

Bite-size CPD - collaboration to increase the provision of education across borders



AHP Practice Education Leads

Ann-marie Anderson, NHS Grampian
Valerie Burnett, NHS Grampian
Julie Gillespie, NHS Grampian
Sarah Goudie, NHS Highland+ NHS Shetland
Gina McMahon, NHS Orkney
Laura O'Halloran, NHS Western Isles
Mandy Trickett, NHS Highland

Contact: Ann-marie.Anderson3@nhs.scot

Background

Education across the 4 pillars of practice is an essential component to ensure Allied Health Professionals (AHPs) have the knowledge and skills to reduce health inequity within the population.

A key role of the AHP Practice Education Lead (PEL) is to share knowledge and skills relating to practice-based education. This is challenging when the capacity of AHP PELs within the north of Scotland (4 W.T.E.) is small in comparison to the number of AHPs (1,983 W.T.E.) and the availability for AHPs to attend continued professional development (CPD) is becoming increasingly difficult.

The North of Scotland AHP PELs (Grampian, Highland, Orkney, Shetland and Western Isles) who are part of an NHS Scotland Education (NES) national network of PELs, have recently taken a collaborative approach to developing a preceptorship programme. The benefits of collaboration were clear: more capacity; wider reach; increased pool of skills and knowledge. Alternative opportunities to benefit from this collaboration were considered and the idea of bite-size CPD emerged.

Definition

Our definition of bite-size CPD was small, manageable chunks of learning to raise awareness of a topic and provide signposting to additional resources to enhance further learning.

Purpose

The purpose was to deliver easily accessible practice education to the North of Scotland AHPs.

Methods

Bite-size CPD MS Team set up.

All AHPs in the North of Scotland are eligible to join the Bite-size MS CPD Team.

Delivery of sessions takes place in Bite-size CPD MS Team.

Each session is recorded and can be accessed at a suitable time.

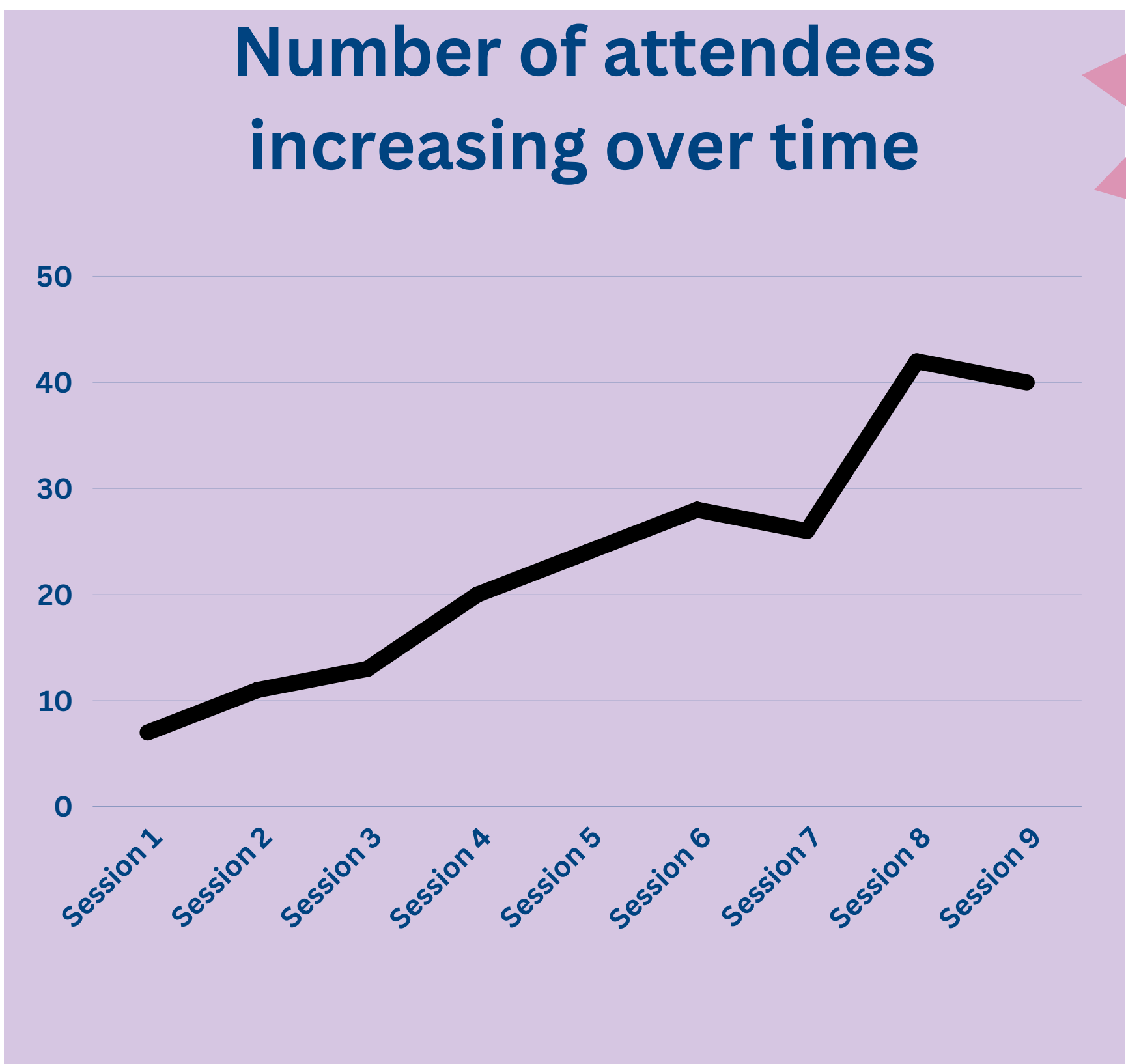
Each session is evaluated.

Topics have included:

- Peer assisted learning
- Support and supervision
- The Nursing Midwifery AHP (NMAHP) Development Framework
- Reasonable Adjustments in Practice-based Learning
- Values Based Reflective Practice
- Promotion of AHP Careers

Results

Feedback Themes



Links to additional resources helpful

Short sessions make attendance manageable

Range of speakers appreciated

400 AHPs have joined Bite-size CPD MS Team

We have delivered a total of 24 events, covering 9 topics with 325 AHPs attending live sessions.

Discussion and Next Steps

By collaborating across boards and utilising digital technology, we can now offer accessible, relevant educational opportunities that would not otherwise have been available within existing capacity. Increasing AHP attendance indicates our processes are working and positive feedback demonstrates benefits for the AHP workforce.

Next steps include a more extensive evaluation with consideration on impact to practice and a collaborative approach with AHPs to decide future topics and speakers.