

Allied Health Professions

At the forefront of improving care -
a year in review 2017/2018



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Forewords

In the last two decades, healthcare has been moving from being predominantly profession-centric care delivered in acute settings to patient centric, team-based care increasingly delivered in community settings. The Allied Health Professions (AHPs), with their long history of team working, patient-centredness, kindness, compassion and reflection on practice have been well placed to be role models for these changes, all of which better serve patients and their families and acknowledge them as equal partners in decision making. There is still some way to travel before the goal of an integrated, team based system is reached, where cooperation not competition drive progress and improvement.

This is the first update on HEE's work with the AHPs towards this goal, providing a snapshot of the achievements to date and work in progress. Next year, we will publish a second report with input from key stakeholders, which will give a steer on where the focus for developing and strengthening the AHP workforce will be and how it will contribute to HEE's mandate.

Anna van der Gaag
Non Executive Director and
Chair of the AHP Strategic Oversight Board
Health Education England

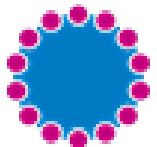


There has never been a more important time to maximise the contribution of AHPs in transforming the health and wellbeing of the population.

AHPs are the third largest workforce in health and care in England. Our national implementation programme, AHPs into Action, highlights the transformative potential of AHPs within the health, social and wider care system. Ensuring we have an AHP workforce in sufficient numbers, with the right skills and experience, is critical to realising this potential and I am delighted to be providing the overarching leadership for the significant AHP work programme being driven by Health Education England (HEE).

May I take this opportunity to thank AHP colleagues, HEE and everyone who has worked with them for all your hard work and commitment to the Allied Health Professions. We have some real challenges to overcome and many opportunities to exploit. The development of our AHP workforce is critical to the development of a sustainable health and care system and improving population health. It is reassuring to see that so much has been done and the proactive and important work being planned.

Suzanne Rastrick
Chief Allied Health Professions Officer (England)



Allied Health Professions are: art therapists, drama therapists, music therapists, dietitians, occupational therapists, operating department practitioners, orthoptists, osteopaths, podiatrists, prosthetists and orthotists, paramedics, physiotherapists, diagnostic radiographers, therapeutic radiographers, speech and language therapists.

Allied Health Professions

At the forefront of improving care A year in review 2017/18

Welcome to our review of Health Education England's (HEE) work during 2017/18 to develop and strengthen Allied Health Professions (AHPs) in England. We recognise the many vital ways in which AHP colleagues improve the health and wellbeing of the people they care for and support

AHPs into Action (2017) articulated the AHP vision and many HEE-led workforce development activities have taken shape over the last year, one of which was to increase the AHP leadership capacity within HEE. This report highlights some of the national work over the last year and sets the scene for next year's activity.

HEE will enter the Autumn of 2018 with a new national AHP team working collaboratively across the arms length bodies and a new programme of work, guided by a national AHP strategic oversight group.

The national work to date has involved differing levels of attention being paid across the HEE priority areas and professions as we prioritised activity. Our work has focused on profession-specific activity to stabilise, modernise and advance many of the professions; develop areas of progressive workforce transformation; and lay the foundations for future work. This work is supported by a large volume of work to develop the professions across the HEE regions that will be included in future reports.

May I take this opportunity to thank everyone who has contributed to this report's development; those who have been involved in achieving so much; and to all the AHPs who are at the forefront of improving care and developing the workforce.

Beverley Harden, National AHP Lead, Health Education England



Exploring the potential contribution to the four AHPs into Action impact areas

Impact 1 – AHPs will improve the health and wellbeing of individuals and populations.

Impact 2 – AHPs will support and provide solutions to general practice and urgent and emergency services to address demand.

Impact 3 – AHPs will support integration, addressing historical service boundaries to reduce duplication and fragmentation.

Impact 4 – AHPs will deliver evidence-based/informed practice to address unexplained variances in service quality and efficiency.

#AHPsintoAction

Allied Health Professionals

- **work across every sector** of the health and social care system – from social care to tertiary services.
- contribute to the **diagnosis and care of people at every life stage** – from before birth to end of life.
- **work across all clinical specialities** – from involvement in autism to x-ray imaging.
- provide **clinical leadership at all levels** of the health and social care system – from direct patient care to chief executive.

Collectively, AHPs are the third largest workforce in health and care in England and comprise of 14 individual professional disciplines.



Health Education England's mandate - to support the delivery of excellent healthcare and health by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

Why Allied Health Professions are so strategically important:

1. AHPs' skills are central to the delivery of sustainable services – prevention; early diagnosis; the skills to maintain, restore and develop independence; return to work/practice; and self management.
2. AHPs work across all life stages, within all sectors – so are ideally placed to take an active role in integrated, person-centred care.
3. AHPs have a long history of intelligent skill mix and multi-professional team working – key to service transformation.



