

A PRECEPTORSHIP CASE STUDY

Investing in staff through preceptorship



Clare Carson leads the preceptorship programme for the orthotics service at Greater Glasgow and Clyde NHS Trust. In this mini case study, she provides insights into key features of the programme at GGC and where to start if you're an employer considering developing your own preceptorship offer.

Preceptorship is an important and worthwhile investment in staff to improve well-being, team-building and retention, allowing them to settle into a new role. New staff bring fresh eyes to the team when starting. New graduates can bring fresh enthusiasm and insights into the evidence, whereas new starts with experience can bring new ways of working, product experience and different insights into management and care.

In Greater Glasgow and Clyde, we keep preceptorship and line management separate to maintain a safe space for preceptees. This means there's an element of peer support and builds early team connections through that transition phase.

In Scotland, we use the [Flying Start](#) programme* for newly qualified practitioners. And in Greater Glasgow and Clyde, we combine the use of Flying Start with our own in-house programme. That includes operational and clinical information alongside the technical support to work on the systems we use to carry out orthotic care.

We've recently changed our approach to preceptorship, which mostly consists of formalising existing good practices. The main challenge in developing a preceptorship programme is that there's no one-size-fits-all approach as each person comes with varied experience, so a flexible approach to each person has suited us well.

What has been important in preceptorship is to ask each person what they think will be helpful. Whether

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that would be regularity of check-ins, or more or less technical and clinical support. We encourage early reflection and use of the [Turas platform](#) to record that reflection on practice, as well as other CPD and clinical supervision sessions.

My advice to anyone looking to implement or review their preceptorship programme would be to look at what training you already implement for new starts and your wider team, and build from there. Don't forget to include a mix of harder clinical skills as well as elements from other pillars of practice – in leadership; facilitation of learning; and evidence, research and development. Preceptorship can also be an opportunity to develop existing staff across those pillars of practice, particularly their leadership skills.

* Also see the [Step to Work](#) programme developed by NHS England