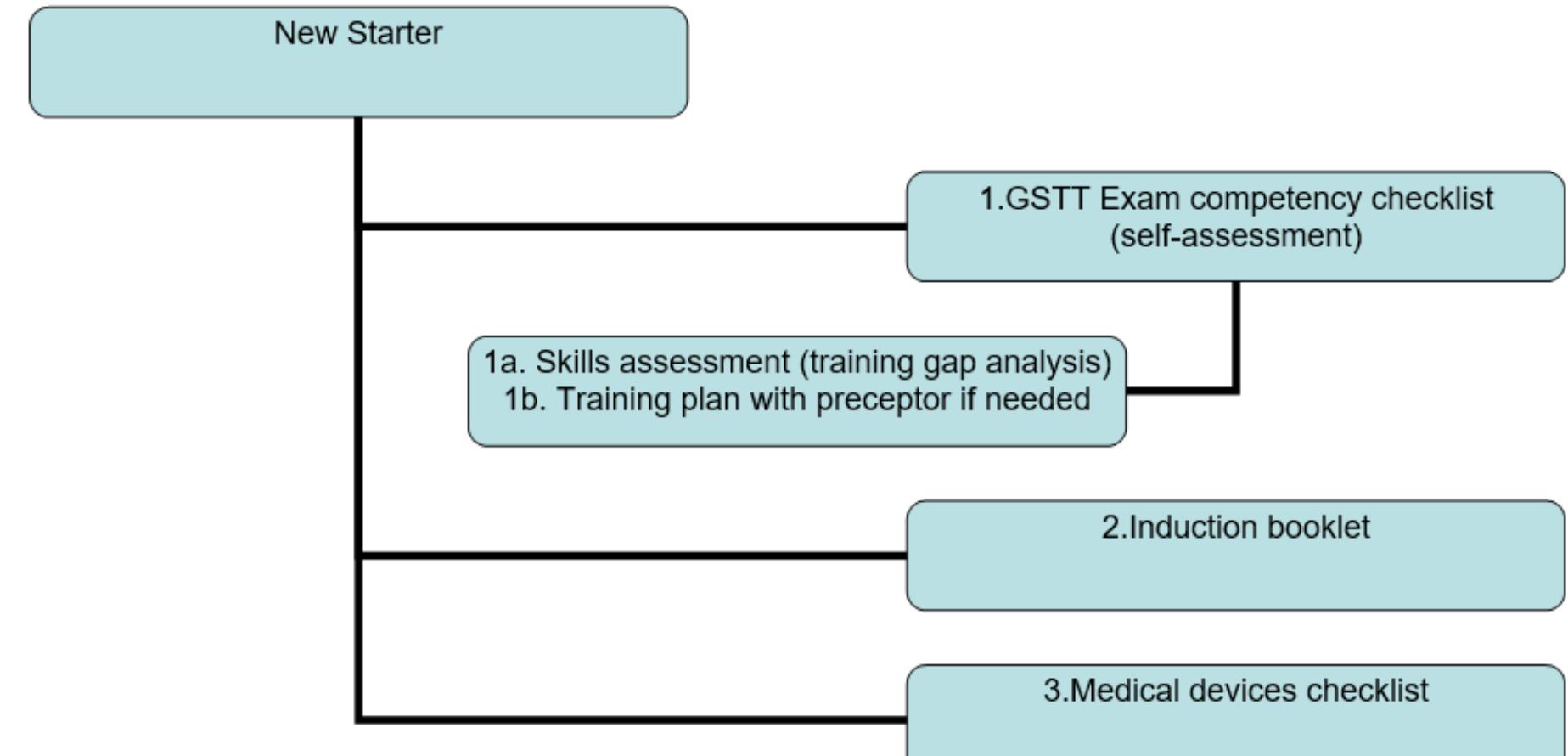
2. A local induction programme should be completed for all new starters, transitioning staff and newly qualified staff. This will comprise a check list, agreed timeframe, completion deadline and sign-off

Radiology Department

Sonographer Training and Competency Framework

This document gives an overview of training processes, expectations and competencies of all bands of qualified and training Sonographers working at Guy's and St Thomas' NHS Foundation Trust.

Document Detail	
Parent policy	N
Document location	E
Version	C
Approved by	K
Effective from	J
Date last reviewed	n
Date of next review	j
Owner	a
Author	j
Superseded documents	h
Related documents	
Keywords	L



Ultrasound Clinical Competency and Training Checklist

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BMUS Preceptorship Endorsement Scheme

Name:

Date:

Area:

Assessor:

Please complete all tabs or printed version. Email Supts once complete.

Communication skills

Able to demonstrate:

Appropriate communication skills with patients and visitors

COMPETENT

Appropriate communication skills with colleagues/staff members including team members of other disciplines

COMPETENT

Professional appearance

COMPETENT

Appropriate commitment and attitude

COMPETENT

Introduction

1. Communication

2. Knowledge & Skills

3. Technical ability

Knowledge and Skills

Able to demonstrate:

Relevant IT skills

COMPETENT

Appropriate knowledge of equipment use

COMPETENT

Appropriate examination technique

COMPETENT

Appropriate speed

COMPETENT

Understands how to write a report

COMPETENT

Demonstrates depth of background knowledge of area of work

COMPETENT

Demonstrates depth of knowledge of patient condition/history/previous reports

COMPETENT

Ask appropriate questions

COMPETENT

Ability to cope with workload and skills required at GSTT

YES

General ultrasound skills

Ability to routine demonstrate the following to protocol and GSTT standard:

Full abdominal scan

Competent

Testicular scan

Competent

Upper limb DVT

In development

Lower limb DVT

Competent

Thyroid/ head&neck

Competent

Soft tissue lumps

In development

Hernia

In development

COMMENTS

Confident to scan soft tissue lumps and bumps (lipomas/sebaceous cysts etc). Can scan anterior abdominal hernias however will need further training.