AHPs' support to HEE's mandate priority areas



AHPs' support to HEE's priority areas

Primary Care

The development of a population health approach across primary care offers new opportunities to redefine how to best use the workforce's skills and attributes. AHPs' focus on prevention and supported self management, restoration and development of independence, plus their autonomy of practice, makes their contribution within the team vital to improving clinical outcomes through early diagnosis and management, increasing capacity and providing care closer to home.

Urgent & Emergency Care

AHPs have significant potential to support the development of sustainable, integrated urgent care systems to help manage rising demand and improve care and access.

Providing the right response first time by the most appropriate health professional (often an AHP) to those in need of urgent care is key to reducing demand on urgent and emergency services.

Cancer

AHPs have key roles across the cancer clinical pathway, contributing to the lives of people affected by and living with, and beyond, cancer; promoting wellbeing, prevention, screening, diagnosis and treatment, alongside rehabilitation, survivorship and end-of-life care.

Mental Health

The skills of AHPs are invaluable within mental health and learning disability services, yet are often less understood. Development of the AHP workforce in mental health, learning disability and autism is a key area of focus for HEE in 2018/9.

Maternity

The AHP workforce offers vital support to maternity services and yet their vital contribution is so rarely seen; work to illustrate the roles and impact is ongoing.

Primary Care

New ways of working

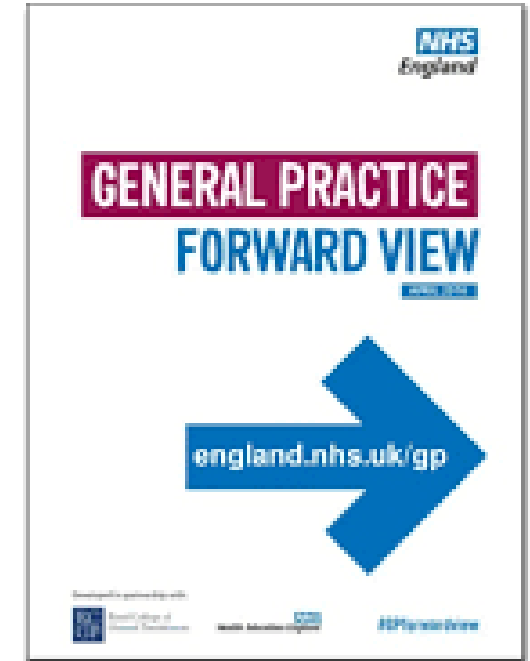
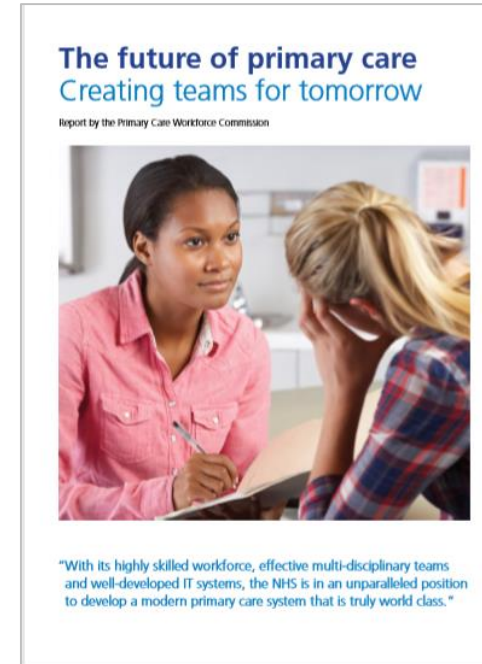
Workforce challenges within primary care are well recognised. We have been exploring opportunities to utilise the skills and experience of AHPs in new ways to build capacity, alleviate workforce pressures, improve access to early diagnosis and treatment, as well as develop the AHP professions.

During 2017/8, HEE built upon the learning of the New Models of Care programme and the opportunities presented by the GP Forward View (2016) and Roland Report (2015) to scale up musculoskeletal practitioners and paramedics in primary care. This involved working intelligently with the system to integrate AHP clinicians within primary care and maximise their contribution.

The development of frameworks to identify and document core capabilities has been key to setting the standards for safety and efficacy. The potential system quality improvements and savings from getting care models right for citizens at the first point of contact are significant.

In 2018/19, work to develop frailty and dietetic related First Point of Contact AHP roles will continue its early stage development.

Work with NHS England has been essential to ensure that proactive workforce development, and creation of the evidence base, is supported by commissioning modernisation across health and social care systems.



Musculoskeletal practitioners in primary care

Delivering the GP Forward view - increasing capacity and improving access to primary care - by the national implementation of musculoskeletal (MSK) first contact practitioners.

Making the case for change

Collaboration with NHSE including NHS RightCare, the Elective Care Board and Getting it Right First Time (GIRFT) to develop evidence based High Impact Guidance for commissioning MSK services.

Core capabilities

Multi-professional clinical [core capabilities framework](#) developed for First Point of Contact MSK practitioners. The building block for the workforce to build towards Advanced Clinical Practitioners.

