

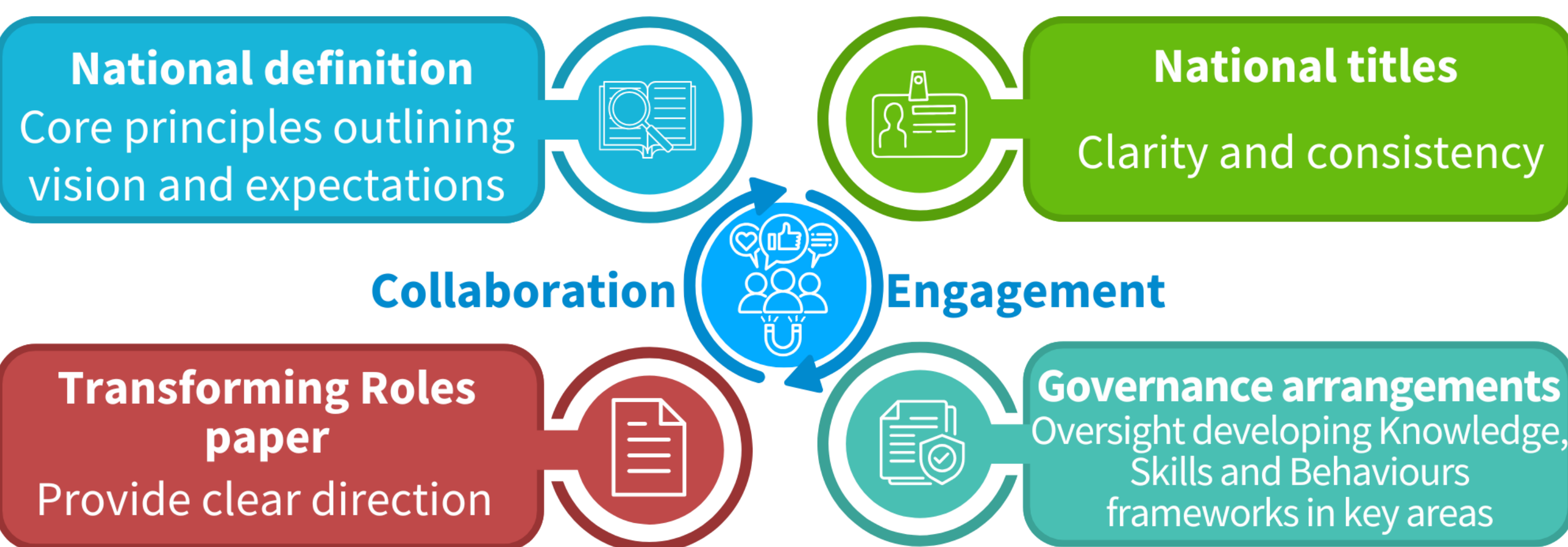
Transforming AHP Roles Paper: Creating a vision to support workforce planning and the development of AHP Advanced Practice in Scotland

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BACKGROUND

Results from the NES Scoping of AHP Advanced Practice highlighted a lack of agreed governance and workforce planning in developing these roles.

In response to these findings and recommendations from the Allied Health Professions Education and Workforce Policy Review¹, the Scottish Government commissioned NES to support AHP Advanced Practice roles with four deliverables.



AIM

The overarching vision for the Commission is to create a sustainable, highly skilled AHP workforce through strategic workforce planning, career frameworks and a consistent approach to education with robust clinical governance as a foundation.

METHODS

Engagement and collaboration followed by thematic analysis.

-  **Engagement and collaboration**
-  **Project plan**
-  **Communication & engagement strategy**
-  **x2 Steering Group Meetings**
-  **x2 Stakeholder Group Meetings**
-  **x1 Reference Group Meeting**
-  **x2 AHP Webinars**

RESULTS

There were 2 strategic themes identified:

- To develop an AHP Advanced Practice Workforce Strategy
 - Transforming Roles Paper – National focus
 - Health boards to develop a strategic plan to support the development of advanced practice roles locally
- To shape and build a Strategic Advancing Practice Lead for AHPs

Remaining themes are mapped to the **5 pillars of Workforce**² supporting recovery, growth and transformation of services.



Build the case

- Service Needs Analysis** to highlight the needs/gaps in service and how advanced roles address these.
- Learning Needs Analysis** to identify the experience and training required for an advanced practice role.
- Describe** how the impact of the role will be measured and promoted with stakeholders.

Workforce mapping

- Map existing roles** to the **CAHPO definition**³ on an electronic database.



Clear recruitment

- Build Advanced Practice job templates** and align these to the CAPHO definition.
- Ensure person specs map clearly to the role** with the essential knowledge, experience and training outlined.
- Utilise the trainee role to promote post graduate education** to master's level and to build capability and confidence.

Job plans

- Working timetable for advanced practice roles**, which maps to the 4 pillars of practice and invest time for CPD.



Trainee pathway

- Developing educational and work-based learning pathways** relevant to the advanced practice role. These should encompass generic and role specific knowledge, skill and behaviour frameworks covering the pillars of practice.
- Clear **sign off process** inclusive of professional portfolio.
- Supervision**, both educational and clinical, linked specifically to every trainee role.



Governance

- Workforce mapping** to identify lines of accountability and supervision.
- Ensure **accurate job descriptions** and job plans reflective of advanced roles and responsibilities.
- Establish appraisal systems** to support evidence of capability, learning and development needs.
- Build models of supervision** to support advanced practice roles, encompassing practitioner-led forums.



Strategic leadership

- Ensuring health boards consistently adopt the principles** of the Transforming Roles paper with local service needs and priorities built-in and include different clinical areas/professions/ specialties.

CONCLUSIONS

Identifying the needs of AHPs through stakeholder engagement and creating a vision for Advanced Practice in Scotland will result in national guidance with clarity on the CAPHO definition, job roles and titles and educational pathways.