



KSS Primary Care
Physician Associate
Preceptorship Programme

Cohort 1 Programme Evaluation 2022

Cohort Demographics

- Joined Preceptorship as the first cohort in January 2022
- 7 Preceptees initially, 1 Preceptee left August 2022 to join Secondary Care post after working in a split role.
- *One Preceptee who joined the 3rd cohort in August 2022 but left December 2022 has been included in the feedback with Cohort 1 to capture their experience*

Cohort sessions

- Cohort 1 received 20 live sessions throughout their 12 months with the Programme, alongside 26 Self Directed Learning sessions set by the Programme.
 - Multidisciplinary Speakers: Physician Associates, GPs, Clinical Pharmacists, Workforce Leads
- There were a total of 6 responses to the 8 questionnaires sent out.

Evaluation Findings

Teaching

- All respondents felt the teaching content of the Programme was relevant to their role in Primary Care
- All respondents felt the teaching content contributed to their learning in Primary Care
- All respondents felt the speakers involved were appropriate and had good knowledge of their chosen subject.
- All respondents felt the format of teaching was appropriate
- All respondents found the Self-Directed Learning topics were relevant to their practice in Primary Care and all respondents found their Self Directed Learning sessions useful.
- All respondents found the Red Whale subscription provided was useful in supporting their learning while on the Programme and all would take up the option to extend their Red Whale subscription past their 12 months on the Programme if this was offered.
- 5/6 respondents reported being able to attend their protected Preceptorship session each week. 1 respondent reported not being able to easily attend their protected

Preceptorship and cited their morning clinic over-running as the reason for this. Although 5 respondents reported being able to attend the sessions easily, 2 of them commented that clinics over-running and tasks over-running affected being on time for the session.

- All respondents were able to carry out their Self-Directed Learning Sessions set. 1 respondent however reported that they sometimes used the Self – Directed Learning session to complete admin tasks related to their clinical role.

Additional comments regarding the Teaching:

Any particular sessions you felt were useful to your practice?

- *“Primary care is so wide ranging, they were all useful”*
- *“leg swelling, dermatology”*
- *“interpreting blood tests/vulval disorders in primary care”*
- *“ all sessions were useful, I really enjoyed the dermatology/ent/gynae lectures”*
- *“DM, obs&gynae, derm”*
- *“dermatology skin lesions session”*

Any particular sessions you felt were less useful?

- *“Blood tests – only because I would have liked to have seen more variety – perhaps more sessions were needed from this speaker”*
- *“ the one session thinking about personality types/working type”*
- *“ interpretation of blood results and PA career talk.*

Any particular topic that wasn't covered by the Programme teaching that you would have liked?

- *“there was a very good range”*
- *“perhaps GI related”*
- *“not that I recall”*
- *“headaches, tremors”*

Any additional comments or recommendations on the Teaching provided?

- *“ I would have liked some face to face contact. Perhaps the first session so I could have met the other physician associates”*
- *“ I find the microsoft teams chat hard to follow as its not something I normally have to check”*
- *“ thoroughly enjoyed the live lectures”*
- *“ very relevant and useful”*
- *“ Teaching was very good, useful in primary care, gave good knowledge to read further on”*

Any particular comments on the Self-Directed Learning sessions?

- *“ Due to the way the sessions fell and my leave I had more self-directed learning and less teaching than I had hoped”*
- *“ sometimes I found it more useful to do self directed learning on a topic that was more relevant to my role. I also felt that I didn't feel I was part of the programme by doing this independently for 2 or 3 weeks in a row”*

- *"sometimes hard to locate but otherwise okay"*
- *"IBS"*
- *"RedWhale – brilliant resource"*
- *"IBD, PD"*

Any particular difficulties you encountered with your Self Directing Learning sessions?

- *"no difficulties but often found I had to supplement the red whale resource with others"*
- *"navigating Red Whale"*
- *"Some weren't available on RedWhale but generally good resources were available elsewhere"*

Any particular comments on the Red Whale platform?

- *"very good resource. I have found the handbooks very useful outside the preceptorship sessions"*
- *"its good but difficult to navigate"*
- *"a fantastic platform to use in Primary Care"*
- *"very useful!"*
- *"very useful"*
- *"Good resources and handbook literature"*

Mentoring

- 5 respondents found the Mentoring provided useful. 1 respondent reported they did not find the mentoring useful. The same respondent reported not having their allocated 1 hour of Mentoring each month, the reason reported for this was "not sure, annual leave clashing etc". The other 5 respondents reported having their allocated 1 hour each month.
- All respondents would recommend the Mentoring for future Preceptees.
- All respondents found the frequency of the Mentoring appropriate.
- 4/6 respondents would take up the option of the Mentoring being extended past their 12 months on the Programme if this was offered, 2 respondents reported they would not take up this option if offered.
- Overall 5/6 respondents were satisfied with the Mentoring received, 1 respondent reported that they were not satisfied. *See some specific comments below.*

Additional comments regarding the Mentoring:

Anything particularly beneficial from the Mentoring provided?

- *"A confidential space to discuss work issues"*
- *"I felt really well supported with *****"*
- *"Able to hone in on areas of development and goals"*
- *"Being able to have general discussions and also career tips"*
- *"Talking about issues at work helps put things into perspective"*
- *"Gaining knowledge on Primary care presentations and networking with other physician associates"*

Anything you found less useful regarding the mentoring?

- *"If there was nothing to report, I'm not sure what we would have discussed"*
- *"Found mentoring very useful"*

Any additional comments about the mentoring provided?

- *"Would have been better to get someone PA/GP in my PCN to do these sessions face to face"*
- *"Very good, mentor and sessions, easy to talk to and share experiences, offered great support and tips"*

Overall

- **All** respondents reported they **would** recommend the Preceptorship Programme for future PAs new to Primary Care

Additional Comments regarding the KSS Preceptorship Programme:

- *"I found the preceptorship very useful, there was good teaching and useful resources and having time set aside for study each week was really welcome. I had hoped there would be more communication and engagement with other physician associates"*
- *"It has been fantastic! Thank you"*
- *"Thank you for providing the programme. As a newly qualified PA the preceptorship programme offered much needed teaching. It also offered a platform of support and made me feel less isolated"*
- *"Enjoyed being part of this, learnt lots, great way to get teaching/learning when starting in GP"*
- *"Great programme for new PAs in primary care. Very supportive, great place to gain knowledge and share experiences. Massive Thank you!!"*

Actions Planned Going Forward

1. Review of Programme content for 2023 to try and fill the educational gaps identified by Cohort 1. This will include looking at face to face sessions and simulation sessions.
2. More in depth induction for the Preceptees regarding the Mentoring side of the Programme so understanding of these sessions improves and Preceptees can maximise the potential of these sessions.
3. To develop a Preceptorship educational resource list for the Self-Directed Learning sessions to help supplement the Red Whale platform. To also encourage sharing of Preceptees own resources, possibly via an Open document.
4. Continued development of the Mentoring through the Programme and a review of the format in which this is provided.