Person centred skills

Person-centred approaches framework developed to underpin a new way of working, centrally placing the skills of prevention, coaching, shared decision making and care planning. E-learning and face to face learning.

Educational support

Development of MSK First Contact Practitioner e-learning package to support primary care working e.g. social prescribing, frailty.

National programme to support successful implementation of pilots in 2018/19 – one in every STP

Leadership

Clinical fellowships offering professional support and leadership and advice, supporting local development of educational pilots.

Skills modernisation

Collaboration with the Department of Work and Pensions to embed training to support the extension to the Fit Note for Advanced Care Practitioners.

Economic impact

Development of an economic tool to model the impact - both financial and patient flow radiology and surgical services.

Data for impact

Work with NHS Digital to establish the primary care data set to integrate care and record activity to evidence and monitor impact .

Next steps:

- Mapping to Advanced Clinical Practice training routes including the apprenticeship
- Link to primary care Post Graduate Medical Education schools, work based learning and clinical assessment
- National evaluation of impact
- 'How to' toolkit for employers
- Work with partners to develop health economic case
- Person-centred approaches training
- Links with Occupational Health and Emergency Medicine
- Working across podiatry, physiotherapy, osteopathy and occupational therapy
- Prescribing support

Working in partnership with



Paramedics in primary care

HEE is working to develop the profession and ensure paramedics work safely and effectively in primary care.

System impact – feasibility

A feasibility study has shown the potential system benefits of rotating Specialist and Advanced Paramedics between ambulance services, community and primary care to increase capacity, reduce silos by building a more resilient system response, and sharing new skills and knowledge across the system.

Capabilities framework

HEE working with system partners and the professions have co-produced a Primary and Urgent Care Core Capabilities Framework scheduled to be published in Autumn 2018. For the first time, this will provide employers and paramedics with a detailed picture of primary care competencies and inform the scope of practice.

Primary Care Employment Toolkit

Guidance on the employment of paramedics to support system working is being developed, in association with the Royal College of General Practitioners' (RCGP) Council to be published later in 2018.

Increasing and ensuring primary care competencies in order to maximise the contribution of paramedics in primary care as part of safe and effective systems

Educational support

HEE has supported the development of a post-graduate diploma in primary and urgent care with the College of Paramedics. The qualification will demonstrate defined capabilities and support aimed at Specialist Paramedic level. This is designed to assess the development of critical reasoning in a primary and urgent care setting, underpinned by the core capabilities framework.

Leadership development

Drawing on support from Education Training Hubs and Deanery colleagues, three Paramedic Clinical Fellows have been recruited. The Fellows are making a positive contribution as professional clinical leads, assisting in curriculum development; networking and supporting paramedics in primary care, as well as working with regional HEE leads to inform the development of the paramedic workforce.

Primary Care Paramedic Pathway

A postgraduate part time pathway into primary care for new paramedic graduates has been developed and is being considered as a pilot. The pathway allows students to continue to work within ambulance services or other employers (e.g. urgent care centres) on a part-time basis to maintain connections and breadth of learning.

Paramedic Prescribing

Changes in legislation in 2018 means Advanced Paramedics are now able to prescribe. HEE is working with the College of Paramedics and the Association of Ambulance Chief Executives (AACE) to commission and develop the additional support needed to introduce non-medical prescribing and utilise the rotation, with additional support, as a mechanism to support skills development.

Arms Length Body Collaboration

The team is working with NHSI and NHSE as part of system planning for winter, system capacity and resilience building and as part of the Ambulance Improvement Programme.

Urgent and Emergency Care

Making the best use of paramedics' unique skill set to increase capacity in both primary and urgent & emergency care services, as well as provide more care closer to home.

Increasing system capacity - Rotating Paramedic Programme

Recognising that paramedics are ideally placed to help manage increasing demand for primary and urgent care services and building on the Paramedics Evidence-based Education Project (PEEP), HEE has worked to develop the profession; designed and piloted a new rotational working model that offers a 'win-win' solution for primary care and the ambulance service.

A new model of working is being piloted with HEE funding and support. It involves specialist and advanced paramedics working in rotations across a variety of settings, including primary and community-based care, as well as within the ambulance service.

Many emergency calls that result in conveyance to accident and emergency department could be avoided if paramedics/community teams were able to deliver more patient care at the scene. The pilot aims to send the most appropriate healthcare professional, with the appropriate skill set, to offer definitive care to patients - the right response, first time.



The four pilots, running in collaboration with East Midlands, North East, South Central and Yorkshire ambulance services, show real potential to improve patient care and experience; reduce pressure on the NHS; improve retention of paramedics across systems and improve career opportunities for paramedics.

Phase 2 is now starting to further develop and spread the rotational model, buddying with new rotational schemes, and it will be subject to detailed evaluation.

