



Parachutes and Soft Landings: Preceptorship in action.

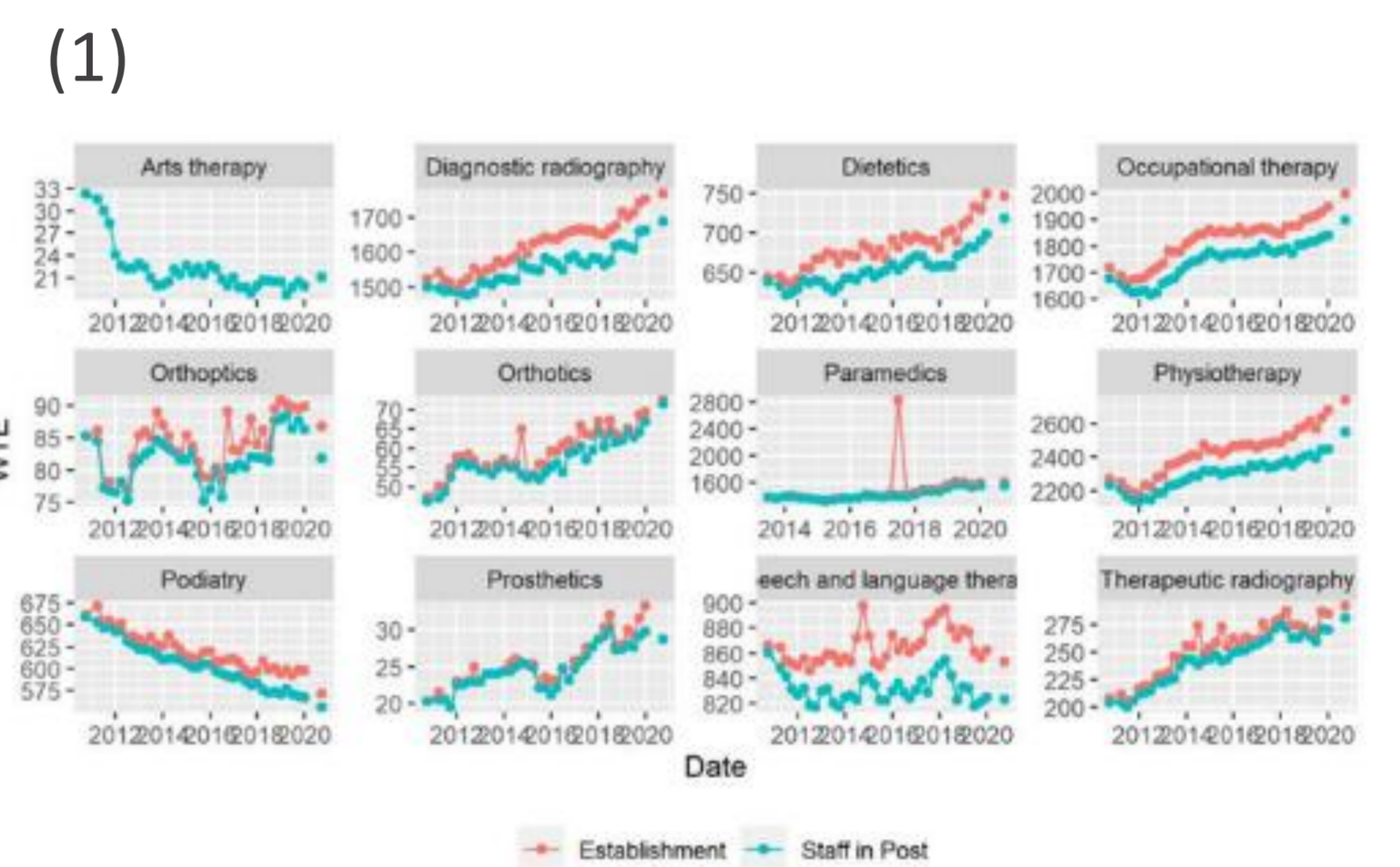
NHSGGC Podiatry

Shelley Fairley, Jacqueline Campbell, Samantha Davidson



Aim – The Purpose and Enablers.

Prior to 2021, there has been no secret that there was a real need to do something due to the evidence showing dwindling numbers of the podiatry workforce (WF) across NHS Scotland (1). This combined with a number of factors such as; losing 1/4 of the Newly Qualified Practitioner (NQP) workforce before they became established and settled within the service. Data from the Practice Based Learning (PrBL) audits completed by level 4 students towards the end of their studies showed varying and reduced self reported levels across confidence, competence and their preparedness when entering the NQP WF. As the service adapted to changes the pandemic brought, NQPs were being exposed to more complex caseloads and higher risk patients. This naturally brought to the surface additional anxieties when being new to role. There is also no denying that there is an ageing workforce, with over 1/3 of our WF being over 50 years old. Doing nothing was not an option as the position was not sustainable and arguably worsening.



