



The Next Chapter...



NES Allied Health Professions
Education Strategy
2011 - 2014

Acknowledgements

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● Welcome

Welcome to the 'The Next Chapter'. This document is the NHS Education for Scotland (NES) Education Strategy for Allied Health Professions (AHP) 2011 – 2014. It has been written following consultation with the AHP workforce, people who use AHP services and other stakeholders.

We hope this document will help you to understand the priorities for the work that NES will be doing to support AHPs over the next 3 years. This document is closely linked to the NES Strategic Framework 2011 – 2014 and The Children's Chapter. You can find out more about these documents on the NES website.

When we consulted about how to act on the Themes and Objectives of this NES AHP Education Strategy we were asked to make the themes and objectives easier to understand. To do this we have changed some of the language used in them. The actual meaning of our Themes and Objectives has stayed the same.

This document is like a map setting out our 3 year plan. In the spring of each year we will publish a brief chapter with details about our work plan. In the summer of the following year we will report on how we have got on with our plans.

We would welcome your comments and suggestions on our work and especially would like to hear from you if you would like to become more involved.

Kind Regards,

Sonya Lam
Director of Allied Health Professions, NES

● What is NHS Education for Scotland?

- NES is a special health board
- NES develops and delivers education and training
- NES works to support NHS staff
- One group of staff that NES supports is the Allied Health Professions

● What is 'Allied Health Professions'?

The Allied Health Professions (AHP) are staff who work in:

- Arts Therapies
- Diagnostic Radiography
- Dietetics
- Occupational Therapy
- Orthoptics
- Podiatry
- Physiotherapy
- Prosthetists and Orthotists
- Speech and Language Therapy
- Therapeutic Radiography

● Who is this document for?

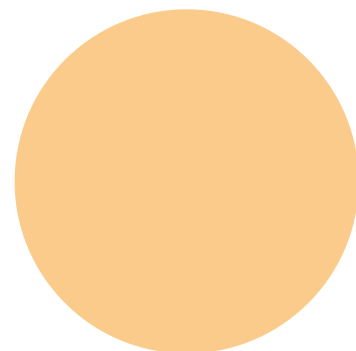
- All AHP staff
- Everybody who uses AHP services
- The organisations we work with e.g. Scottish Qualifications Authority, Convention of Scottish Local Authorities, Scotland's Colleges and Universities, voluntary organisations including service users and carers

● The NES AHP Team

- There are 6 permanent members of the NES AHP Team
- Sometimes other people join the AHP Team to work on specific projects.

● What is the NES AHP Education Strategy 2011 - 2014?

- This sets the direction that NES will need to take to support AHPs over the next three years.
- There are 4 Themes
- Each Theme has a number of Objectives
- Additional information is provided underneath each theme and objective to explain what they are about. This information is marked with a



● Where did the NES AHP Education Strategy come from?

- AHPs have been working in NES since 2004 and producing lots of educational opportunities. It was time to stop and think about all the work and decide the top priorities for the next few years. The NES AHPs wanted to listen to everyone's views to help them decide.
- In November 2009 a conference was held. AHPs and others from all over Scotland attended. At the conference a "Consensus Statement" was written and agreed. The statement was about what everybody at the conference saw as the most important issues for NES in relation to education for AHPs. Also at the conference AHPs gave feedback about the work NES had done for them since 2004.
- After the conference, using the "Consensus Statement" and all of the feedback, the AHP Team put together a map setting out a plan for 2011 to 2014.
- In August 2010, the AHP Team used the map and produced the document "Listening to and Learning from You". It contained the AHP Team's 3 year plan. AHPs and others from across Scotland gave feedback about the work plan by completing a questionnaire and/or sending an email to NES.
- Using all of the feedback, the plan was developed into the NES AHP Education Strategy 2011 – 2014.

● Why does NES need an Education Strategy for AHPs?

- NES has produced a "Strategic Framework 2011 - 2014". It describes the priorities for the work that all of NES will be doing in these 3 years to support NHS staff.
- This document, the NES AHP Education Strategy, aims to explain in more detail what NES will be doing to support AHPs from 2011 to 2014.
- The two strategies have strong links.
- It is important to have an Education Strategy for AHPs because it helps everybody to understand the work that NES is doing and how to get involved.

