

Introduction:

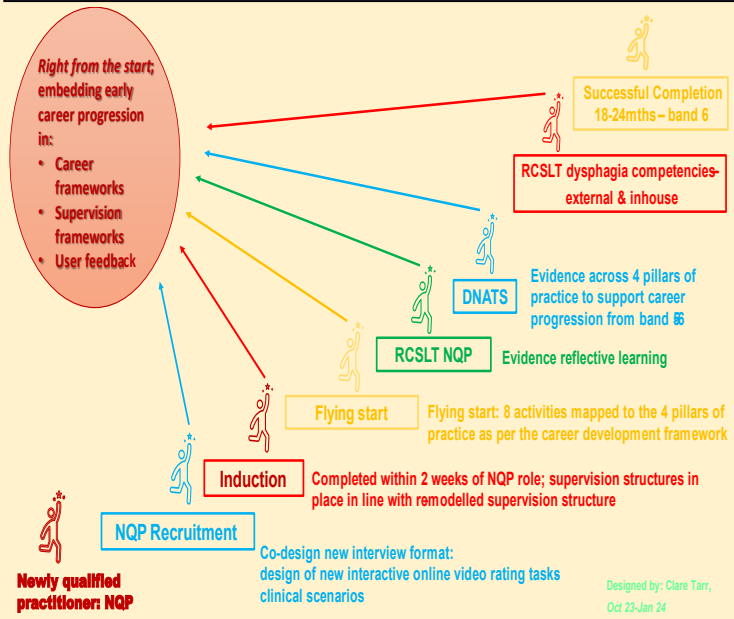
Speech and Language Therapist (SLTs) start clinical practice post-registration as a band 5. Development opportunities for newly qualified practitioners (NQPs) are supported through completion of specific NHS NQP competency frameworks and profession specific post-registration knowledge and skill development. During this transitional period this includes successful completion of both:

- 1: Flying start NHS ®(2006) programme of learning
2. Newly qualified practitioner framework (NQP); Royal College of Speech and Language Therapists (RCSLT)

To enhance our NQP recruitment and development framework we completed a 3-tier approach:

- modernised interviews structures with interactive clinical scenarios for online review
- incorporation of development needs analysis tool (DNATS) from the NHS Education Scotland nmAHP Post-registration Career Development framework to provide infrastructure and support band 5-6 career progression
- remodel a whole team supervision structure following the launch of NES AHP support and supervision framework (2018) including mentorship and peer learning

Band 5-6 NQP SLT career progression & support



Band 5 NQP Feedback

Design:

- **online survey** of band 5 NQP SLTs at Aberdeen Royal infirmary designed in January 2024 after successful recruitment and supervision period
- **key three steps:** flying start; RCSLT NQPs; DNATS embedded in a supportive supervision framework commenced
- **descriptive design study** with 1:1 feedback and focus groups

Aim: Descriptive feedback providing insight into the experiences and perceptions of :

- newly developed recruitment online content
- supervision structures following incorporation of DNATS into supervision for band 5 SLTs

Getting it right from the start: Feedback

- NQPs rated clinical scenarios from recruitment as highly relevant with content pitched as highly appropriate
- Heterogeneity in preferred format of online vs traditional presentations was reported by NQPs
- Evidence of increased awareness and use of post-registration frameworks to support first year of practice
- NQPs reported DNATS promoted self-confidence in early career development alongside clinical skill development, supervision and peer learning

Getting it right from the start: Next steps

- Nurturing of newly qualified team members is inherently linked to confidence, communication and interconnection of the whole team
- Supervision reviewed as NQPs progress into specific post-registration competency development and band 6 readiness
- Continual opportunities to feedback, learn and develop for future NQPs
- Peer learning opportunities supported at all levels to support skill-mix, growth, education