



# Support Pathway for Newly Qualified Children’s Speech & Language Therapists (SLT’s) June 2020 - Present

**The Vision:** B6 Speech & Language Therapist mentor for Newly Qualified Therapists (NQTs) to support, encourage & develop;

- Assessment, therapy & coaching skills
- Clinical decision making
- Effective clinical record keeping & report writing
- Complex case load & time management
- Independent thinking & confidence as an independent practitioner

## Why?

- Increasingly complex clinical demands on newly qualified therapists
- Impacts of Covid 19 on placement experience & experience of starting a new job
- Recognised need for a robust support package to supplement our existing offer
- Enabling NQTs to develop as independent practitioners

## The Mentoring Pathway:

- One to one & peer meetings in virtual & face to face formats
- Graduated shadowing support
- Feedback on reports & therapy plans
- Complex caseload management strategies
- Reflective practice
- Q & As for clinical decision making
- Developing knowledge & consistent application of service pathways, tools & processes

“I love the way the programme allows me to draw on the expertise of my mentors & seek their support quickly & easily”

“The support was a big factor in me accepting the job ... it really showed the commitment the team have to developing us as NQT’s”

“It’s fantastic to work with our newly qualified colleagues & watch them develop their confidence & skills”

Mentor Feedback



“Your confidence in my ability has allowed me to be more confident in my own ability”

“Positive challenges to me & growth in my own knowledge as I am asked difficult questions”

“It makes me proud to be giving back to the SLT profession by developing others”

NQT Feedback