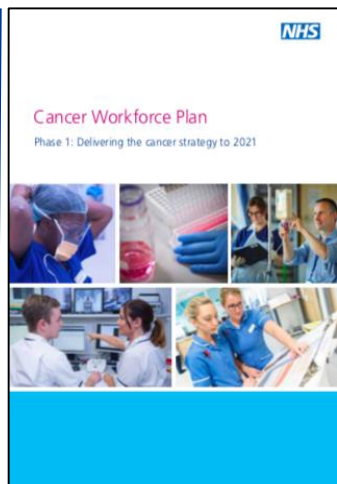


Winner - Primary Care Innovation 2018



Cancer

Maximising the essential role of AHPs in diagnosis, treatment, rehabilitation and transforming the experience of living with and beyond cancer.

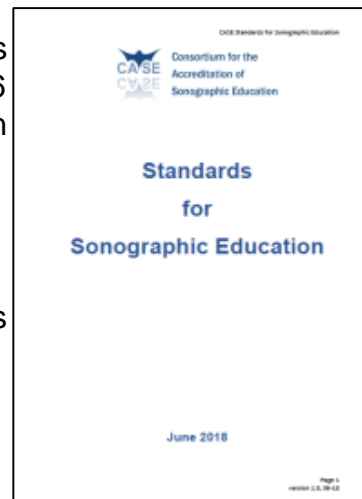


Workforce planning

Development of the HEE Cancer Workforce Plan published in 2017 - sets out a course of expanding both diagnostic and therapeutic radiography by 2021. HEE aims to increase supply of both diagnostic and therapeutic radiography by 800. HEE is investing in upskilling 300 radiographers into reporting roles.

Sonography

HEE is working with stakeholders to develop pre-registration level 6 routes to training; seek regulation for the profession of sonography; build training capacity; and develop Advanced Clinical Practice standards. Pre-registration clinical standards were published in June 2018 to support both traditional and apprenticeship pre-registration pathways.



Ensuring that cancer care services have access to sufficient AHPs with right skills and experience.

Advanced Clinical Practice (ACP)

The ACP framework will lead to more AHPs working across traditional boundaries to support care of people affected by cancer. Early work is developing standards with partners for ACP diagnostic radiography and therapeutic radiography and image interpretation and reporting credentials for the wider workforce.

Mammography

Return to Practice work across HEE and PHE screening teams. Level 4 Mammography Associate Apprenticeship was approved in August 2018.

Supply

Preparing level 6 apprenticeship standards in diagnostic radiography and therapeutic radiography to improve accessibility and growth.

Cross system

HEE is working with NHS England, the Cancer Alliances and Macmillan Cancer Support, building upon their AHP workforce survey. A number of short publications are being developed.

Next steps:

- Developing the career framework and educational support to build the profession of sonography.
- Application for sonography to be considered for regulation.
- National occupational standards to be published 2019.
- Further ACP work to build skills to support people living with and beyond cancer .
- Significant programme of work with the Office for Students, The Society and College of Radiographers and wider partners to support Therapeutic Radiography.

Mental Health and Learning Disability (LD) & Autism

The transforming care agenda has highlighted the vital contribution of AHPs in mental health, learning disability and autism services.



AHP Work Plan

The report 'Stepping forward to 2020/21: The mental health workforce plan for England' (2017) highlighted the vital role of AHPs, the complexity of the agenda, and specific workforce challenges that require a considered approach. HEE is working with the Royal College of Occupational Therapists and the British Association of Arts Therapists to engage AHPs in mental health across services to inform key areas of work.

Understanding AHPs in LD

The film 'I am here with you.' was produced, with the British Association of Drama Therapists, to start to develop the narrative of AHPs working with clients with a learning disability, autism or both – due for release in late 2018.

Promoting careers

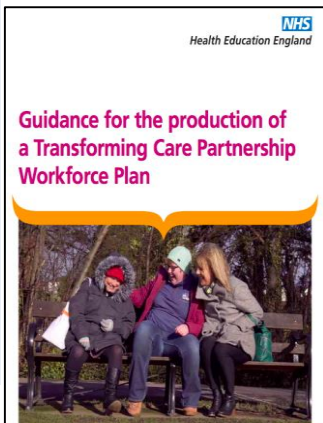
The WOW Careers show to support school children's career choices

<https://www.youtube.com/watch?v=wWZ5FNLPP1s>

Next steps:

- Conference 2019 to develop further the narrative for LD AHP role.
- Coproduction work to focus on placements, work experience for new and existing staff.
- ACP pathway development.
- Development of the career framework and educational support for new entrants into LD.
- Work with music therapy to showcase the workforce and their impact.

Raising the profile, understanding the contribution of AHPs and developing the workforce



National TCP workforce

HEE's national AHP LD workforce summit in March 2018 informed recommendations for the Transforming Care Partnership (TCP) workforce subgroup report which looks at the care of people with learning disabilities.

In June 2018, an AHP workforce paper was submitted and presented to the national TCP workforce subgroup, outlining the contribution of AHPs to the modernisation of the LD workforce.

Advanced Clinical Practice (ACP)

ACP pathways for both LD/Autism and Mental Health are in early development to support AHP ACP roles and to enable transferable qualifications to be available and linked (where possible) to the Level 7 ACP Apprenticeship.

