

Exploring the Value & Impact of a Preceptorship Community of Practice for Therapeutic Radiographers

Strengthening the TRAD
workforce through national
preceptorship support

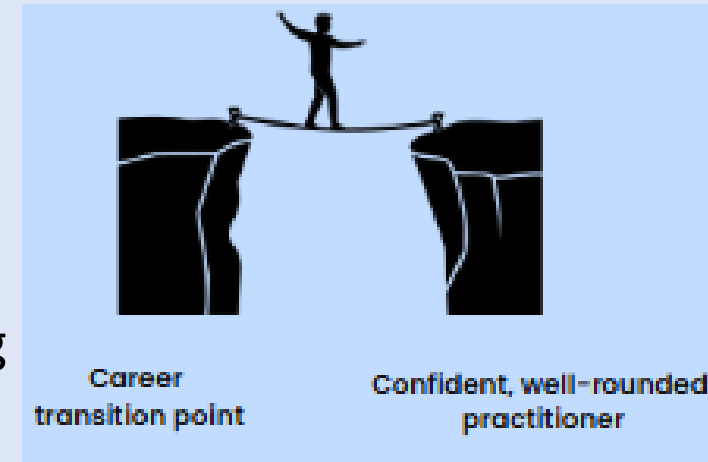
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No conflicts of interest to declare

Background & Context

- Preceptorship: structured support at career transition points - confidence and capability, not competence (NHSE, 2023)
- 6.4% Band 5 leaver rate in therapeutic radiography - people lost to the profession at the earliest career stage (ESR, June 2026)
- 31% of Trusts offered no preceptor training - access is inconsistent (WRAP priority)
- The Christie's training, March - December 2024: 50 champions, 53 preceptors



Evolving the Work

Trained champions and preceptors invited to join an ongoing CoP

For preceptorship leads, practice development radiographers, champions and preceptors - not for preceptees

Bimonthly meetings since November 2024, facilitated by 3 experienced TRADs

29 members by December 2025, from trusts across the country

Survey in December 2025 to explore value and impact

Since promoting the CoP on NHS Futures: now 36 members, including 4 in Wales - seeking representation from all devolved nations