Source: AHP Workforce Planning, Identifying the Role and Value of NES (2021)

Methods - What does it look like

- Nov 2022 – 4x 0.4 whole time equivalent B6 Practice Development posts were made substantive. Equating to only a £5K investment.
- A structured “Support Framework” was developed to support the NQP’s with the clinical, technical and governance processes of the service (2).
- Weekly meetings were had with NQP’s to support learning needs and provided tailored feedback.
- Facilitation of 100% completion of Flying Start Programme for NQP’s.
- A peer support network was initiated for the NQP’s to aid development, discussing case studies and reflecting on learning experiences.
- This evolved into the creation of B4 Associate Practitioner roles to support earlier transition whilst undergraduates await HCPC registration.

(2)

Please do NOT enter data into this Table. It will produce a summary of your scores for each individual Dimension.					
	1	2	3	4	5
Summary Table of Scores for Each Dimension	No confidence in my ability in this area. I require significant support to become confident.	Lacking a little confidence in this area. Would appreciate some support.	Confident in my own ability in this area. Some support may be helpful.	Fully confident in this area of practice. No development required.	Confident enough in this area to teach and mentor others
Dimension 1 Podiatry Systems	0.0	0.0	0.0	0.0	0.0
Dimension 2 Clinical skills	0.0	0.0	0.0	0.0	0.0
Dimension 3 Clinical decision making	0.0	0.0	0.0	0.0	0.0
Dimension 4 POMS and nail surgery	0.0	0.0	0.0	0.0	0.0
Dimension 5 Domiciliary	0.0	0.0	0.0	0.0	0.0
Dimension 6 Personal Foot Care and education	0.0	0.0	0.0	0.0	0.0
Dimension 7 Virtual platforms	0.0	0.0	0.0	0.0	0.0
Dimension 8 Non-clinical competencies	0.0	0.0	0.0	0.0	0.0
Dimension 9 Health and wellbeing	0.0	0.0	0.0	0.0	0.0

Results - Retention

Confidence & Competence:

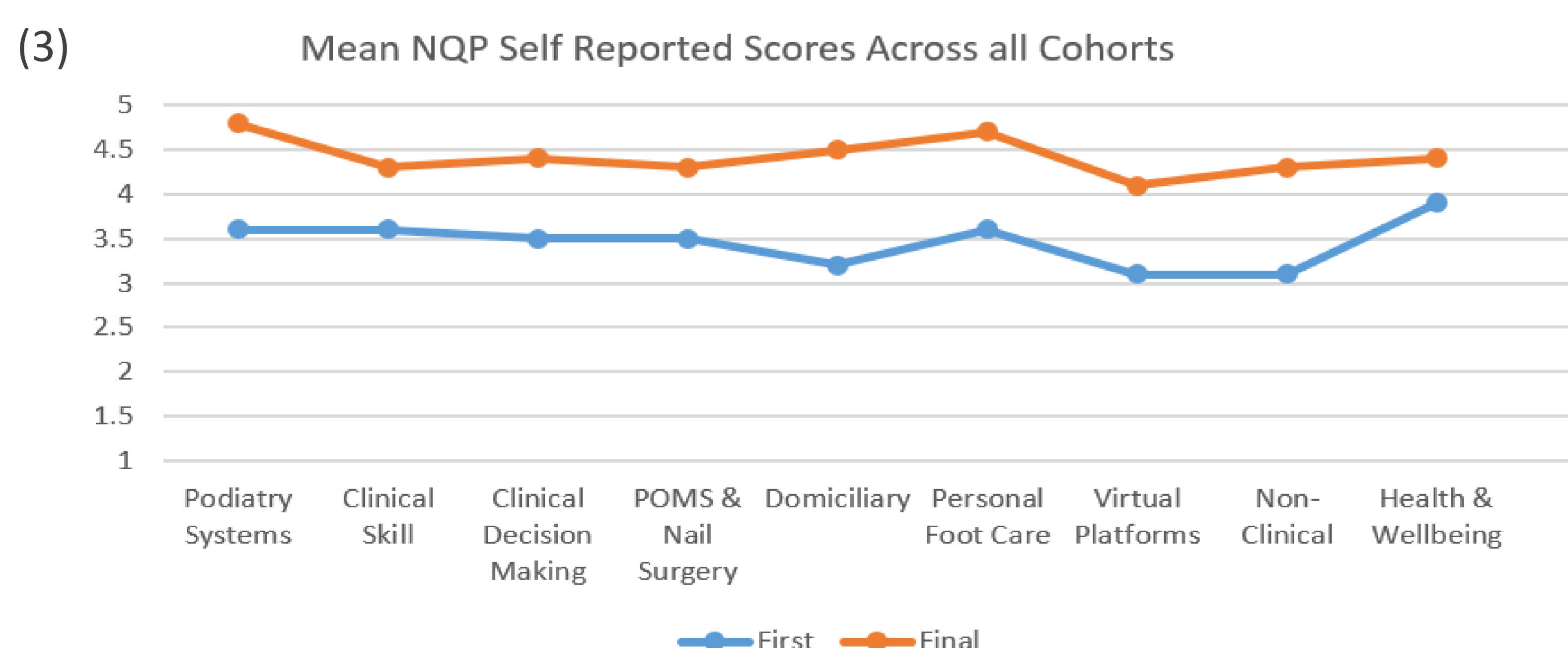
- Results from our 9-dimension NQP Support Framework shows marked improvement from induction to end of year across cohorts (2021–2024). (3)