Maternity

Understanding the contribution of AHPs in maternity and gynaecology services to maximise their impact.

Scoping exercise

Maternity care scoping exercise commissioned by HEE to be carried out in 2018. Working with the professional bodies that represent the AHP professions, sonographer professionals, as well as the Royal College of Obstetricians and Gynaecologists and the Royal College of Midwives to gain a greater understanding of:

- the sectors and settings AHPs work in to deliver support to gynaecology and maternity services.
- access to AHPs by gynaecology and maternity services.
- activities and interventions undertaken by each profession in gynaecology and maternity services.

Maximising the impact of AHPs in maternity and gynaecology services

E-Learning Programme

HEE Maternity Programme E-learning for Health Care Courses Guide published – June 2018

Provides an overview of all of the e-learning packages that are related to Maternity and Pregnancy - collating them in one place for easy reference to improve accessibility and encourage their use.

Apprenticeships

Level 6/7 sonography apprenticeship in development and currently awaiting level (expected to be available in 2019).

Other relevant apprenticeships under development include Dietitians, Occupational Therapist, Operating Department Practitioners.

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Small and vulnerable professions



Small and vulnerable professions

Working with professions and their professional bodies to raise awareness, ease access and develop the professions.

The Universities and Colleges Admissions Service (UCAS) has reported a 27% drop in applicants to healthcare programmes in the period 2014-18 placing some AHP programmes at risk. Many courses in the UK are uncertain they will be able to recruit to their cohort numbers and, in some cases, even to recruit a viable cohort. This comes at a time when the need for the skills of AHPs and the understanding of their added value and potential is increasing.

The Office for Students (OfS) recognises Therapeutic Radiography, Prosthetics and Orthotics, Orthoptists and Podiatry as the AHP small & vulnerable professions. HEE is working closely with the OfS to monitor and support the market and to develop a long term strategic plan to stabilise and develop these professions. The following pages outline the action taken in relation to those professions in the last year.

Monitoring all the AHPs to ensure their continued success and viability, taking appropriate action as required, is a key focus for HEE.



Using the HEE STAR tool to support the professions

The HEE STAR is a tool to support workforce transformation, helping providers understand their workforce requirements and also providing a range of potential solutions.

The programme has applied the organisational development methodology of the HEE STAR Tool, considering all aspects of workforce transformation (supply, up-skilling, new roles, new ways of working and leadership) to address workforce shortfalls.



Podiatry

Supporting the podiatry workforce to offer limb and life saving support to people with high risk lower limbs as a result of diabetic and cardio-vascular disease; and make significant contribution to musculoskeletal pathways

Career Framework

HEE development of a Podiatry Careers Framework including Support Worker; Assistant Practitioner; and Advanced Clinical Practice pathways to create new roles and widen career opportunities - mapped to the apprenticeship agenda.

Support workforce

Development of support roles and extension of skills with training to support the needs of the service. Consideration of the opportunities for an associate podiatry role. Working with colleagues across the wider foot health landscape to determine methods of upskilling.

Engagement

HEE have hosted two co-production events with the College of Podiatry and podiatrists in service and education. Work with the other representative bodies and independent practice is ongoing.

Supply routes

Apprenticeship level 6 podiatry is completed, and being updated to incorporate the level 7 option. National procurement and intelligent implementation discussions have begun.

Understanding the benefits of podiatry and supporting the profession to meet the needs of a population with increasingly complex needs

Careers

New content on the Health Careers website, work through clearing and into 2019 with the Medic Portal – showing AHP careers as an alternative to medicine Work with 'Inspiring Futures'

Advanced Clinical Practice

The musculoskeletal pathway is now in development The High Risk Foot work is in development nationally and will be ready in early 2019.

Professional Image and Identity

Work is ongoing to complement the Office of Students' work, building the professional narrative. Work to develop leadership, educators and researchers within the professions alongside the skills of influence are essential.

Office for Students

Strategic Interventions in Health Education Disciplines (SIHED) project to support small and vulnerable professions. This funding aims to support demand for, and improve retention on, these courses.

Next Steps:

- HEE/Office for Students to monitor course uptake and the continued impact post Comprehensive Spending Review and the impact of the apprenticeship over time.
- Facilitate the implementation of level 6 apprenticeships.
- Support leadership and learner support.
- Develop and support current and future educators.
- Consider curriculum in light of service acuity.
- Ensure clear communication and promotion of the return to practice programme across the workforce.
- Develop innovative work experience opportunities.
- Determine ACP routes.
- Placements capacity and work experience work to start with independent practice representative groups to develop responsibility across the profession for supply.
- Conference workshops are planned.

Prosthetics and Orthotics

Raising awareness of the Prosthetics and Orthotics (P and O) professions and supporting and stabilising the workforce to boost this vulnerable profession.



One Year On report

'The Future of the Prosthetic and Orthotic Workforce in England: One year on' report published August 2018: - driving actions towards improving the P and O workforce.

