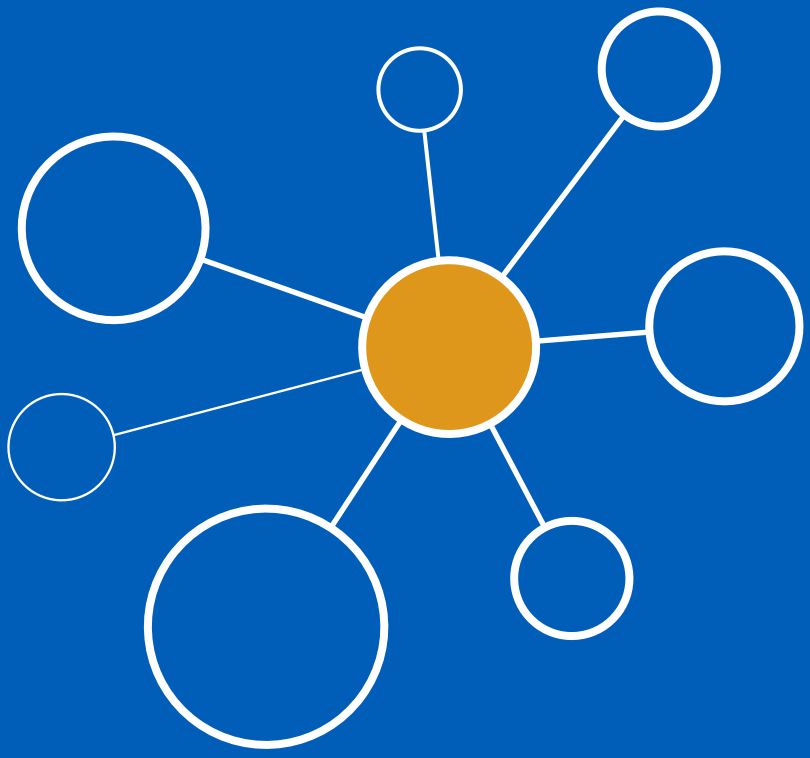


Gloucestershire Safety and Quality Improvement Academy 2025

Increasing the opportunities for Professional Development and Peer Support for Band 5 Dietitians

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Identified Concern and Improvement Aim