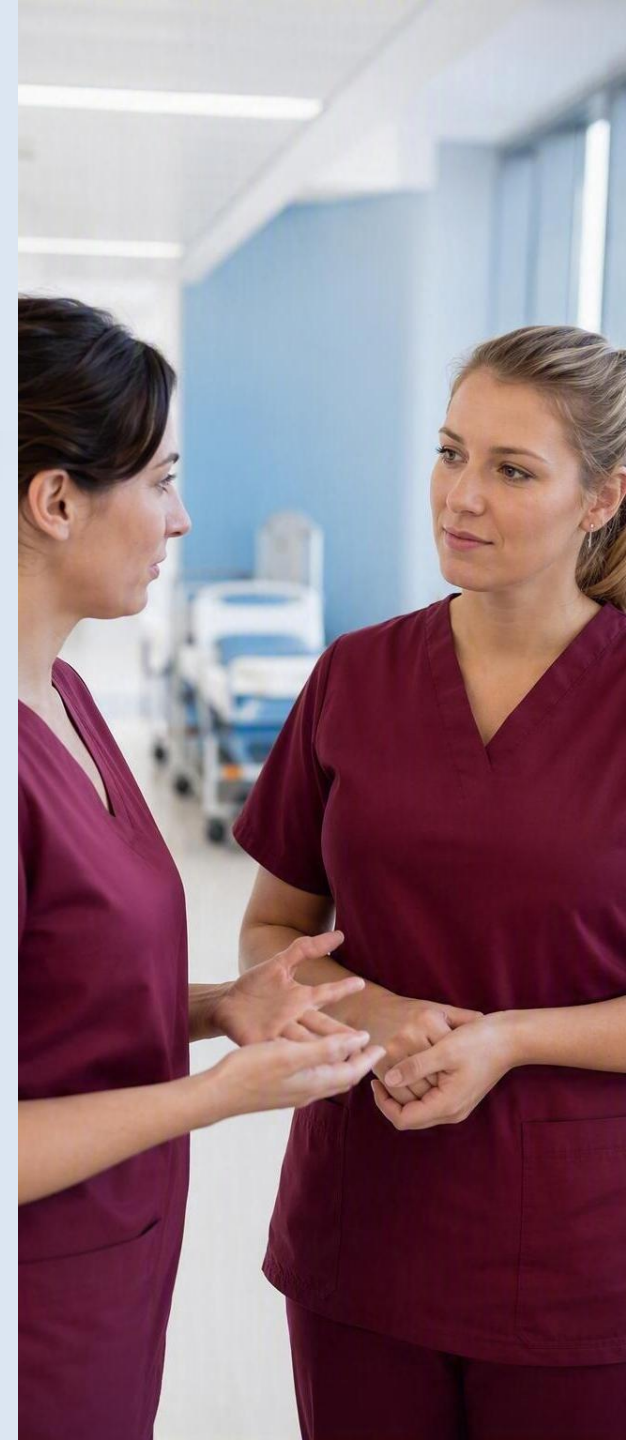
Why This Work Matters

We still lose Band 5
TRADs from the
profession at the earliest
stage of their career

NHSE standards: where
same-profession support
is limited, professional
networks build
professional identity

No national forum
existed for TRADs
leading preceptorship -
the CoP fills that gap

*“Knowing you are not
alone”* – a national
network facing shared
challenges



How the CoP Works



Bimonthly CoP Meetings

Safe, supportive environment to give updates and ask questions or for advice



Communication of National Updates

Staying up-to-date with developments in preceptorship affecting radiotherapy



Shared Learning

Sharing best practice nationally, helping local preceptorship offers develop and thrive



Translation to Local Practice

Application of new knowledge in their own settings

Results: Survey Impact



100%

Safe and supportive environment in meetings

89%

Gained new knowledge that can be applied in practice

89%

Stayed up-to-date with developments in Preceptorship for TRADs and the wider AHP workforce

n=9 of 29 members (31%), surveyed October - November 2025

What Our CoP Members Say

“The peer support and sharing of ideas and challenges has been most valuable”

“Being part of the CoP has given me the confidence and knowledge to champion preceptorship within my Trust”

“I am now delivering in-house preceptorship training to new Preceptors. The CoP group has been instrumental”

“Our joint voice to highlight this issue is really important”

Barriers to Attendance

78% - highlighted
scheduling conflicts
with rota/shifts

44% - stated lack of
time due to clinical
workload

11% - difficulty securing
protected time for
preceptorship activity
from management

What We're Asking For

Embed

Protected time for preceptorship in job and workforce planning

Scale

Scale the national CoP model across therapeutic radiography

Support

Recognise the CoP as an opportunity for leadership development

Align

Align CoP outcomes with NHSE retention and education priorities

Future Direction



Topics

Preceptee experience / evaluating impact / foundation support / quality mark / trust policies

Improvements

Annual face-to-face meeting / representation from all four nations / themed sessions

Want to join our CoP?

Join the National Therapeutic
Radiography Preceptorship
Community of Practice



Get in touch:

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e.reeves7@nhs.net

Connect Nationally

36 members and growing, across England and Wales

Share & Learn

Ideas, challenges and best practice in a safe space

Grow Your Confidence

Leadership skills and peer support to champion preceptorship

Stay Updated

National developments, policy and guidance

Make a Difference

Help shape the national TRAD workforce agenda

References

1. The Society of Radiographers (2023). AHP Workforce Reform Programme: Outcomes & Next Steps
2. NHS England (2024). Allied Health Professional (AHP) Preceptorship Standards and Framework
3. NHS England (2023). NHS Long Term Workforce Plan
4. NHS Electronic Staff Record (ESR) Workforce Data, June 2026
5. NHS England AHP Preceptorship and Foundation Support Programme (2023). Unpublished national scoping data (personal communication)