

Making the NES AHP Education
Strategy Happen



NHS Education for Scotland

**Supporting
your learning
as an AHP
in 2015–16**



Allied Health Professions
in Scotland

Introduction

Welcome to the first of our annual updates. It is to inform you about how NHS Education for Scotland (NES) will support the learning and development of Allied Health Professions (AHPs) in 2015-2016.

In January 2015 we published the 2nd *Edition of the Next Chapter*, which is the name given to the NES Education Strategy for Allied Health Professions 2015 - 2020. This strategy was a refresh from our previous one. It was informed by discussion and feedback from our many partners.

The strategy is like a map. It explains our educational priorities for AHPs and sets out our plan for the next five years. Our strategy is set out with 4 themes and 14 commitments. This brief document explains our plans for this year.

For each theme there are some ongoing activities that we, the NES AHP team, will continue to undertake. There are also new initiatives that will be completed at the end of the 2015-16 financial year.

As always we would welcome your comments and suggestions on our work. We would especially like to hear from you if you would like to become more involved in the work we do.

We are contactable by emailing ahp@nes.scot.nhs.uk

Kind regards



Sonya Lam
Director of Allied Health Professions
NHS Education for Scotland



Theme 1: Supporting excellence in the AHP workforce responding to the changing needs of the people who use AHP services

Commitment 1.1

We will provide educational support for staff at all levels of the Career Framework for Health that make the most of their skills.

Commitment 1.2

We will promote learning for AHP staff within and between health and other sectors (e.g voluntary, social care, education and criminal justice) to support the integration of services.

Commitment 1.3

We will enable access and use of learning and development opportunities by AHPs to support change, improvement and innovation.

Commitment 1.4

We will provide opportunities that help AHPs to make the most of work-based learning.

We will continue to:

- fund the AHP Practice Education Lead role within each territorial NHS Board to support local practice education needs of the AHP workforce.
- support the student AHP practice placement learning environment to develop the future AHP HCPC registered workforce.
- provide the AHP Career Fellowship Scheme to support the changing needs of the AHP workforce across sectors. The scheme will fund the learning of individuals or teams where there is demonstrable health benefit and has support of the local AHP Director/Lead.
- support the NHS Boards with capacity and capability for leadership in quality improvement
- help the AHP workforce to use the Skills Maximisation Toolkit to support service redesign and develop the existing workforce to respond to local needs.
- help the AHP workforce to use educational opportunities across the four pillars of practice. These four pillars are leadership, research and evaluation, facilitating learning and clinical.
- enable change and innovation in orthopaedic services by supporting the first Scottish trainee in podiatric surgery.

In 2015/16 we will:

- in partnership with our nursing and midwifery colleagues review the existing Post-registration Career Framework.
- review and update the existing NES online resources such as Flying Start NHS[®], The Effective Practitioner and the Senior AHP Education and Development Framework. These will have a greater focus on quality improvement and the integration of services.
- work with our partners to explore opportunities for student AHP practice placements in a wide range of sectors to prepare AHPs for new ways of working and to support remote and rural practice placements.
- host an AHP health care support worker event and a Festival of Learning by working closely with the AHP professional bodies and education providers. Both of these interactive events will encourage networking and allow participants to become familiar with relevant work-based educational resources.



Theme 2: Improving quality by putting people at the centre of everything we do

Commitment 2.1

We will support AHPs, whatever their role, to demonstrate NHSScotland values in their conduct and practice.

Commitment 2.2

We will support AHPs to make their person centred skills even better by enabling them to learn with and from the people who use their services.

Commitment 2.3

We will work with service users and carers to further develop the inclusive communication skills of AHPs, for example, by using Making Communication Even Better.

We will continue to:

- work with the healthcare chaplains to promote values based reflective practice across all sectors.
- promote the use of 'The Ryan Harper Legacy: A Day in the Life Of ... '. This supports learners to spend time with service users to learn from them and about them.
- work with our Third Sector partners to inform the development of our educational resources to include the voice of service users.
- support opportunities for AHP students to experience Third Sector services as part of their practice placement learning.