Workforce data

Work with NHS Digital to ensure occupation codes for P and O are included in NHS workforce data. A data sharing agreement is being developed between all providers of NHS commissioned services.

Learner support

E-learning support to clinical educators to support students and preceptorship will be published in autumn 2018. Further work will be undertaken to support apprenticeships.

Office for Students

Participation in the Strategic Interventions in Health Education Disciplines (SIHED) project to support small and vulnerable professions.

**Raising awareness, easing access and developing the profession.
Stabilising the workforce and improving the service**

Careers

Further materials, such as career presentations using stories, which can be delivered by P and O professionals within schools, colleges and community groups are being developed by HEE and the British Association of APO.

Apprenticeships

Apprenticeships at level 3 and 6 are in active development with implementation and national procurement commencing. Significant employer engagement and support to enable nationwide provision and increase training capacity.



Careers

New content on the Health Careers website, work through clearing and into 2019 with the Medic Portal – showing AHP careers as an alternative to medicine

Innovative careers work with the WOW Careers show live streamed to schools
www.youtube.com/watch?v=4s3FF1H9K2o
Work with 'Inspiring Futures'

Next Steps:

- HEE/Office for Students to monitor course uptake and the continued impact post Comprehensive Spending Review and the impact of the apprenticeship over time.
- Facilitate the implementation of level 6 apprenticeships.
- Scope new routes for P and O education which provide wide geographical, cultural and social access across the population.
- Development of a core curriculum for all pre-registration P and O courses.
- Support leadership and educators.
- Ensure clear communication and promotion of the Return to Practice programme across the P and O workforce.
- Further scoping work to see how other AHP professions can support delivery.
- Develop innovative work experience opportunities
- Determine ACP routes and work with military providers to support advancement of the profession.

Orthoptists

Proactively managing the orthoptic workforce challenge to protect and nurture the profession.

Deep Dive

HEE has worked with the British and Irish Orthoptists Society (BIOS), orthoptists in service, Higher Education Institutes and student orthoptists to start to understand the workforce issues across the regions.

Engagement

HEE and BIOS plan a further discussion forum in the Autumn to develop a plan of action to support.

Image and Identity

HEE is supporting BIOS to investigate this and develop their orthoptic campaign to build the professional narrative.

Supply routes

The apprenticeship level 6 orthoptists trailblazer is developing and HEE will work to support implementation in parallel to fast track opportunity

Office for Students

Strategic Interventions in Health Education Disciplines (SIHED) project to support small and vulnerable professions. This funding aims to support demand for, and improve retention on these courses.

Ensuring that there sufficient orthoptists to meet the future demand

Careers

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Innovative careers work with the WOW Careers show live streamed to schools

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Work with 'Inspiring Futures'

Advanced Clinical Practice (ACP)

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 and working with the Post Graduate Schools of Medicine to develop work based learning alongside multi-professional colleagues.

Next Steps:

- HEE/Office for Students to monitor course uptake and the continued impact post Comprehensive Spending Review and the impact of the apprenticeship over time.
- Facilitate the implementation of level 6 apprenticeships.
- Support leadership and learner support.
- Develop and support current and future educators.
- Consider curriculum in light of technological advances.
- Ensure clear communication and promotion of the RTP programme across workforce.
- Develop innovative work experience opportunities.
- Determine ACP routes.
- Event in the Autumn to outline key areas of activity.

Therapeutic Radiography

The Cancer Workforce plan (2017) has called for more radiographers (both diagnostic and therapeutic) to be trained. Therapeutic Radiography, as a vulnerable profession, needs to be supported and nurtured.

Supply

HEE aims to increase the supply of both diagnostic and therapeutic radiographers by 800 by 2021 through local actions to improve retention, delay retirement, return to practice and national and international recruitment campaigns.

RePAIR

(Reducing Pre-registration and Improving Retention) legacy project for the vulnerable professions. The learning from this programme is being developed for roll out and support to departmental leads is being discussed.

Engagement

HEE and the Society and College of Radiographers are co-hosting a discussion forum in November 2018 to develop a plan of action to support the Cancer Workforce Plan.

Supply routes

Discussions are beginning to determine the opportunity of an Associate Therapeutic radiographer role. Apprenticeship level 6 therapeutic radiography is nearing completion – national procurement and intelligent implementation will be key..

Ensuring that there are sufficient Therapeutic Radiographers to meet the future demand, in line with the Cancer Workforce Plan



Careers New content on the Health Careers website, work through clearing and into 2019 with the Medic Portal – showing AHP careers as an alternative to medicine.

Advanced Clinical Practice

Work with oncology and dosimetry to develop ACP roles to support workforce and retention with clear nationally recognised training pathways is commencing.

Office for Students

Strategic Interventions in Health Education Disciplines (SIHED) project to support small and vulnerable professions. This funding aims to support demand for, and improve retention on, these courses.