In development

Competent

Advanced/Trainer

Gynaec ultrasound skills

Ability to routine demonstrate the following to protocol and GSTT standard:

Perform a routine gynaec scan

Competent

Perform a complex gynaec scan

Competent

Introduction

1. Communication

2. Knowledge & Skills

3. Technical ability

COMPETENCY IN ULTRASOUND

>Ability of the practitioner to practice safely and effectively to a professional standard (PSA, 2002)

>An aid to determine what skills are needed and a way to measure performance.

>Ensures local measures are in place to support trainees and the trainer

Based on examinations performed at GSTT

NOVICE - no background training

no knowledge or experience

BEGINNER - some background experience

attending uni/ observed and limited performance of the skill

COMPETENT -consciously efficient and competent to perform the scan

however aware of short comings for some complex clinical presentations.

EXPERT- High level of theory and practice (unconsciously competent)

perform and teach a range of scans without concern, can safely answer clinical question

This is a Self Assessment - backed up relevant CPO, audits and appropriate qualification

DATE:

TICK ONE BOX

TICK WHERE APPROPRIATE

Type of ultrasound scan	NOVICE	BEGINNER	COMPETENT	EXPERT	Teach/ Supervise	Training planned
-------------------------	--------	----------	-----------	--------	------------------	------------------

1 Abdomen

X

2 Abdominal Wall

X

X

3 Appendix

X

4 Abdominal aorta

X

X

5 Bladder with flow rate

X

6 Doppler: Lower limb venous

X

X

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2. 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**



RADIOLOGY ULTRASOUND

Induction Information for Sonographers



8th Floor North wing

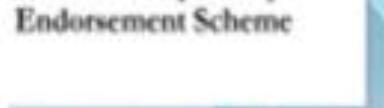
- Main Reception
- Fire exits, fire-f
- Photocopier
- Local areas (An (EPAGU), Fetal
- Maternity Asse
- North wing
- Superintendent
- Quiet rooms
- Staff room, cha
- Emergency dru
- Equipment and
- Location of loca
- Ultrasound Roc

Miscellaneous	BASIC TRAINING	TRAINER'S SIGNATURE	DATE
Recording gender	<input checked="" type="checkbox"/>	BMUS	25/01/22
Recording/filming and thermal prints	<input checked="" type="checkbox"/>		
Astraia messages	<input checked="" type="checkbox"/>		
Where to seek obstetric vs ultrasound advice	<input checked="" type="checkbox"/>		
Conflict resolution and security	<input checked="" type="checkbox"/>		
Locating stock	<input checked="" type="checkbox"/>		
Infection control/ PPE	<input checked="" type="checkbox"/>		
QA	<input checked="" type="checkbox"/>		
Other: interesting cases, referral box, audit	<input checked="" type="checkbox"/>		
Undertake online course and send certificate to Sharon.Watty@gstt.nhs.uk http://portal.e-lit.org.uk/FASP			

Obstetric training is complete once all competency boxes are filled in.

Now complete:	<input checked="" type="checkbox"/> 1 hour at recep
In addition for Obst:	<input checked="" type="checkbox"/> Gain security ac
	<input checked="" type="checkbox"/> Badgernet Acce
	<input checked="" type="checkbox"/> Astraia Access

Signature: 
BMUS Preceptorship Endorsement Scheme

Trainers Name: 
Trainers Signature: 

Date training completed 25/01/22

2. 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**



Radiology Department

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Related documents	
Keywords	L

BMUS Preceptorship Endorsement Scheme

on PDR.

NAME :		ACTIVITY	Training Plan Start ANTICIPATED COMPLETION DATE
November	085	Confident with growth scans and feels ready to move onto starting early lists with growths only	19.12.22
		Still doubled up with a sonographer for remote supervision until end of preceptorship period	30.12.22
		Practice and exposure to scanning more twins- RG to highlight this to obs flow co/ reception first thing that she would like to scan twins	30.12.22
	Gynae	More McNair sessions still required for more complex gynae pathology reporting	30.12.22
		Complex reports/ IP requests double checking	Ongoing
		Signing own reports where feels confident to do so	30.12.22
		Gynae scanning sessions with extended appointment times in GUSS	Ongoing
		Report catchup/ complex pathology follow up sessions may be considered- RG to highlight if required. May be useful initially	30.01.23
	Early pregnancy	Scanning completely independently	30.12.22
		Recognises need for asking for second opinions	30.12.22
		Feels confident in this area	30.12.22
	Other	Mandatory training update	Complete
		Reporting templates setup and ready	Complete
		Find and listen in to IOTA webinar to familiarise	Complete
		Background reading on ovarian pathology	Complete
		Badgernet access- to discuss login details with SD	Complete
		Student diary updated by SP til end of Dec	Complete
		Started post	Complete

Upper limb DVT Ultrasound Assessment

3. A method in place to evidence that objectives set by the preceptor and preceptee have been met

Assessment:

Purpose: The document is designed to support the learner to demonstrate understanding and a high level of competence in upper limb DVT ultrasound assessment.

