

Delivering AHP Specific Flying Start sessions within NHS Greater Glasgow and Clyde (NHSGGC)

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Introduction

Flying Start (FS) NHS is a national work-based programme, developed around the four pillars of practice, supporting Newly Qualified Practitioners (NQPs) with the transition from student to confident and capable registered health professional. Delivery of the FS programme supports NHSGGC Learning and Development Strategic Framework which highlights the need for staff at all levels to be able to access learning, training and development opportunities within their role.



NHSGGC currently takes a Nursing Midwifery Allied Health Professions (NMAHP) approach to delivering FS support sessions, over the last 12 months this has included primarily, full day, face to face induction sessions across various GGC sites. Feedback from AHP teams however has highlighted their need for sessions that can be accommodated within their clinical working day in terms of timing, duration and location of sessions. Some AHP NQPs also report struggling to find a FS facilitator and/or their team not being aware of the FS programme. Thus highlighting the need to also run facilitator support sessions alongside NQP sessions. Furthermore, a national survey of AHP NQPs learning and development needs showed that peer support ranked highly for newly qualified AHPs.

Aim

- To increase the number of staff attending Flying Start (FS) support sessions, by developing and delivering, short, introductory, interactive AHP specific FS support sessions for NQPs and their facilitators.
- To facilitate AHP specific peer support and networking for NQPs.



Methods

Two distinct (NQP and facilitator) one hour long, introductory FS sessions were developed in PowerPoint and delivered via MSTeams. The sessions were evaluated using specific Microsoft Forms developed for each session, responses gathered being anonymous. To facilitate peer support an AHP specific MSTeams channel has also been set up. Evaluation data has been collected since September 2023 and focuses on the content and format of the sessions, relevance to practice and if participants needs/expectations were met by the sessions. Verbal comments provided by attendees during and after the sessions were also noted and collated along with evaluation data.

Changes to the presentation were made based on participant feedback, e.g. incorporating an introductory ice breaker and polls, to make the sessions more interactive. Evaluation forms were also reviewed and amended to capture further demographic information and learning needs. A 6 month survey will be sent out to evaluate if learning from the sessions has been put into practice by attendees.

Results

AHP professions represented across the sessions were, Physiotherapy, Occupational Therapy, Dietetics and Speech and Language therapy. Data collected September 2023-March 2024:

NQPs (4 sessions delivered)

An average of 7 newly qualified AHPs attended each support session with an average of 15 newly qualified AHPs joining the health board each month.

Content

- 100%** rated session **4 or 5/5** for appropriate length, meeting their needs and expectations and whether they would recommend it to their peers.

Learning

- 90%** of NQPs agreed after completing the session they could identify where NHSGGC FS portal is hosted and how to access resources relevant to FS programme.
- 85%** agreed that they had a better understanding of the FS programme.

Facilitators (3 sessions delivered)

- 93.8%** of facilitators agreed that they had a better understanding of FS programme after completing the session and **100%** could access relevant resources.
- 94%** reported that the session had increased their confidence in undertaking the role of a facilitator and **6%** thought maybe it had.



Conclusion

- Initial NQP and facilitator sessions have been received well and shown a positive improvement in confidence, understanding and ability to access the FS programme.
- Access to data on newly qualified AHPs commencing work in GGC monthly was a limitation initially which has been resolved over recent months. Ongoing, this will allow a more accurate picture of newly qualified AHP engagement with FS and will allow newly qualified AHPs to be contacted directly, thus improving awareness of FS and associated support around it. It will also allow a more targeted approach to be taken to improve engagement of particular AHP professions with the FS programme.
- Other future work will involve, data collection from evaluations over the next 6-12 months, which will dictate changes to the format, delivery and frequency of sessions ongoing, as well as development of a 'Welcome email' for all newly qualified AHPs outlining what the FS programme is and when and how to access FS support sessions. Numbers of NQPs completing versus registering for the FS programme will also be evaluated.

References

NHS Greater Glasgow and Clyde (NHSGGC)(2023) *Learning and Development Strategic Framework*. Available at: <http://www.nhsggc.scot/>
 NHS Greater Glasgow and Clyde (NHSGGC)(2024) *Flying Start Portal*. Available at: <http://www.nhsggc.scot/>