

# Transforming Allied Health Professions (AHP) advanced practice through national collaboration and innovation

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## Introduction

In response to the

- AHP Education and Workforce Policy Review<sup>1</sup>
  - Scoping of AHP Advanced Practice report<sup>2</sup>
- the Scottish Government commissioned NHS Education for Scotland, in partnership with the Scottish Directors of AHPs (SDAHP), to support the development of AHP advanced practice.

## Aims and Objectives

**Aim:** To create a sustainable, highly-skilled AHP workforce through strategic workforce planning, clear career frameworks and a consistent approach to education and governance.

Key objectives were to:

- Establish a consistent national definition
- Establish a consistent national job title format
- Develop an AHP-specific Transforming Roles paper

## Methods

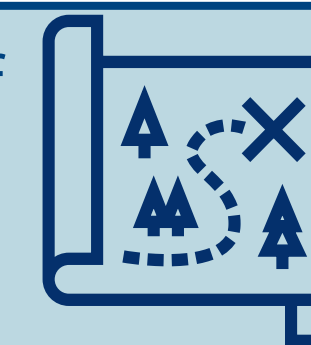
The success of the Commission depends upon strong collaboration and engagement with stakeholders including SDAHP, professional bodies, the Health and Care Professions Council (HCPC), Higher Education Institutions and the wider AHP workforce.

Workshop sessions and facilitated discussions were held to gather evidence, identify priorities and reach consensus.



## Outcomes

The **definition of AHP advanced practice** from the Chief AHP Officers' Statement<sup>3</sup> has been adopted.



### Recommendations:

- The definition should be formally embedded into workforce planning.
- All AHP advanced practice roles should be mapped against it.

The recommended national job title format is:

**Advanced Practice [name of AHP profession]** with the option to include a clinical specialty



### Recommendations:

- The national job title format should be adopted for all new roles.
- All roles currently titled 'advanced' should be reviewed however the decision whether to align existing titles is the responsibility of individual employers.

**Transforming Roles Paper 09** provides clear direction for AHP advanced practice by consolidating guidance on:

- Integrated workforce planning and transformation
- Regulation and clinical governance
- Education and training pathways
- Measuring impact
- Innovating and developing new and existing advanced practice roles



The paper was launched during Advanced Practice Week 2025, and a series of webinars are planned to support its implementation.

## Conclusion

The Commission has established a clear and consistent national approach to AHP advanced practice in Scotland, addressing long-standing variation and providing clarity for workforce planning, education and professional development.

### Next Steps:

- Continue to collaborate with stakeholders to develop knowledge, skills and behaviours frameworks for AHP advanced practice in frailty and musculoskeletal practice
- Support implementation of Transforming Roles Paper 09 and gather evidence of its impact

*get the paper here!*



[www.gov.scot/isbn/9781806433766](http://www.gov.scot/isbn/9781806433766)

## References

1. [Scottish Government \(2023\). Allied Health Professions Education and Workforce Policy Review Recommendations](#)
2. [NHS Education for Scotland \(2024\). Scoping of AHP Advanced Practice in Scotland](#)
3. [Chief Allied Health Professions Officers \(2024\). Advanced practice in the Allied Health Professions \(AHPs\)](#)