Objectives:

1. Demonstrate detailed understanding of the anatomy and physiology of the upper limb.
2. Demonstrate knowledge of the clinical presentation of DVT in the upper limb.
3. Demonstrate suitable reporting skills.

During the training period the learner is expected to:

1. Perform routine and complex examinations.
2. Recognise anatomy and pathology.
3. Diagnose and report abnormalities.
4. Recognise their limitations and when to refer.

To demonstrate this has been achieved the learner should indicate this on the competency logbook. An assessment will take place by a suitable assessor. The learner will be expected to demonstrate the skills without assistance. Throughout the learning a log book (minimum 10 scans) will be maintained. The logbook and final competency assessment will be submitted to the assessor for review and training commencing.

To demonstrate continuous professional development the learner should maintain a portfolio which includes evidence of reflective learning and courses attended as well as any other relevant information.

All qualified sonographers undertaking the upskilling program are expected to meet the below standards for each scan they perform.

- Check the patient's identity
- Ensure the patient was correctly prepared for the examination
- Understand the implications of the request being made
- Ensure the patient's comfort, privacy and safety during the examination
- Carry out the scanning technique appropriate for the examination
- Demonstrate all relevant anatomy and/or pathology in keeping with departmental protocol
- Take measurements as required
- Record relevant images at appropriate times during the scan
- Explain to the patient the significance of observations and measurements
- Complete the examination within the allotted time in keeping with the departmental protocol
- Come to the correct conclusion from the observations and measurements made

ARM DVT COMPETENCY COMPLETION

Sonographer name:

Assessor name:

Date:

Scan clinical info:

Task	Competent (Y/N)	Signed
Correct use of transducer		
Optimisation of settings		
Can demonstrate normal anatomy		
Recognise patency and occlusions		
Utilisation of colour and spectral Doppler		
Assess venous system with PICC lines		

4.A template for recording preceptor/precepee meetings

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NHS Foundation Trust

Band 7 Sonographer Preceptorship

Welcome to your preceptorship in Ultrasound at Guy's and St Thomas' NHS Foundation Trust (GSTFT).

It is suggested and we whole heartedly agree that newly qualified Sonographers and sonographers training in a new skill, should have a period of support when they first start working as an independent and autonomous professional.

This document is designed to help you structure this time period. Use this as a stimulus for arranging meetings with the Tutor Sonographer and your line manager. Use the reflection and feedback log sections as a start for your learning and a space to save your continued professional development in the final log page. You should also think of reading materials and attending organised study days to supplement your learning.

We hope to...

- Provide support and guidance to the newly qualified Sonographer
- Acting as a role model and critical friend
- Facilitating introductions and promoting good working relationships
- Participating in all preceptorship activities including completing required training, preparing for, attending and documenting regular scheduled meetings
- Providing timely and appropriate feedback to the precepee
- Liaise with manager and Tutor Sonographer about precepee's progress as appropriate
- Advise on learning and development needs, facilitating a supportive learning environment and signposting learning resources

Your aim is to...

- Complete all Organisation and local induction, statutory and mandatory training
- Attend study days and doing all required training to complete my preceptorship
- Observe and adhere to Organisation values
- Participate fully in the preceptorship programme by preparing for and attending meetings as scheduled
- Working collaboratively to share my reflections and identify learning and development needs
- Seeking feedback from others to inform my progress
- Owning my learning and development plan
- Identify Trust, dept. & specific personal objectives
- Think about your expectations - What support would you like over this time period and from your preceptor? Think about how often you would like to meet, what support looks like to you, how will you be in contact with your preceptor?

Reflection Log

After the first week in each area and after each preceptor meeting:

Reflection on what has gone well and any challenges :

Study days / eLearning / competencies completed:

Preceptorship Meeting

Name :

Preceptor: Sharon Watty

Date of meeting	07/07/2022
-----------------	------------

What has been going well?

In recent weeks I have been performing the majority of my lists as independently as possible and I have seen overall improvements in my timekeeping and in my report writing.

I have become increasingly confident scanning in obstetrics. I am happy with my scanning technique, and in the times I have experienced running my own list, I have been able to stick to the allocated scan times for most patients.

With regards to general scanning, I feel comfortable in abdominal, renal, testes and DVT Doppler studies for outpatients and most inpatients (complex cases aside).

I have started taking more ownership of my scans and feel more confident discussing cases with other clinicians. For example, I have been contacting radiologists for second opinions, discussing patients with FMU consultants, and organising relevant follow-ups.

Reflection Template

TITLE (delete as appropriate):

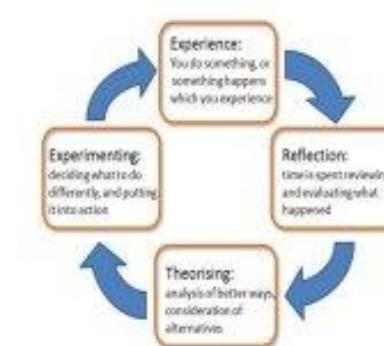
DATE:

Your name _____

What is reflection in clinical practice?