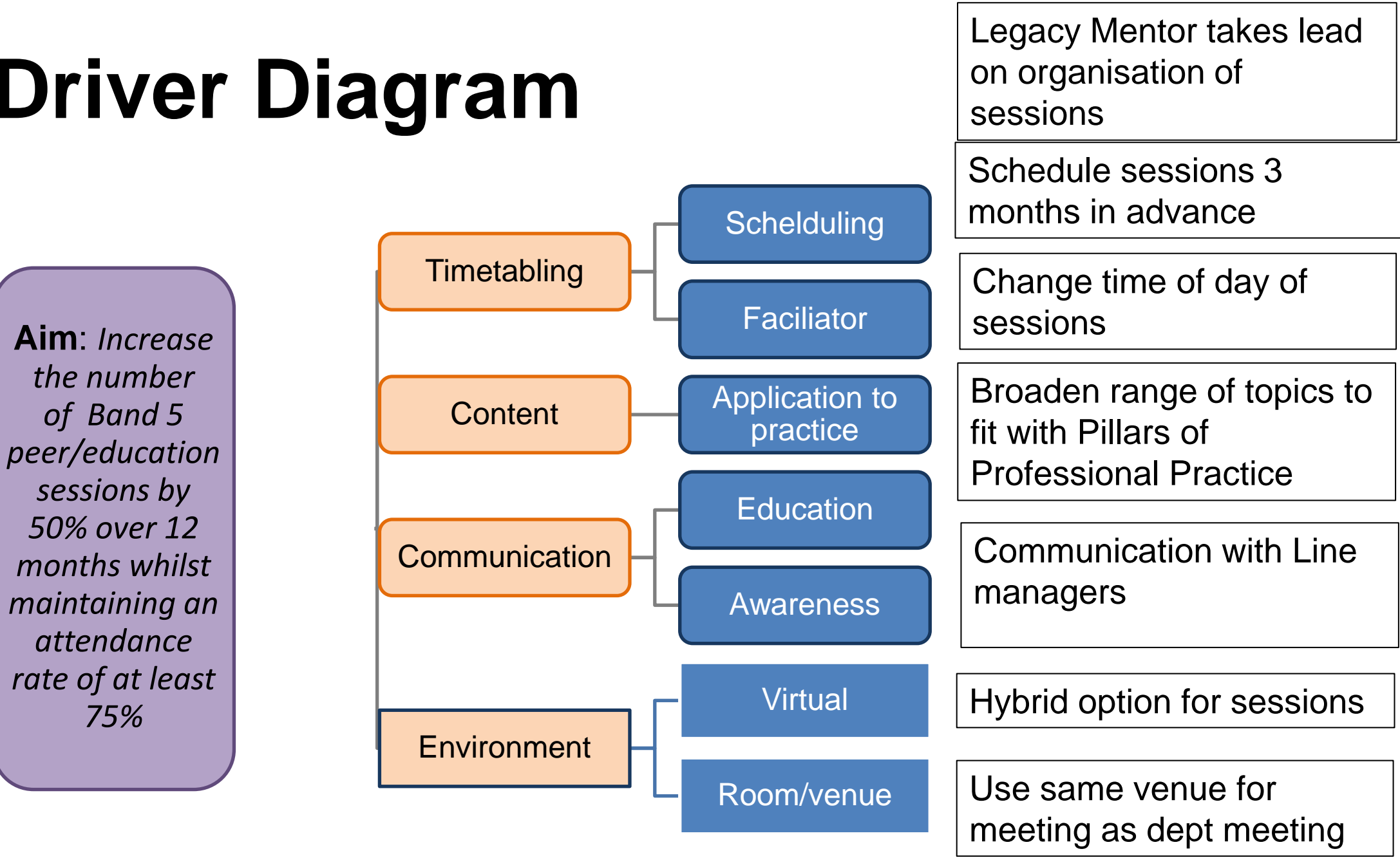
A monthly Band 5 journal club was set up in 2022 to help recently qualified staff develop their knowledge and critical appraisal skills, as well as offer opportunity for peer support. However, these sessions ran infrequently with only 5 out of 12 possible session run in 2023.

Aim: Increase the number of Band 5 Dietitian Peer/education sessions run by 50% in 12 months, whilst maintaining an attendance rate of at least 75%.

Stakeholders

- Education and Development lead for Dietetics
- Band 5 Dietitians
- Dietetic Team Leads
- Wider Dietetics department

