

Advanced Clinical Practice Introduction

@BeverleyHarden

National Lead, Health Education England



Advanced Clinical Practice

Working with NHSI, NHSE, Professions, Council of Deans for Health, the Regulators, NHS Employers, NHS Partners plus stakeholders, clinicians and the public. All professions, all specialties, all sectors.

- What is Advanced Clinical Practice?
- Why Advanced Clinical Practice is a key component of workforce transformation?
- Where from here?

Multi-professional framework for advanced clinical practice in England



"New solutions are required to deliver healthcare to meet the changing needs of the population. This will need new ways of working, new roles and new behaviours."

Advanced Clinical Practice Defined

Health Education England

*‘Advanced clinical practice is delivered by **experienced, registered** health and care practitioners. It is a **level of practice** characterised by a **high degree of autonomy** and **complex decision making**. This is underpinned by a master’s level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education and research, with demonstration of **core capabilities** and area **specific clinical competence**.....*

(Health Education England, 2017)

Advanced Clinical Practice Defined

Health Education England

*‘.....Advanced clinical practice embodies the ability to manage clinical care in **partnership** with individuals, families and carers. It includes the analysis and synthesis of **complex** problems across a **range of settings**, enabling innovative solutions to enhance people’s experience and **improve outcomes**.*

*This definition therefore requires that health and care professionals working at the level of advanced clinical practice will exercise **autonomy and decision making in a context of complexity, uncertainty and varying levels of risk, holding accountability for decisions made***

(Health Education England, 2017)

Advanced Clinical Practice



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....a key component of workforce transformation?

- Better meeting the needs of your population by how you utilise and retain the talent in your workforce
- Added value of experienced broad skilled flexible and versatile professionals able to deal with complexity and multi-morbidity, skilled in person centred approaches
- Liberate the value of the professions to serve the needs of the population, right skills in pathway at right time e.g. musculoskeletal ACPs in primary care



Why is this relevant:



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- ACPs, as **experienced clinicians**, add significant value within teams. This enables the rethinking of how modern teams operate
 - redistribution of workload within a multi-professional team to meet the needs of populations
 - reduce temporary workforce spend & risk by investing in the value added skills of experienced clinicians
 - person centred approaches/prevention centre stage
 - builds experienced decision making capacity and clinical continuity within teams 24/7
 - Upskills team members & offers safe & effective skills sharing across traditional professional boundaries

Why is this relevant:

- ACPs, as **experienced clinicians**, add significant value within teams. This enables the rethinking of how modern teams operate
 - better support the system with strong teams to better utilise the skills of all 24/7
 - develops educational and supervisory capacity for the whole team 24/7
 - supports and drives quality improvement and research capability across pathways
 - offers staff self actualising, supported careers and not just jobs - a key part of retaining your talent

Advanced Clinical Practice

Multi-professional framework for
advanced clinical practice in England

Next steps:

- This series of films illustrates key aspects of the opportunities of Advanced Clinical Practice



"New solutions are required to deliver healthcare to meet the changing needs of the population. This will need new ways of working, new roles and new behaviours."



Advanced and Consultant Practice

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Co-production across the system

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- Working with NHSI, NHSE, professions, Council of Deans for Health, the Regulators, NHS Employers, NHS Partners plus a variety of key stakeholders i.e. you. All professions, all specialties, all sectors.
- Each specialist pathway brings together a wide range of people relevant to the field
- These roles offer the added value of experienced clinicians as opposed to medical substitution, it is strong and valued coproduction, to meet the needs of populations
- Professional identity is respected
- HEE Academy of Advanced Practice to provide oversight and support.



"New solutions are required to deliver healthcare to meet the changing needs of the population. This will need new ways of working, new roles and new behaviours."

Advanced & Consultant Practice Vision

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Pathways to train:

- Nationally recognised specialty specific/bespoke routes to train:
 - Apprenticeship (MSc) national procurement framework
 - Employer/HEE/Self funded route (Modular masters level)
 - Equivalence route (Masters Level).
- Quality Assured programmes that meet the national standards held by the HEE Academy of Advanced Practice.



Advanced & Consultant Practice Vision **NHS**

Health Education England

Ways to train:

- The clinically specific components are driven by patient safety, efficiency and service transformation, ACPs portfolios evidence effective clinical learning/progression.
- Work-based learning, capability development and educational/ clinical supervision have revolutionised clinical skills acquisition in the work place.
- Trust, respect and mutual understanding is built training side by side in service.



Advanced Clinical Practice Vision

Health Education England

How we make this work at scale:

- We have moved beyond ‘one trusted’ individual.
- There is now a supply of nationally transferable meaningful qualifications across the specialities.
- People are supported to ‘work to the top of their licence’ and pathways rely on their integrated skills
- The workforce can see a career of valued, supported progression as opposed to ‘just a job’



Advanced Clinical Practice Vision Health Education England

How we optimise the opportunity and safety:

- The mid career upskilling is exploited to modernise skills, focus on population health and prevention, person centred communication, supporting the digital revolution.
- The education pillar is positively exploited to build learner capacity and capability in the work place at every level.
- There is equality of opportunity across the workforce.
- Patient safety remains central to the work.



Advanced Clinical Practice

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Developing nationally recognisable M Level training pathways to underpin Advanced Clinical Practice working with employers, ACPs, Professional Bodies, Royal Colleges and HEI partners. Pathway developments include:

Eye Health

Working across the professions to build upon the Core Common Competency Framework to develop the ACP level of practice across four key pathways. Developing the training for the ACP modules

Musculoskeletal

A core capability framework has been developed across stakeholders to guide the central content which forms part of a suite of M level learning to develop ACP Musculoskeletal – this can be tailored to primary care, the emergency department or occupational health.

Radiography

The curricula guidance to underpin the development of ACP diagnostic radiography is in development with system partners. Initially this will develop the national standards for reporting for all.

Frailty

ACP clinical components are in development with stakeholders to support the development of the clinical components of the ACP route for frailty. This will support cross system, integration and primary care roles

Developing national training pathways, qualifications and governance structures to ensure consistent ACP practice and development.

Surgery

The development of the surgical (non operating) ACP curricula is ongoing to develop both general surgical and specialty specific skills to work within clinical teams.

Learning Disability

Core and specialist capabilities are being developed to promote the range of advanced skills and knowledge in ACP roles. Across systems

Mental Health Core and specialist capabilities will be developed to promote the range of advanced skills and knowledge in ACP roles..

Other ACP pathways

Other pathways starting in development include Acute Medicine, General Practice Nursing, Paediatrics and Therapeutic Radiography. Emergency Medicine is well established

The four pillars that underpin ACP practice:

Clinical Practice
Leadership &
Management
Education
Research

ACP training pathways place the service user at the centre and are based upon the knowledge, skills and behaviours needed to fulfill the level of practice required by the role.

Call to Action:

- We are the leaders of our time.....
- Let's craft for the next generation, what we would have valued
- These staff will be looking after us in our dotage.....they have got to be good enough.....
- How courageous dare we be.....