Kolb proposed a four-stage learning process with a model that is often referred to in describing experiential learning. The process can begin at any of the stages and is continuous, i.e. there is no limit to the number of cycles you can make in a learning situation. **This theory asserts that without reflection we would simply continue to repeat our mistakes.** We should therefore use reflection to fully engage with the learning process.

The experiential learning cycle:



Kolb's research found that people learn in four ways with the likelihood of developing one mode of learning more than another. As shown in the 'experiential learning cycle' model, learning is achieved through:

- Concrete experience
- Observation and reflection
- Abstract conceptualisation
- Active experimentation

What happened today?

What did I learn?

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5. Contemporary, evidence-based and readily accessible policies and procedures

PC > Shared (S:) > Radiology > Ultrasound > Policies, SOPs and Protocols

▼  Search Policies

Name

-  Archive
-  Evelina Children's Ultrasound
-  General & Gynae Ultrasound
-  Generic guidance
-  Obstetric Ultrasound
-  US SOPs Word Version templates
-  Radiology policy link

Date modified

10/08/2023 14:43
07/02/2024 10:57
16/02/2024 14:12
20/12/2023 11:30
23/02/2024 12:21
11/03/2024 11:58
22/06/2020 14:52

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Clinical Guidance

Gynaecology Ultrasound Guidelines

Summary:

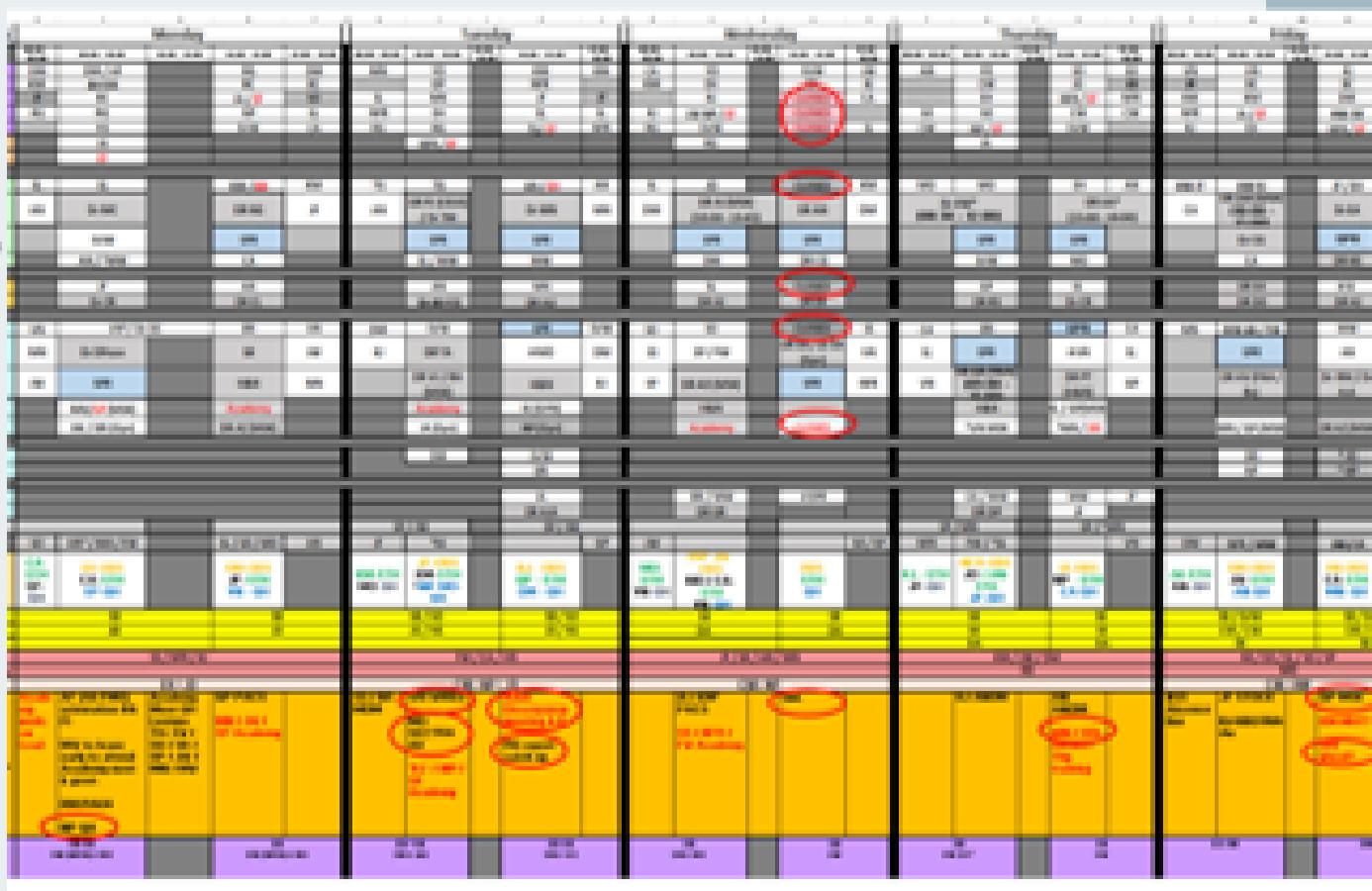
This document provides guidance for all ultrasound practitioners scanning and reporting Gynaecological ultrasound within the radiology departments at Guys and St Thomas' Hospitals.