● Theme 1: Supporting the Changing Needs of the AHP Workforce



- The AHP workforce includes all AHP staff who work in the NHS i.e. managers, practitioners, support staff, researchers, educators and students.
- Health care and NHS services are always changing. This means that the AHP workforce always needs to be learning so that they can keep providing safe, effective and person centred services.
- NES needs to make sure that education and training helps AHPs to develop and extend their skills.

Objective 1

Make the most of the skills that AHP staff (working at all levels of the Career Framework for Health) have by providing educational support that connects practice and policy.

- The Career Framework for Health is like a map of the AHP workforce. Different members of the AHP workforce work at different levels of the Career Framework
- The word 'practice' refers to the work that AHPs do
- The Scottish Government directs the work of the NHS by writing policy
- NES will support education that helps AHPs to link their practice with Scottish Government policy.
- NES will support and inform best practice into policy.

Objective 2

Take account of the wider health agenda by supporting learning, within and between health and other sectors (e.g. voluntary, social care, education and criminal justice)

- Health is not just an issue for the NHS
- AHPs work together to support peoples health and wellbeing
- AHPs also work with people from outside the NHS e.g. teachers, social workers, volunteers
- NES will support the development of education that helps AHPs to learn with and from each other
- NES will support the development of education that helps AHPs to learn with and from people from outside the NHS.

Objective 3

Enable AHPs to access and use learning and development opportunities to support change, improvement and innovation

- Often people learn about new ideas and best practice but do not change what they do
- NES will support AHPs to learn about the best ideas
- NES will support AHPs to use their learning to change what they do and how they work for the better

Objective 4

Provide opportunities that help AHPs to make the most of work-based learning opportunities

- NES will help AHPs to make the most of the chances they have to learn whilst doing their job e.g. from patients and colleagues.

• Theme 2: Make communication even better



- AHPs communicate with many different people.
- NES will support AHPs to make sure that their communication is as effective as possible.

Objective 1

Work with service users and carers to develop education that supports the principles of inclusive communication and helps the AHP workforce to build on their communication and interpersonal skills

- Inclusive communication means making sure people are able to understand and express themselves whatever means of communication they use
- Inclusive communication is based on a number of principles. These principles have been defined by the Communication Forum Scotland
- NES will work with service users and carers to develop education that helps AHPs to make their communication and interpersonal skills even better.

Objective 2

Put in place a communication and listening strategy using new technologies to improve access to NES resources

- NES recognises that communication is a two way process
- NES needs to effectively communicate messages to AHPs and others
- NES needs to effectively listen to AHPs and others and make sure they can have their say about its work
- NES will make sure that AHPs and others can communicate with them in different ways and at all times
- NES will make sure that AHPs can get their resources at any time, in different ways and in different formats

● Theme 3: Support AHPs to use Educational Solutions in their work



- An “Educational Solution” is an answer to a problem that involves AHPs learning something so that they can do things better.
- NES develops “Educational Solutions” and provides support for AHPs to use and share them.

Objective 1

Reduce duplication of effort by supporting AHPs across the country to share their own “Educational Solutions”

- AHPs regularly produce their own “Educational Solutions” for local problems.
- NES will support AHPs across the country to share their “Educational Solutions” so that everybody can benefit from them.

Objective 2

Develop long term programmes of work that support AHPs to use “Educational Solutions” in their current and future work

- “Educational Solutions” can only make a difference if people use them.
- NES will support AHPs to use “Educational Solutions” in their work
- NES will provide long term support to make sure that “Educational Solutions” have time to make a difference.

Objective 3

Demonstrate best practice by making sure all our educational solutions are based on evidence, impact assessment, evaluation and review

- “Educational Solutions” need to be backed up with evidence that shows they work.
- NES will constantly check that its “Educational Solutions” are effective and long-lasting.

● Theme 4: Make the most of the NES AHP Team's potential



- NES needs to make sure the skills of the AHP Team are used effectively.

Objective 1

Make the most of the skills that the NES AHP team has to promote excellence and innovation and support education to the highest standard

- Each member of the NES AHP Team has different knowledge and skills
- NES needs to use the AHP Team's knowledge and skills to support education that meets the needs of the AHP workforce

● What next?