Next Steps:

- HEE/Office for Students to monitor course uptake and the continued impact post Comprehensive Spending Review and the impact of the apprenticeship over time.
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- Develop and support current and future educators
- Consider curriculum in light of technological advances
- Ensure clear communication and promotion of the Return to Practice programme across workforce
- Develop innovative work experience opportunities
- Determine ACP routes
- Event in November 2018 to outline key areas of activity and test the Associate Therapeutic Radiographer model.

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Work with 'Inspiring Futures'

Workforce, career and professional development



Workforce development

Proactively managing workforce challenges to ensure the skills of AHPs are available for generations into the future

Monitoring supply

Office for Students and HEE will monitor trends and take proactive proportionate and appropriate action at key points of the academic year to ensure sufficient supply of AHPs.

Workforce data

Current workforce data is unable to offer the view of the whole AHP workforce. Data sharing agreements are in development and conversations with the HCPC is ongoing working with professional bodies.

Supply routes

Apprenticeship implementation and support for employers to understand their smaller volume workforce and the vital nature of apprenticeships in maintaining the supply pipeline.

Deep dives

HEE has commissioned work to undertake a deep dive into the Operating Department Practitioners' (ODP) workforce challenges and ensure that all intended action to date has been completed.

Ensuring that there are sufficient AHPs to meet the future demand and realise the benefits to the system of AHP contribution

Careers

New content on the Health Careers website, work through clearing and into 2019 with the Medic Portal – showing AHP careers as an alternative to medicine Work with 'Inspiring Futures' has been undertaken for all professions. A further campaign is in discussion for the Autumn.

Skill mix & team working

HEE will continue to support the development of support roles and safe and effective delegation of activity through effective education and training.

Educators

HEE will continue work with the Council of Deans for Health to support existing and future educators. Current work to determine Educator leadership opportunities and barriers will report in 2019.

Next steps

- Develop AHP supply data.
- Support the implementation of apprenticeships.
- Develop work experience opportunities.
- To continue to support proactive careers activity.
- Preceptorships.
- Support the future educator and academic workforce.

Apprenticeships

Developing new ways for people to enter the AHP workforce to improve accessibility and growth of the professions at a time when vital AHP skills are needed for NHS sustainability. HEE has supported all apprenticeships to come to fruition.

Approved:

Level 4 - Mammography Associate
Level 6 – Podiatrist
Level 7 - Advanced Clinical Practice Support Worker AHP

Under development: - Pre-registration

Level 6 - Sonographer
Level 6 – Dietitian
Level 6 - Operating Department Practitioner
Level 6 – Physiotherapist
Level 6 - Paramedic

These have now been agreed to be level 6 or 7

Level 6 - Diagnostic Radiographer
Level 6 - Prosthetists and Orthotist
Level 6 - Therapeutic Radiographer
Level 6 - Speech and Language Therapist
Level 6 - Occupational Therapist
Level 7 – Arts Therapist

Ongoing development of apprenticeship standards for Allied Health Professions

Under development: Support staff

Level 3 - Ambulance Healthcare Support Worker
Level 3 - Prosthetic/Orthotic Technician

Pre expression of interest:

Level 8
- Clinical Fellow
- Consultant
- Specialist in discussion

Implementation:

Prosthetics & Orthotics, OPD and Podiatry have started to determine implementation plans

Next Steps:

- Support implementation of pre-registration apprenticeship across the professions sharing opportunities and challenges.
- Monitor the market to ensure there is no further destabilisation.
- Work with professions and employers to develop national procurement opportunities to drive safe and effective delivery at scale across the nation, especially for the smaller professions.
- The Office for Students will ensure that all activities support both delivery models.

Return to Practice

Expanding the AHP workforce by encouraging and enabling Health and Care Professions Council (HCPC) eligible professionals to return to practice.

Return to Practice

HEE is leading on an innovative Return to Practice programme, to support 300 Allied Health Professionals and Healthcare Clinical Scientists (HCS) to re-join the Health and Care Professions Council (HCPC) register by March 2019.

Returnee support

Returnees and providers have access to financial support with additional support for past returnees and a social media platform. The programme has a national lead with a AHP background.

Workforce strategies

Providers are being encouraged to use Return to Practice in all AHP workforce strategies. New ways of supporting returnees are being encouraged and shared across the health and social care community to support workforce capacity.



Nicholas Morgan trained to become an Orthoptist at Glasgow Caledonian University, graduating in 1994. He worked in a clinical role for 14 years before moving into clinical governance.

"I quickly realised the culture in non-clinical hospital roles was different and didn't fit with my skills. I had been paid for a year and then received the usual employment waiting for my new health and then receiving an offer from HEE."

When I was asked to join the programme, I was initially very nervous. I was worried about what would need to be done and how I would be supported. However, the programme has been fantastic and I have been able to focus on my career again."

There is a great mix of experience in the department and I have been able to learn from my colleagues and the support I have received. I am now able to focus on my career again."

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"I'm now ready to focus on my career again."