Document Detail	
Document type	Clinical Guideline
Document name	Gynaecology ultrasound guideline
Document location	GTi Clinical Guidance Database
Version	V3.2
Effective from	Jan 2008
Last review date	May 2023
Review date	May 2026
Owner	Clinical lead, Radiology
Author	Sharon Watty, Ultrasound Practice Educator and Professional Development Lead.

-Regular time allocation for learning and reflection for all new starters, transitioning staff and newly qualified staff

-Provision made to allow attendance to Governance and/or Multidisciplinary Team (MDT) meetings

- Regular staff meetings
- REALM
- Learning from incidents
- Newly qualified – time to report, reflect, second opinions, follow up cases.
- Learning to audit, Vet, CPD sessions, doubled up sessions for training
- Clinical governance, MDTs


1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941

8. A support network for the mentor/preceptor

Scope of the Key Mentor Role – Mentorship in Radiology

To assist and maintain an effective learning environment which ensures the safety of patients and the growth of the learner. The expectation is that each trainee sonographer will have access to a named mentor. The mentoring role will be undertaken alongside the Practice Educator(s)/Superintendents/ clinical supervisors/ clinical assessors within their responsibilities.

What is a mentor :

Encourage, support, coach advise. Should be a different person to line manager/ teacher/ supervisor/ assessor or can lead to confusion. What is a preceptor/ preceptorship: peer support, can be at the same band but with more experience.

How to mentor:

Establish working relationships with the mentee.

Demonstrate the characteristics of good mentor: good communication skills and role model (by meeting professional standards).

Facilitate learning of mentee.

Create best learning environment – 'future of radiography depends on good clinical placements' Society of Radiographers.

Responsibilities

- Be the named mentor, act as a link and resource between the Tutor sonographer and/or university practice educators.
- Liaise with the Tutor Sonographer with regards to mentoring issues
- Ensure that each student is satisfied with clinical placement time to achieve their numbers/ university requirements in each area.
- Establish inter-professional learning and professional integration as part of the practice placement experience, to develop the trainee into a well rounded competent sonographer.
- Identify any outstanding issues with student supervision.
- Encourage
- Assist in



Comments in red:
• Training Students - need more time in Obs to give proper hands on
There is now more time due to changes to bookings – there is no obligation to let students scan all patients. There is a shortage of appointments and it's difficult to reduce lists.
• General feeling that more support from the Tutor sonographer with practical teaching is needed particularly in Obs/gynae
Will be discussed with Tutor sonographer – always happy to hear any suggestions and interested to know what sonographers needs with practical teaching are. Is it general tips? Training lists in QBS would be ideal but as mentioned due to capacity I do not think they are possible.
• Can more sono's train in obs, it does not always have to be the supervisors
All obs sonographers can and do train, I wonder if this is a misunderstanding – I booked through a random 3-4 weeks (April and May). On average, out of 9 sessions per week, Matt scanned with a designated supervisor twice, 7 sessions with another B7?

Education Leads Meeting Terms of Reference

Purpose

The purpose of this group is to support the education and development opportunities within the department, aligning educational motives with local and Trust level strategies, allow timely and appropriate processing of funding, provide support and empowerment to the education leads and ultimately improve the delivery of education within radiology by our dedicated education leads team.

Membership and frequency of meetings

The meeting will be pre-arranged by the Ultrasound practice educator lead (SW) via a TEAMS link.

There will be a rotation of the host for each meeting with an associated theme and agenda sent to all

ULTRASOUND LEAD PRACTICE EDUCATORS MINUTES

The purpose and aim of this meeting is to consolidate, learn and develop a positive learning and working culture between the ultrasound practice education sonographers at GSTT on a regular monthly basis.

Attendance is mandatory.

Apologies should be sent when attendance is not possible.

Asana platform is currently used to define the tasks and roles and can be used a guide for this practice educator meeting.

It will envisaged that the Asana platform will also serve as a point to record the minutes/ outcomes of this meeting.

MEETING DATE: 30/03/2023

TIME: 12:00- 13:00



supporting visitors can be

Who/ what are student supervisors?

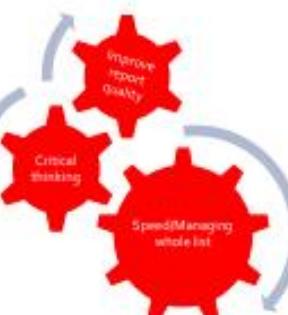
- Graham
- Jessie
- Jason
- Nic Fiddimore-Rowe
- (Buna)
- Chantelle

TUTOR SONOGRAPHY TEAM

- TS meet with supervisors.
- Regular meeting with trainees
- Ultrasound TA
- SIM
- Arrange lists – formative/summative.
- Extra paperwork writing feedback
- Rota
- Support extra needs/ guidance

Your role in training?

