

# Transitioning to practice

Presented by  
Claudia Anderson  
Membership Engagement Manager



# In today's session

- Hear from OTs about their experience transitioning to practice
- Find out more about HCPC, supervision and preceptorship
- Understand how RCOT can support you in your first role and beyond!
- Have your questions answered by our team



# What to expect in practice



# What is preceptorship?

A period of structured transition for the newly-registered practitioner during which they will be supported by a preceptor, to develop their confidence as an autonomous professional, refine skills, values and behaviours and to continue their journey of life-long learning.

Department of Health (2010).



# Why is preceptorship important?



Support development of professional identity and confidence for occupational therapists



Supporting the best introduction to the profession to support retention and role satisfaction



HCPC principles for preceptorship

# Five Principles

- **Principle 1:** Organisational culture and preceptorship
- **Principle 2:** Quality and oversight of preceptorship
- **Principle 3:** Preceptee empowerment
- **Principle 4:** Preceptor role
- **Principle 5:** Delivering preceptorship programmes



# HCPC

- HCPC protects the public by regulating 15 health and care professions in the UK.
- You need to register with HCPC to become a **Registered Occupational Therapist** which will allow you to practice occupational therapy
- You can apply for registration online and your registration needs to be **renewed every 2yrs.**
- If you are a new UK graduate from an HCPC approved course, the fee you will pay for the first two 'professional years' is reduced by 50 percent to £116.36 (£58.18 per year).

# Supervision

*At its simplest, supervision is a professional relationship and activity which ensures good standards of practice and encourages development. (RCOT 2015)*

**Practice/Clinical Supervision:** supports clinical skills development and learning.

**Operational and line management supervision:** competency assessment in line with the employer's expectations.

**Professional Supervision:** supporting an individual's professional learning and development needs and continuous professional development (CPD)



# Support in practice



# Guest Speaker

- I qualified as an occupational therapist in 1994, so this year is my 30th anniversary!
- I have been a member of RCOT since 1991, and have worked at RCOT for over 8 years.
- I manage the Professional Advisory Service (PAS).
- I am a mental health occupational therapist by background and before working at RCOT, I worked for the NHS for 22 years, specialising in adult psychoses.
- I love being an occupational therapist and can't imagine doing anything else!

**Anne Keen**

Professional Advisory Service  
Manager  
RCOT

# Guest Speaker

- I qualified as an occupational therapist in 1992.
- I worked with brain injured adults for almost 20 years and loved it!
- I moved into managerial roles and worked as a Lead OT, AHP lead and Head of Profession, before moving into Hospital management, working as a Hospital Director and Service Director with responsibility for an in-patient psychiatric service.
- I was made redundant and spent less than 5 years off the HCPC register, before returning to it last year, following a fabulous internship at RCOT within the Professional Advisory Service.

**Rachael Harrison**  
Professional Advisor  
RCOT



Claudia Anderson



Rachael Harrison



Anne Keen

# Guidance and support from RCOT

- Professional Advisory Service (PAS) is here to support you!
- Monday to Friday, 9am–5pm. If we're busy your call may go to voicemail. We'll get back to you as soon as we can.
- [professional.advisoryservice@rcot.co.uk](mailto:professional.advisoryservice@rcot.co.uk) or 020 3141 4630
- Unison membership included in your RCOT membership
- Indemnity Insurance up to £10million

# CPD and lifelong learning



# Professional Development Team

- We want to help you to embrace CPD as part of your lifelong learning and development, not just something you must do for HCPC.
- We're here to support you. We want to make CPD as painless as possible and to fit in with our busy working lives.
- Contact us [prof.dev@rcot.co.uk](mailto:prof.dev@rcot.co.uk)
- Follow us CPD@RCOT



# CPD portfolio - a new member benefit

- A single place to capture lifelong learning and development, no matter your role or career stage.
- Record activities, learning, reflections and evidence on the go.
- Meet the [HCPC CPD standards](#) – helping you to feel as prepared as possible for future CPD audits.
- Included in RCOT membership package and accessible via the member portal and CPDme app.

