

## A preceptorship programme to support international Allied Health Profession (AHP) staff in Tayside

Author: Fiona Reid fiona.reid5@nhs.scot

### Introduction

In 2023 the Allied Health Professions (AHP) teams across Tayside recruited several staff from overseas. These recruits were HCPC (Health and Care Professions Council) registered physiotherapists, dietitians, therapeutic radiographers and occupational therapists.

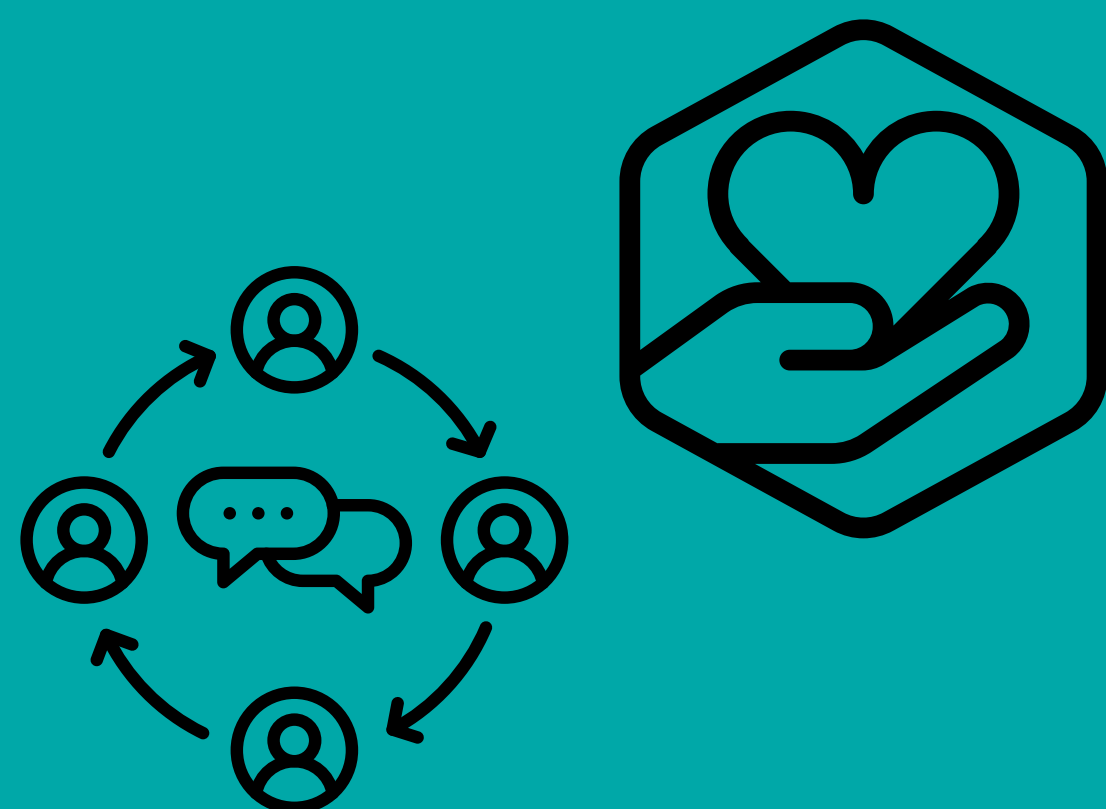
NHS Tayside AHP teams had previously recruited a few registered staff from overseas and recognised some of the unique insights embedding these staff into teams brought. Settling to work in NHS Scotland from overseas is a key transition time for international recruits. Due to the increase in international recruits that were joining, we wanted to ensure this transition was a supportive one.

### Methods

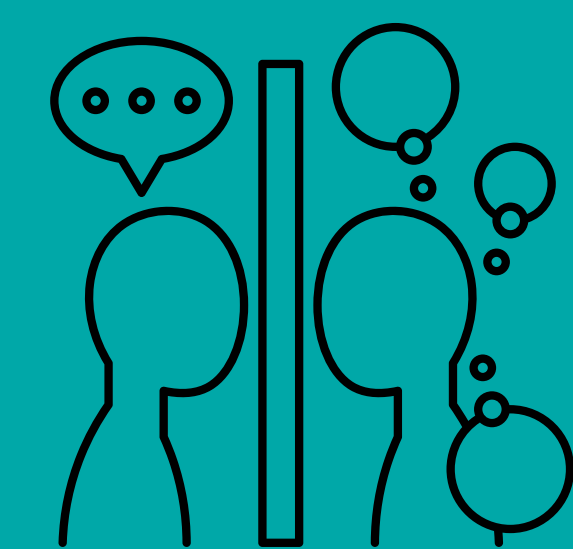
Previous meetings with recruited international staff had enabled themes to be highlighted where additional support would be welcomed. Local teams would provide support and induction, but an additional approach of preceptorship <sup>1</sup> was required to support the transition from overseas working to working in Scotland. A programme was developed by our AHP Education team in Tayside, based on the specific themes raised.

### Results

The preceptorship programme sessions were planned in advance but reflected the individual needs of those attending. There were opportunities to learn from each other, as the sessions were provided in small groups and delivered in a compassionate approach. Themes that were incorporated into the sessions included:



**The NHS in Scotland**  
**Communication**  
**Reflective Practice**  
**Supporting self management**  
**Clinical Reasoning**  
**Professionalism**



Feedback from the participants showed an overwhelming positive response—all reported that the sessions increased their knowledge and confidence.

Learnt a lot about communication, reflective practice and team work

I found everything to be helpful

Everything was absolutely great

### Conclusion

This preceptorship programme has been beneficial, supportive and welcomed by AHP international recruits to Tayside and could easily be replicated in other boards across Scotland to support their AHP international recruits transition to work in NHS Scotland.

### References

1- HCPC (2023) Principles for Preceptorship. Available at : <https://www.hcpc-uk.org/resources/information/principles-for-preceptorship/> (Accessed 9th April 2024)