1. Understand ultrasound as a modality and how it fits in to patient management (purpose, use, benefits, limitations).
2. Understand how to use the machine, hold the probe.
3. Understand how to use BN, Astraia, CRIS, SECTRA.
4. Finally, how to scan.
5. How to report (verbally/ written).



OBSTETRICS

- Obstetric concerns are complex as there are multiple issues
- 'I think with limited time, late patients, limited appointments (pressures not to rebook) no training lists and the same sonographers doing all the obs training it has a compounding effect'.



9. Foster a progressive culture within the department that recognises and understands the four pillars of practice associated with advanced and consultant practice

Advanced practice-
Ultrasound future
Jan 2023

Evidence of staff who are or working towards advanced/ consultant practice

Evidence staff participation in four pillars (incorporate into staff meetings, presentations)

Find local research departments. (MSc, PhD students, Clinical academic centers, HEIs, BMUS/ SOR, NIHR websites and support)

Certificates, awards or evidence in leadership, service innovation, educational achievements, clinical excellence

JOINT FMU and WUS Study Afternoon: 5.

DATE: March 3rd 2020.

TIME: 2-5pm

LOCATION: Raynes Institute, 4th floor Lambeth wing

Welcome!

Welcome to the 5th Joint FMU and Women's ultrasound meeting – bringing and building clinical expertise with education and research within OB ultrasound. By keeping up to date with changes and jointly developing our lead our practice as clinical experts.

SCREENING/ DELM: LEARNING FROM DISCREPANCIES

2:00 Elsa Moro & Sharon Watt

Short break

AUDITS

2:00 EMI Referrals Audit – Hutan Anan

Guy's and St Thomas' NHS Foundation Trust

Radiology Department

Sonographer Training and Competency Framework

This document gives an overview of training processes, expectations and competencies of all bands of qualified and training Sonographers working at Guy's and St Thomas' NHS Foundation Trust.

Document Detail

Parent policy	N
Document location	S
Version	C
Approved by	K
Effective from	J

BMUS

term advanced practice and/or advanced s within ultrasound?

ered: 18 Skipped: 1

AREA	Clinical Practice	Education		Leadership and management		Research
PAEDS	1-2 sessions p/w Approx 3-6 months Aim scan and report independently	In house- Log book and assessment	Supplement with relevant CPD	Work in a MDT/ team work Manage workload Follow protocol	Adapt communication skills Know limitations	Supplement with contribution to audit and potential research proposal

*Now forms part of induction/ preceptorship framework for all staff

10. A fair and transparent pathway to address lack of progression of individuals



Managing Performance

Areas to discuss

Delivery c
out in the

Meeting c
what'

Meeting b
standards,

Perf
Continue

AC1

Praise strengths

Communicate areas of

since last one-to-one

Priorities / Areas of focus for next

Date of
meeting:

Development Needs / Any
support required by your member



Guy's and St Thomas'
NHS Foundation Trust

Capability Policy & Procedure

Guy's and St Thomas' NHS Foundation Trust requires high standards from all employees in order to provide an efficient and effective service to its patients. The Trust is committed to providing a fair and effective procedure where an employee does not meet the required standards of work performance

Document Detail	
Policy group	HR
Version	1.5
Approved by	Joint Policy Forum
Effective from	April 2016
Date last reviewed	April 2019

Guy's and St Thomas' NHS Foundation Trust

Monthly One-to-One Form

ed to record you member of staff's progress against their objectives
or performance management cycle.

Date of
meeting:

Development Needs / Any
support required by your member

ponsibility By When

BMUS

Desirable Criteria

1. A named Practice Educator who has completed a formal training programme
2. Evidence of fulfilling the sonographer career and progression framework
3. Evidence of links with relevant regional and/or national networks

Desirable Criteria

1. A named Practice Educator who has completed a formal training programme

Future Learn



King's College London
Faculty of Life Sciences & Medicine

Certificate of Achievement
This is to certify

Serena Patel

has attended the
Practice Educator's Virtual Training Course
on 31st March 2022

3 hours of continuing professional development
to include supporting King's College London Postgraduate Students

The course explored key concepts of training in healthcare, focusing on transfer of learning, lasting learning and the transfer of newly acquired knowledge.

5 weeks, 5 hours per week


Dr Nick Napper
Educationalist, Health Education England
Health Education England

Signed
Dated:

NHS
Health Education England

TOT



NHS
Thomas' Foundation Trust

Teaching our Teachers Portfolio. September 2022.

Name: SHARON WATTY

Job Title: ULTRASOUND PRACTICE EDUCATOR AND PROFESSIONAL DEVELOPMENT LEAD

Area of work: ULTRASOUND - RADIOLOGY

Named Mentor: EMMA CHUNG – ULTRASOUND JOINT COURSE DIRECTOR
KCL

This portfolio forms your summative assessment of the Teaching our Teachers course. Please familiarise yourself with the portfolio and its requirements. Your learning during the course will be an iterative process and your ability to reflect on, and learn from your experiences will enhance your understanding and your performance as a teacher. You will need to identify a mentor, with a teaching qualification (or equivalent experience), who comes on this journey with you and supports you through the course. They will ultimately observe you teaching and give you relevant and useful feedback to inform your development as a teacher. Please let the TOT faculty know the name, job title, teaching qualification and email address of your mentor by sending their details to:

Teachingourteachers@gstt.nhs.uk

BMUS

Desirable criteria

Evidence of fulfilling the sonographer career and progression framework

Evidence of links with relevant regional and/or national networks



Radiology Department

Sonographer Training and Competency Framework

This document gives an overview of training processes, expectations and competencies of all bands of qualified and training Sonographers working at Guy's and St Thomas' NHS Foundation Trust.