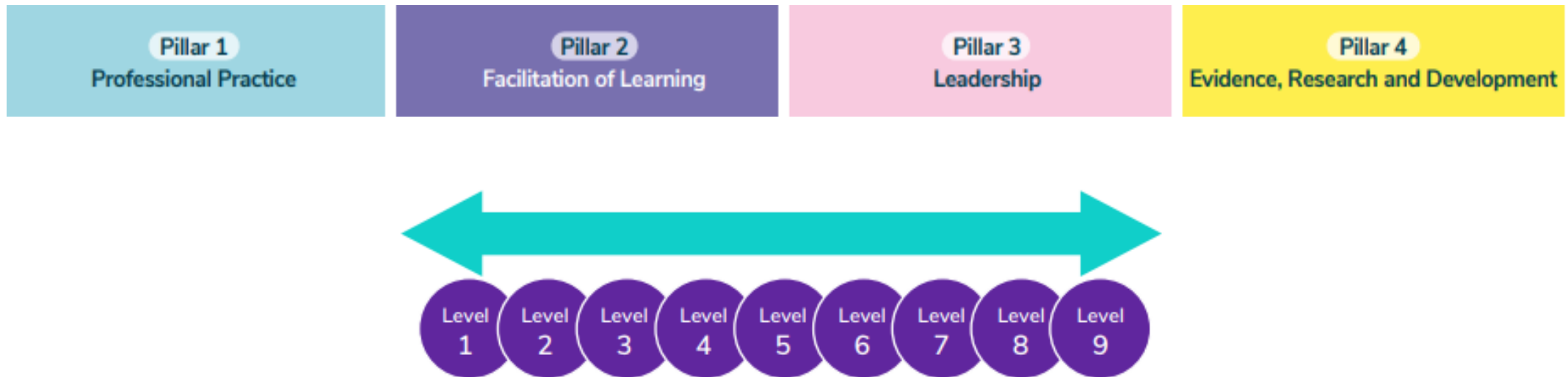


# What is the Career Development Framework (CDF)?

- A tool which supports you to identify what you already know and can do, and where you want to take your learning and development next.
- We've got a [recorded webinar](#) on how to use the CDF to support your transition from learner to professional.

# How is it structured?

- Four pillars of practice, and nine career levels in each pillar.



# How can you use it to support your transition from learner to professional?

- Use it as a reflective learning activity
- Use it to prepare for mentoring, supervision or appraisal
- Use it to plan your CPD activities and set yourself goals
- Use the language to structure personal statements in job applications and any development opportunities

# Questions?



# Make the most of your membership

- **Develop yourself and the profession** with CPD portfolio and funding, recognition awards and much more!
- **Connect with peers** through our regional and specialist section community events, networks and our annual conference.
- **Access representation** when you need it most with Unison membership, insurance and our PAS service.
- **Join our campaigns**, from influencing government policy to OT week - share your story and inspire others.



# Connect with us on social media

- **Twitter (X):** [@theRCOT](https://twitter.com/theRCOT)
- **Facebook:** [Royal College of Occupational Therapists](https://www.facebook.com/RoyalCollegeofOccupationalTherapists)
- **Instagram:** [@the.rcot](https://www.instagram.com/the.rcot)
- **LinkedIn:** [Royal College of Occupational Therapists](https://www.linkedin.com/company/RoyalCollegeofOccupationalTherapists)



# Key resources

- Gain access to the [PAS service](#)
- Learn more about our [CPD resources](#)
- Find further information about our [Regions](#)
- Look through our [Specialist Sections](#)
- Browse our Digital [Library](#)
- Find out more on upcoming [events](#)
- Find out more about our [Research](#) resources
- Learn about the membership benefit of [indemnity insurance](#)

# Key contacts

## Membership Excellence team

Email - [membership@rcot.co.uk](mailto:membership@rcot.co.uk)

Call - +44 (0)20 3141 4648

## PAS Service

[professional.advisoryservice@rcot.co.uk](mailto:professional.advisoryservice@rcot.co.uk)

Professional Development team - [prof.dev@rcot.co.uk](mailto:prof.dev@rcot.co.uk)

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