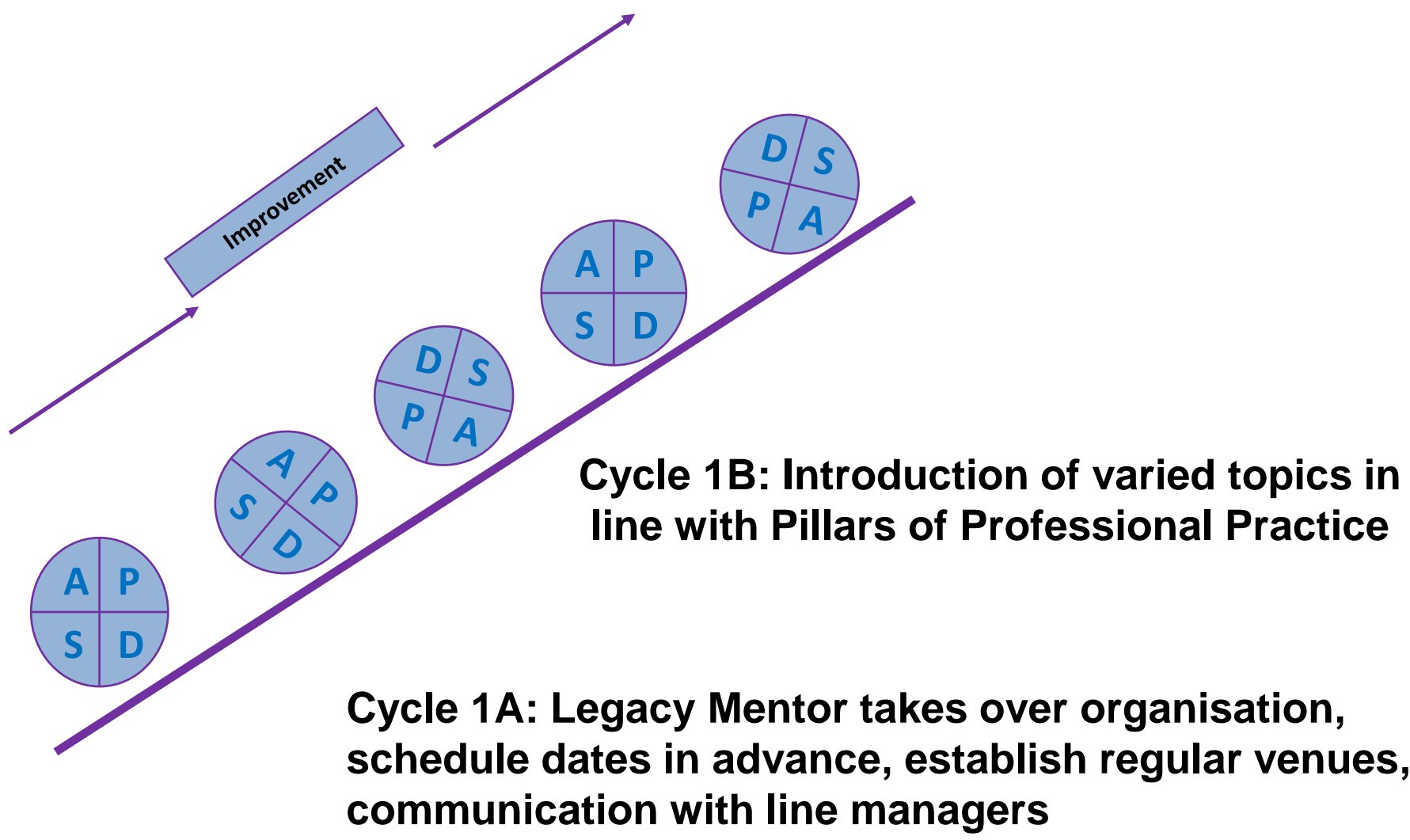
Driver Diagram



Why is it Important?

- The transition from student to autonomous, confident practitioner can be challenging! Dietitians in their early career need support and guidance to help further develop their skills. These sessions provide additional opportunities for learning and professional development alongside their peers.
- Band 5 Dietitians within the Trust are based across sites and be isolated from their peers. Regular monthly sessions allows staff to access peer support which can help improve their wellbeing.
- It is widely recognised that new starters within the NHS are more likely to leave within the first 2 years of practice without support. These sessions offer additional support for this staff group and help support retention of staff.
- Patients will also benefit from the staff having a more robust and consistent programme of sessions as it will impact on clinical capabilities and confidence in their skills to provide the best quality of care.