In 2015/16 we will:

- promote the "Now Hear Me: it's my Right to Speak" resources across all sectors to help service providers become more inclusive and better meet communication support needs.
- use the principles of Making Communication Even Better in our publications related to our AHP education strategy.
- identify and highlight relevant resources to support AHPs to introduce and provide quality staff supervision within the work place.
- work with the Person-centered Care and Participation team within NES to raise awareness and understanding of relevant educational resources that can be used by the AHP workforce.
- promote the LearnPro online modules on Feedback, Comments, Concerns and Complaints to help AHPs effectively respond to and learn from the experience of service users.
- place a greater emphasis on person-centredness and working with service users in any review of NES online resources. These will include Flying Start NHS®, The Effective Practitioner and the Senior AHP Education and Development Framework.



Theme 3: Supporting AHPs to use educational resources in their work and apply their learning to put knowledge into action

Commitment 3.1

We will support AHPs across Scotland to share and access local and national work based learning opportunities that are having an impact and could be spread to other areas.

Commitment 3.2

We will support AHPs to use educational resources in their current and future work.

Commitment 3.3

We will produce a workforce and education reports for each allied health profession to inform AHP workforce planning.

We will continue to:

- support the AHP Practice Education Leads to further develop local learning and development groups and networks to encourage learning within a profession and sharing across professions.
- strengthen national networks across the Allied Health Professions in Scotland to share learning and educational resources.
- improve access to learning resources via electronic devices such as tablets and mobiles.
- support AHP Practice Education Leads and others to promote NES educational resources in the workplace for example via workshops and events.

In 2015/16 we will:

- encourage AHP Career Fellows to publish and share their learning at conferences and Scotland wide events and meetings.
- evaluate the use of the published NES AHP education and workforce reports.
- support AHPs to use Quality Improvement methods to support service improvement.
- contribute an AHP perspective to a NES wide approach to better support knowledge into action.
- refresh and rationalise the content of existing AHP Frameworks including the MSK Advanced Practice framework and the Senior AHP Education and Development Framework.



Theme 4: Helping AHPs to make the most of all NHS Education for Scotland has to offer

Commitment 4.1

We will put in place a communication and listening strategy.

Commitment 4.2

We will encourage AHPs to further develop and apply their skills in using new and future technologies in learning in practice.

Commitment 4.3

We will make the most of all the skills and expertise within NES to promote excellence and innovation and support education to the highest standard for the benefit of AHPs.

Commitment 4.4


We will demonstrate best practice by making sure all educational resources are evidence based, properly reviewed and evaluated and the impact of learning in practice is measured and reported.

We will continue to:

- evaluate and gather feedback from all events and workshops and act upon the feedback given.
- support NHS Board Leads who champion NES resources at a local level.
- consult with our AHP Advisory Groups. These groups have representatives from their profession as well as students, service users, support workers and carers. These groups help to inform our decision making.
- work with NES colleagues within other directorates to ensure that support and educational opportunities are accessible to AHPs across Scotland.
- evaluate the impact of NES educational initiatives such as the Career Fellowship Scheme.

In 2015/ 16 we will:

- build on the outcomes of the “Getting Connected” Festival of Learning to help AHPs make the most of technology to enhance practice. Technology can be used to deliver improvements in health care and to improve access and delivery of education and development opportunities
- host a 4th Festival of Learning in partnership with Scottish Universities and Colleges
- draw on the lessons learned from a meta-analysis of The Effective Practitioner which was conducted in 2014-15 to support the embedding of learning resources in the workplace.
- review how we work with the AHP Advisory Groups and strengthen the involvement of our service users and carer representatives.
- design a communication and listening strategy which includes the use of social media.



**Supporting
your learning
as an AHP
in 2015–16**

Supporting your learning as an AHP in 2015-16
Published April 2015



NHS Education for Scotland
Westport 102
West Port
Edinburgh EH3 9DN
tel: 0131 656 3200
fax: 0131 656 3201
www.nes.scot.nhs.uk

