

I'm Hannah Greenway, Occupational Therapist with NHSGGC and I support newly qualified allied health professionals in the role of Flying Start facilitator.

As a facilitator, I feel the Flying Start NHS programme for newly qualified practitioners (NQPs) is a good starting point for their continuing professional development (CPD) and provides the structure for this. It provides information which can be utilised on TURAS Appraisal and encourages thinking about all 4 pillars of practice as it is often easy to just focus on the clinical practice aspect. Transitioning from student to a registered health professional can be very daunting and is a big step in your career, there is a shift in responsibility and less intense supervision, therefore, structured support and supervision is important to ensure a seamless transition. I feel that it is important that NQPs feel well supported when joining the organisation and know how to access support. It is also beneficial for them to begin structured CPD and to have support with this, as starting as a NQP can be overwhelming and CPD is often the first thing to be de-prioritised - move down their list of priorities.

I feel that having recent experience of completing the Flying Start programme has allowed me to have good insight into the programme and how best to support NQPs. I have also been able to utilise my experience of the support I received whilst completing the programme and how I can further develop this to ensure the best support for them. I think the recent experience of completing Flying Start also helped me relate to them and how they may be feeling since transitioning to the role of registered professional. The programme requirements provided support for me with the structure for supervision with the NQPs and I gained experience through supporting them. This has allowed me to develop my supervisory/leadership skills, obtain feedback regarding my support and approach, and this has contributed to my own CPD, supported me in meeting HCPC requirements. which in turn, has allowed me to apply these skills and successfully progress my career.

The NQPs have utilised my support as facilitator to provide guidance regarding ideas/examples for each pillar of practice and working out which learning opportunities best fits each outcome. They have also utilised my support to discuss further CPD queries they have. I have supported them to establish a CPD structure and plan, by sharing examples of my own, and how the work completed for Flying Start can be utilised as part of their CPD, which can be used during TURAS appraisal to evidence their learning and development and also further links to CPD and ensuring HCPC requirements are met by the NQPs. I have also been able to share my learning from the Flying Start programme and support individuals to identify areas of their daily practice they can utilise as evidence for the programme. Often the Leadership and Evidence, Research and Development pillars can be the most difficult for NQPs, as they associate this with leadership of the organisation and more senior staff. I have found that often they may not have evidence for these areas, however, on discussion regarding areas of their practice they are able to evidence this. The Flying Start programme has assisted them to recognise their impact within all 4 pillars of practice and recognise achievements within the first few months of practice. This has also allowed them to identify further areas they wish to develop. I feel that the Flying Start programme has allowed them to acknowledge what they have achieved in a short space of time.

I have also accessed the [NHSGGC: FlyingStartPortal](#) and have utilised this with NQPs and have had good feedback around the information and support that the portal provides. Other facilitators have also contacted me and I have signposted them to the portal and they have also found it useful. The NHSGGC Flying Start Portal can be accessed at www.nhsggc.org.uk.