Document Detail	
Parent policy	BMUS
Document location	BMUS Preceptorship Endorsement Scheme
Version	1.0
Approved by	KING'S HEALTH PARTNERS
Effective from	01/01/2018
Date last reviewed	31/12/2018
Date of next review	31/12/2019
Owner	KING'S HEALTH PARTNERS
Author	KING'S HEALTH PARTNERS
Superseded documents	
Related documents	
Keywords	

Allied Health Profession Preceptorship Policy

Summary:

The Preceptorship Programme supports newly registered Allied Health Professionals (AHPs) in their first 12 months of registered practice. It is a structured programme enabling the smooth

An Academic Health Sciences Centre for London

Pioneering better health for all

BMUS

Benefits of BMUS endorsement?

- Allows a critique of current process and potential for future development
- Staff are well supported
- Recruitment
- Practice educator involvement and networking
- Sustainable practice



Next steps....

[Home](#) / [Preceptorship Endorsement Scheme](#)

PRECEPTORSHIP ENDORSEMENT SCHEME

What is the BMUS Preceptorship Endorsement Scheme?

This is a simple scheme that aims to recognise departments that are able to offer a supportive environment for ultrasound practitioners of all grades and experience. By aligning with principles set out in the [BMUS Preceptorship and Capability Framework for Sonographers](#), the scheme provides departments with a useful checklist of essential and desirable criteria associated with best practice and equitable staff management. It helps managers and ultrasound leads identify how well they are supporting staff and highlights areas where they may be able to improve.



Preceptorship Endorsement Scheme Guideline

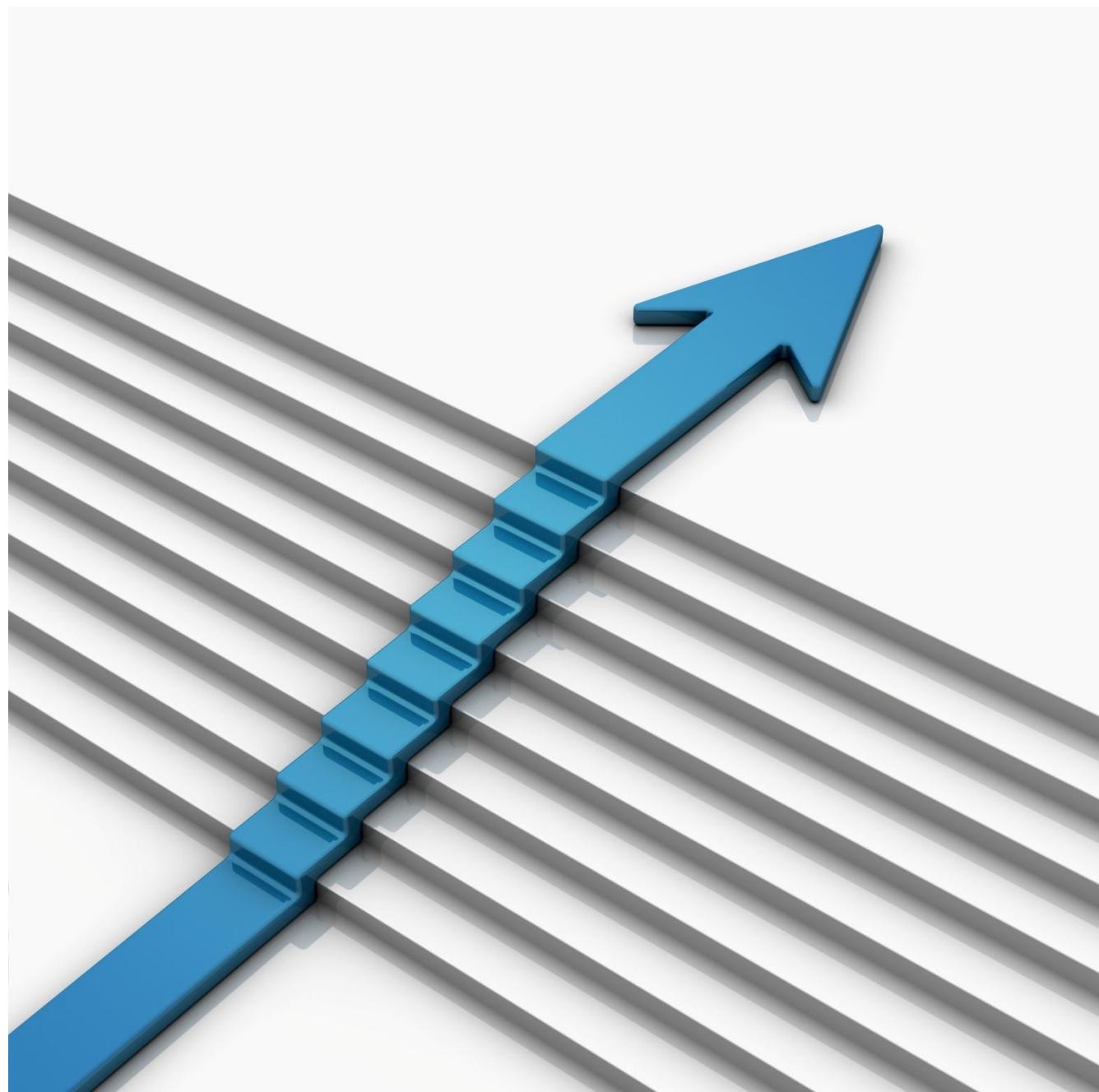
[View Resource](#)