Retention:

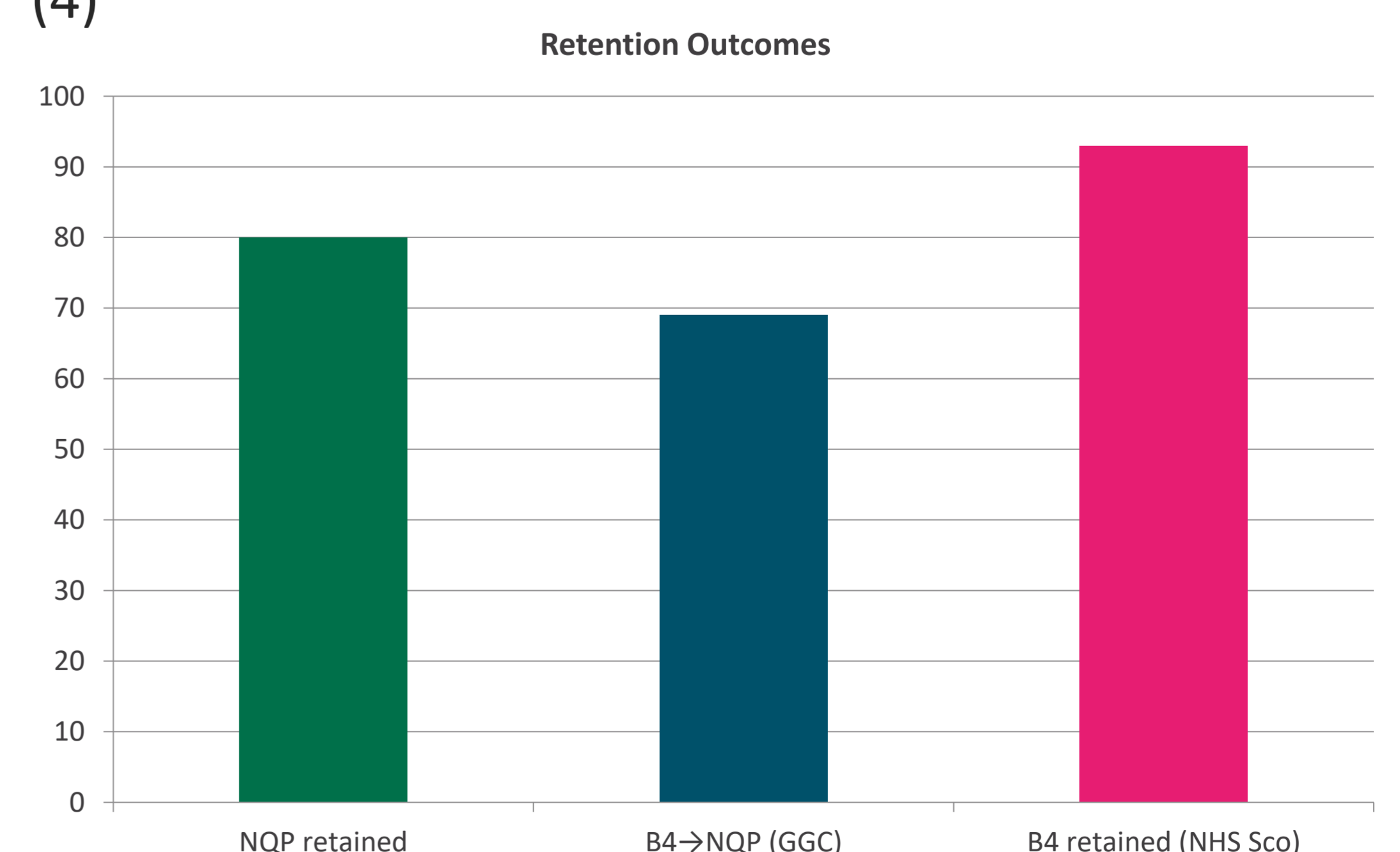
- 80% of NQPs retained since 2021 (32/40).
- 69% of B4 Associate Practitioners transitioned to NQP roles in GGC (20/29).
- 93% of B4s retained within NHS Scotland overall, showing a positive impact to the Podiatry service across Scotland. (4)

Progression:

- 7 NQPs progressed to Band 6 Specialist; 1 to Band 7 Advanced Practitioner.
- Average time to B6 = 24 months.



(4)



Conclusion

Investment in your current workforce whilst utilising the resources which you already have is crucial in order to support the next generation of NQPs and early career transitions. This structured support is aimed at undergraduates as they transition to NQPs status and stopping them falling off that cliff. The Parachutes and Soft Landings approach we have taken has shown to increase confidence levels as well as development opportunities across the NQP WF. Finally, our data shows that early WF support can lead to WF sustainability.

References

Acknowledgement to NHSGGC Podiatry Practice Development, Practice Education and Senior Management Teams. Band 4s and NQPs. NES & Flying start NHS