PDSAs



Measures

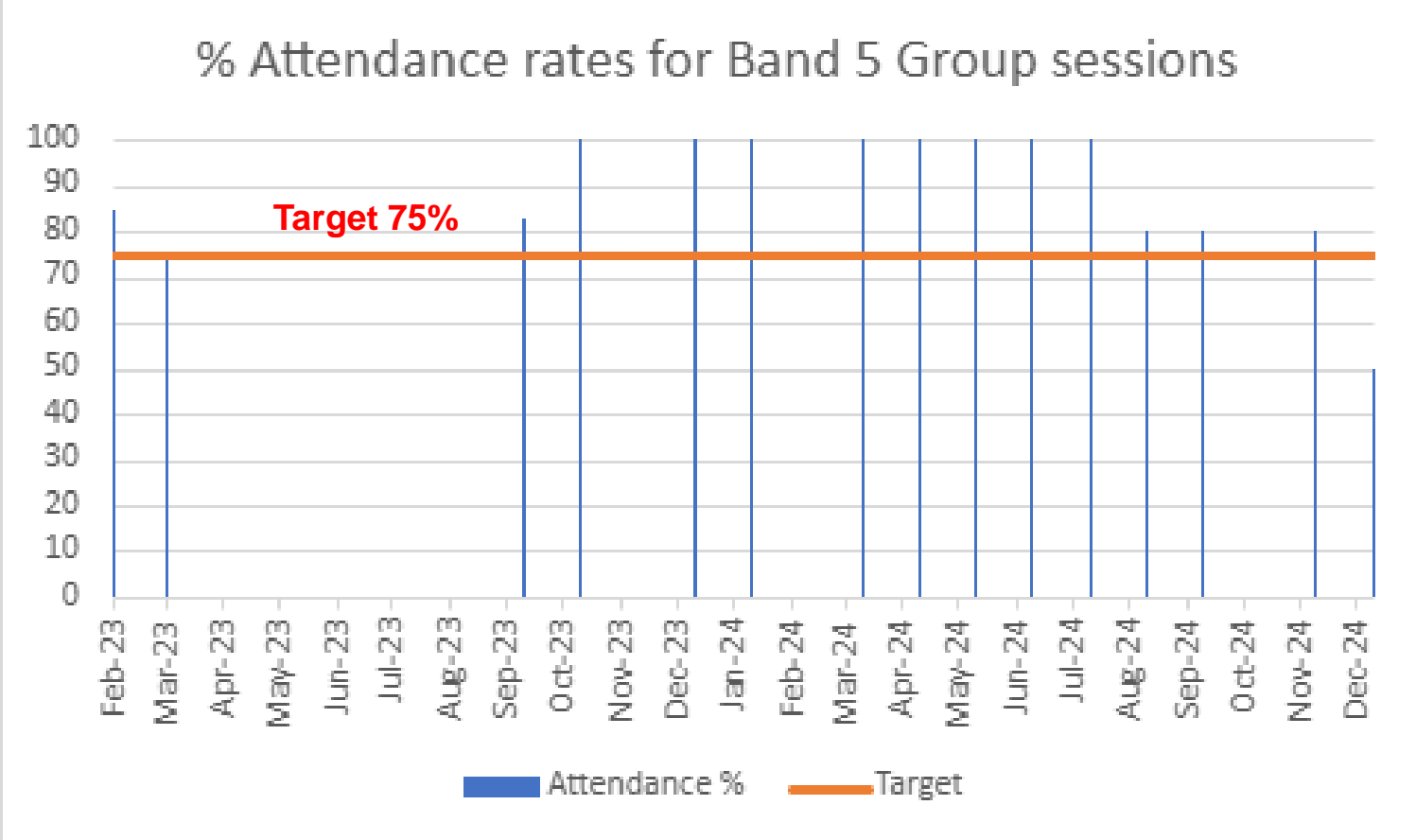
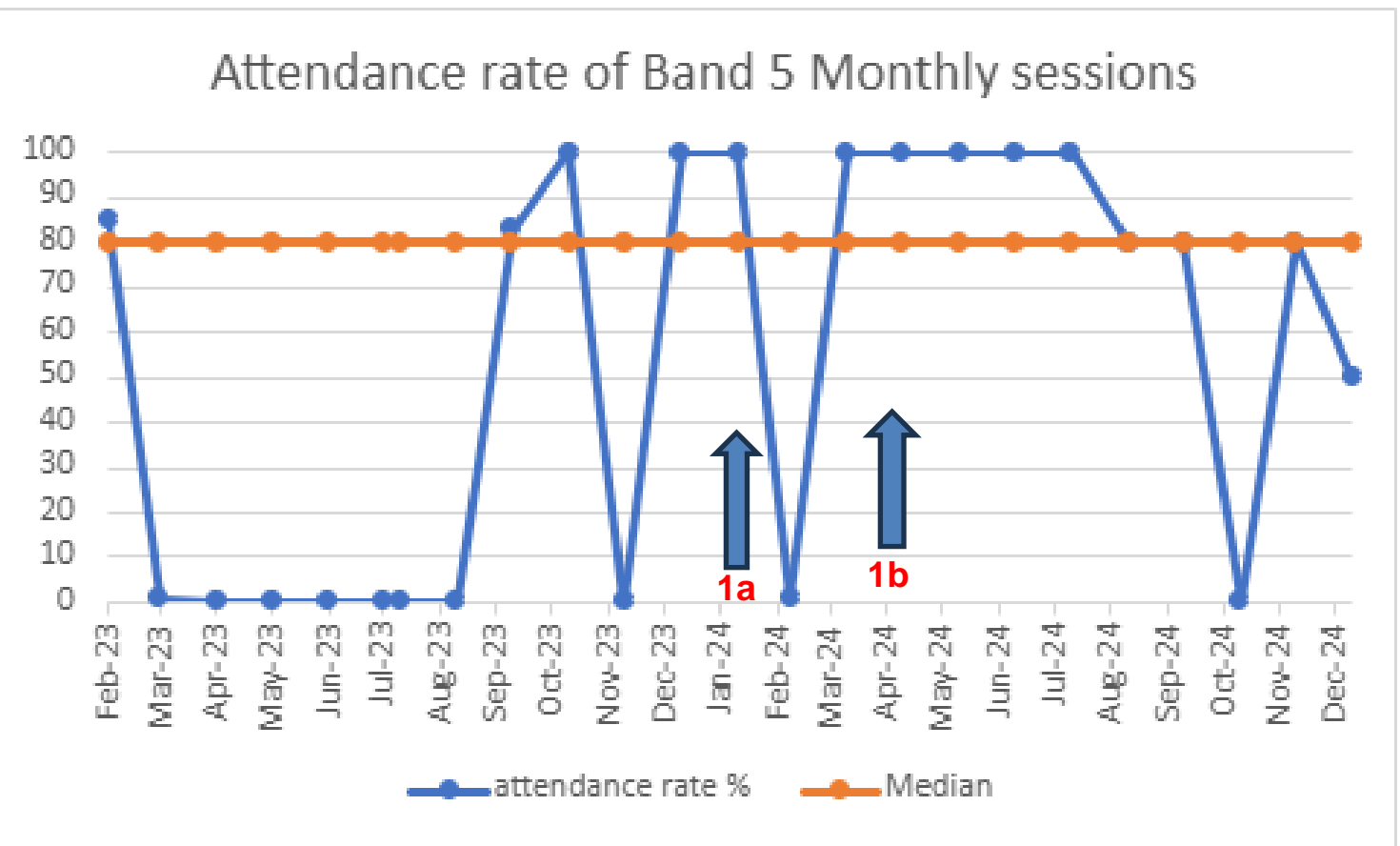