- The AHP Team are already working on all 4 Themes.
- You can keep up to date with the work being done by looking at the NES AHP website. Or, you can contact the AHP Team by emailing AHP@nes.scot.nhs.uk
- NES has established groups for each of the professions. These groups are about each profession having the chance to comment on the work that NES is doing. In addition, these groups help NES keep up to date with important issues that are happening in each profession. If you would like to find out about getting involved in these groups please email AHP@nes.scot.nhs.uk

● Links

Below is a list of documents and resources that you might find useful. They will provide you with a background understanding of the work that NES has done to support AHPs since 2004. You can also get further information on the NES AHP website: <http://www.nes.scot.nhs.uk/disciplines/allied-health-professionals>

The Story so Far (NES, 2009)

This provides a summary of the work that NES did for AHPs between 2004 and 2009.

NES AHP Consensus Statement (NES, 2009)

This consensus statement was developed at the NES AHP consensus conference held in November 2009.

NHS Education for Scotland Strategic Framework 2011 - 2014 (NES, 2010)

This sets out the priorities for the next 3 years for the work that all of NES will be doing to support NHS staff.

The Children's Chapter (NES, 2010)

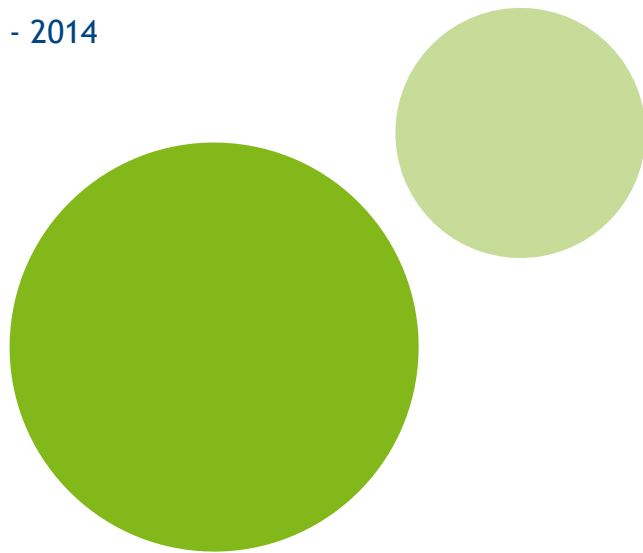
The Children's Chapter was produced in September 2010. It was written to help the AHP workforce in relation to the services they provide for children and young people. It provides the AHP workforce with a starting point for looking at their education and training needs in relation to children and young people services.

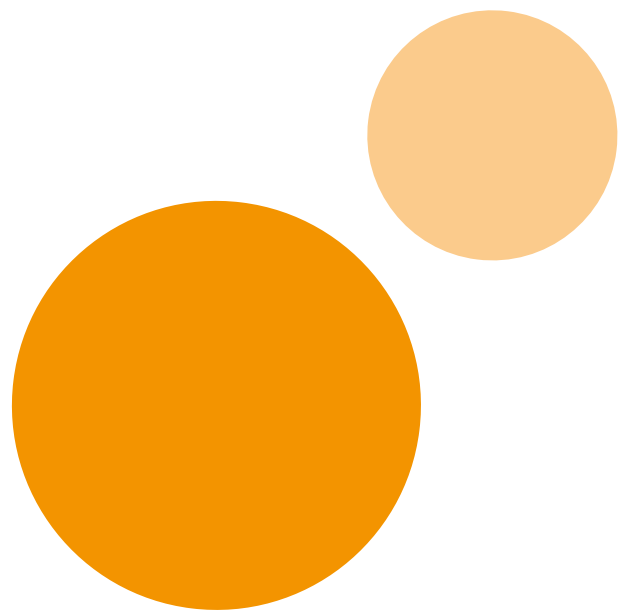
Career Framework for Health (Skills for Health, 2010)

The Career Framework for Health is a UK wide development. It provides a basis for mapping the NHS workforce in terms of the core skills and competencies that are required for different roles.

Communication Support Principles: Talk for Scotland Toolkit

These principles were developed by the Communication Forum Scotland, 2010 and can be found on the Talk for Scotland Toolkit. This Toolkit contains information and resources about communication needs and how to support effective communication.





The Next Chapter ●●●

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