Template for Submission of Evidence

Full editable template will be sent on application

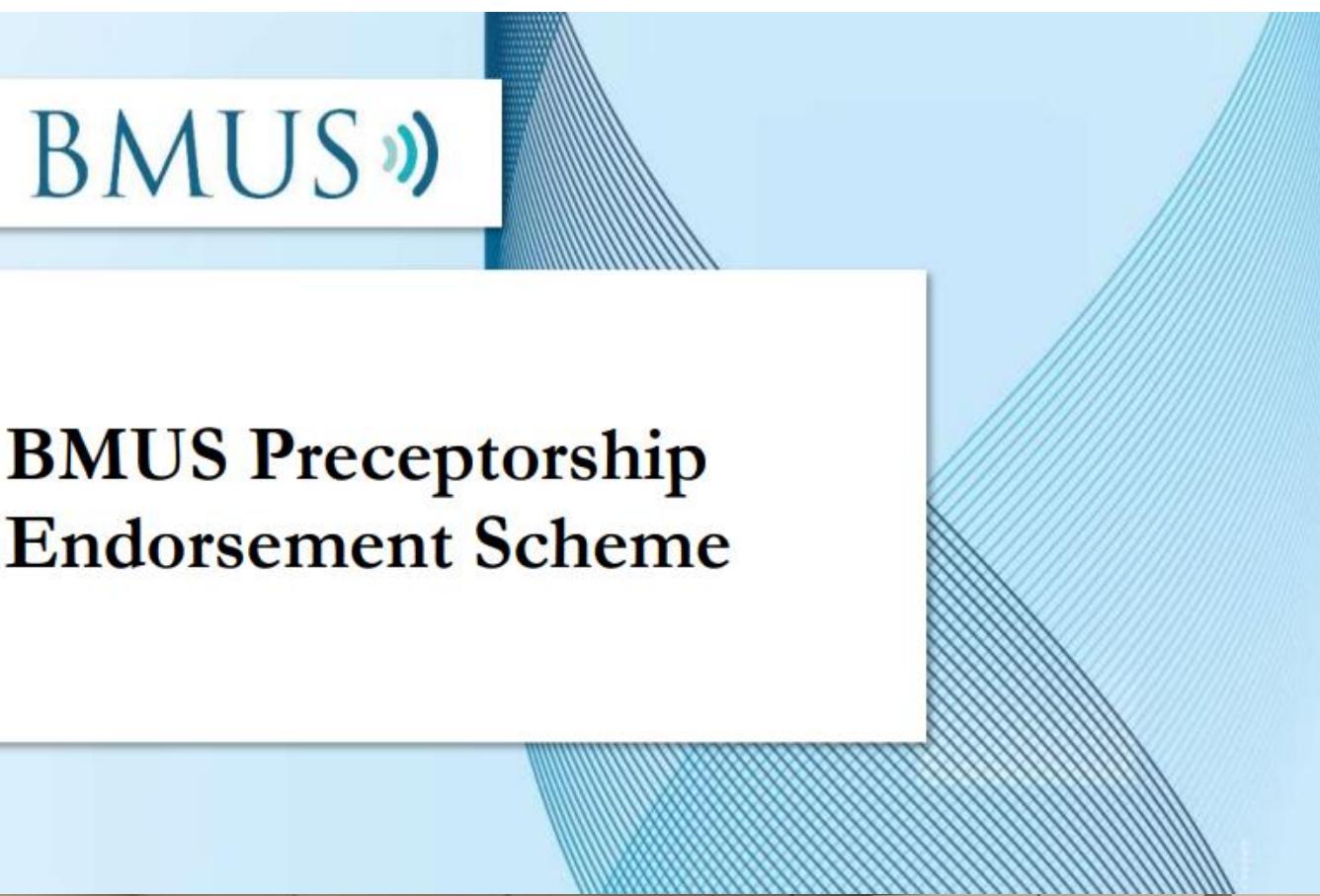
[View Resource](#)



Next steps....

- Submit anonymised evidence via electronic portfolio
- Evidence assessed
- Review panel will reach a decision





NHS
Guy's and St Thomas'
NHS Foundation Trust

 **Evelina**
London

BMUS

References

- British Medical Ultrasound Society. Preceptorship and Capability Framework for Sonographers. July 2022.
[Preceptorship and Capability Development Framework for Sonographers.v5 A vmkHHDn.pdf](#). Accessed June 21 2025
- British Medical Ultrasound Society. [Preceptorship Endorsement Scheme | BMUS](http://www.bmus.org/Preceptorship) Accessed June 21 2025
- Images and documents from personal files of Watty, Sharon of Guys and St Thomas NHS Trust (on file with author).