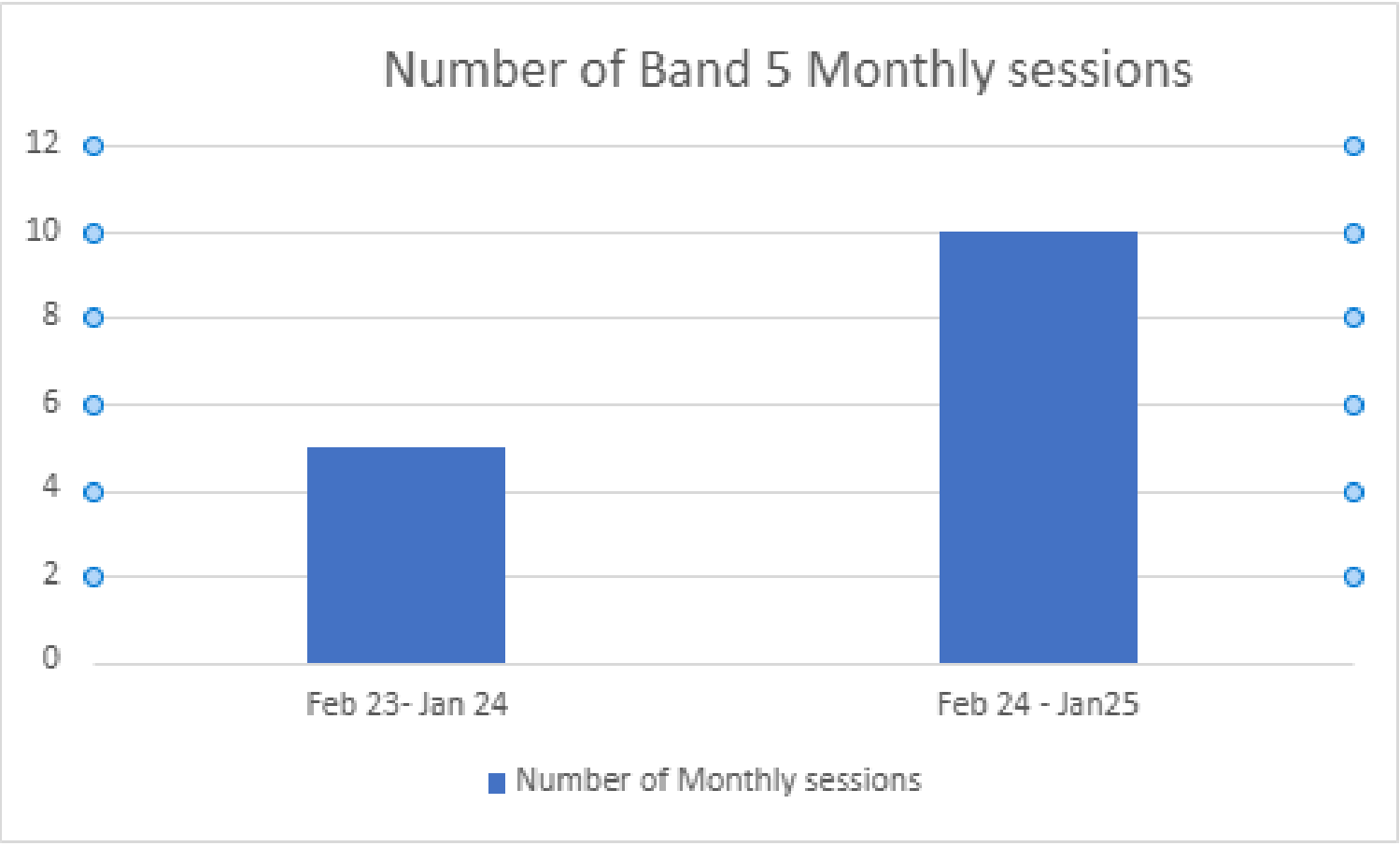
Outcome Measures: Number of monthly sessions and attendance rate

Process Measures: Qualitative feedback from Band 5's on usefulness of attending sessions

Balancing measures: Feedback on whether the increased frequency has impacted negatively on Band 5's or wider team's workload.

Results

100% of all staff felt the sessions were useful to them, with over 55% stating they were very useful



"the dementia training update was relevant and helpful to us all to refresh our knowledgesomething that I can take forward in my practice to be aware of."

"I feel as Band 5s within the department we have been somewhat isolated from each other, and I had little knowledge of what the other rotations were like."

"I think following this session I will now feel less nervous about my appraisal and see it as an opportunity to review where I am and what I can do to progress further in my role and career."

Great to expand my knowledge on a topic I have not practised in and from an expert makes it even better!

Summary

- We exceeded the original aim and increased the number of the sessions by 100% compared to previous year whilst maintaining an attendance rate of 75% and above for 90% of the sessions run.
- Feedback from staff demonstrated its usefulness for their professional development and peer support, and this was supported to by the consistent high attendance rate.
- Having a person with dedicated time and experience to organise and coordinate these sessions has helped with the outcomes achieved as well as the varied topics covered.

Next Steps

- We have been able to expand the invitation to apprenticeship dietetic staff so they can now also benefit from the peer support and education and professional development opportunities.
- The model of a monthly group peer/education could be considered for expansion to other bands of staff and even potentially with other AHP's.
- The role of a Legacy mentor within in Dietetics is still only being temporarily funded so alternative options for facilitating the Band 5 group long term need to be considered so it can continue.