See return to practice case studies at <https://hee.nhs.uk/our-work/return-practice-allied-health-professionals-healthcare-scientists>

Clinical placements

Following HEE's successful pilot in the East Midlands, the programme has been expanded across all of England, looking to signpost returnees with placements with clinical providers that could potentially lead to employment opportunities.

Sharing good practice

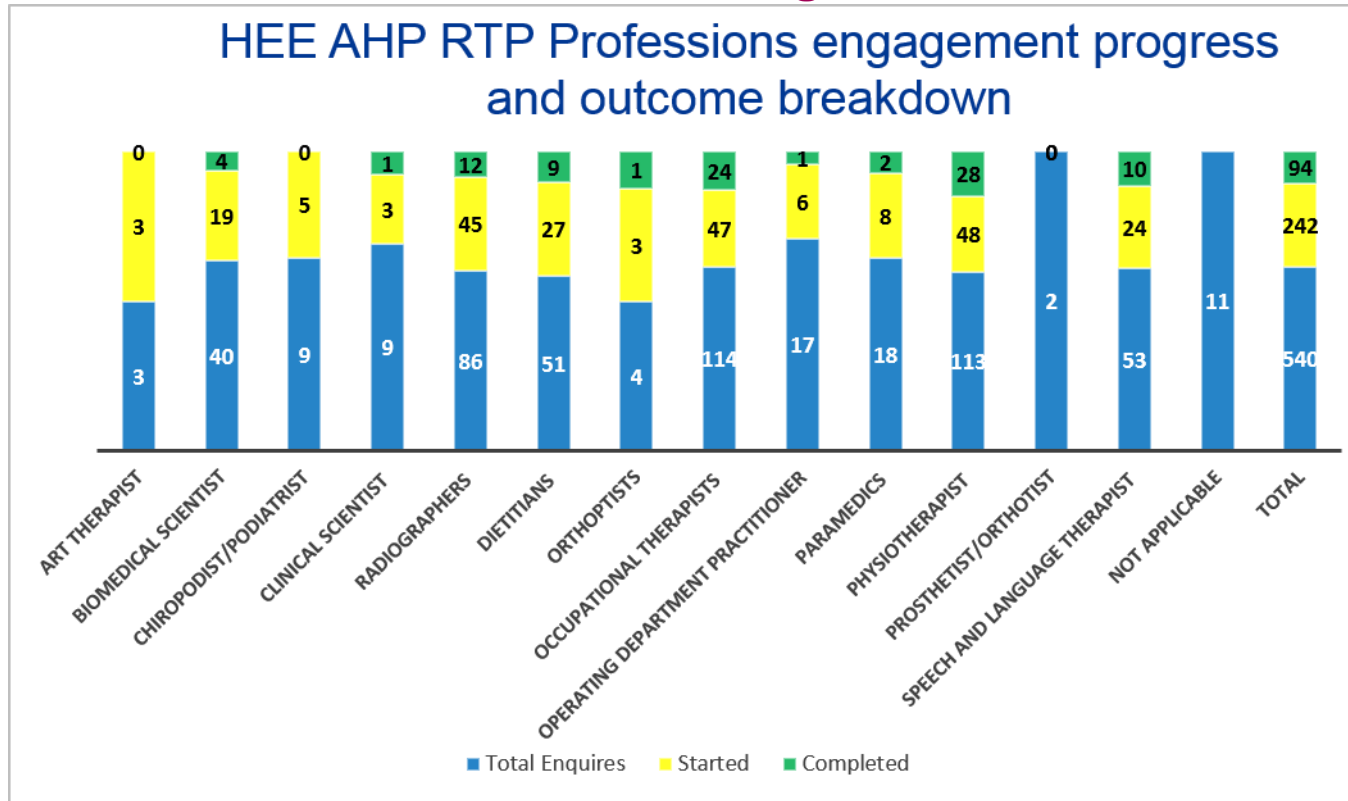
Supported organisational workforce plans for recruitment and retention. Challenged current concepts and views about AHP/HCS return to practice to drive and share innovative employment models and mechanisms to attract returnees. Shared the learning across the health and social care community employing AHP/HCS.

Return to practice benefits

Early benefits of supporting AHPs to Return to Practice are that they are highly motivated experienced practitioners that can be integrated into the work place with minimal input and cost. Most returnees have a variety of non-clinical transferable skills they can bring to the work place and patient care.

Return to Practice

Current data from the National Programme for AHPs and HCS



Average age of returnee **44 years**

Average number of clinical years' experience before returning **8 years**

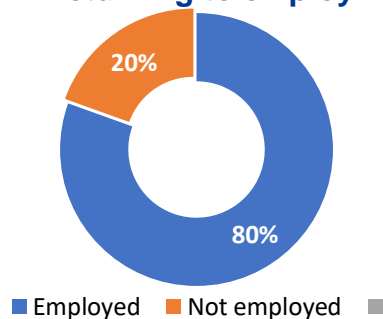
Average number years away from practice **9 years**

Average cost per returnee **£1,080**

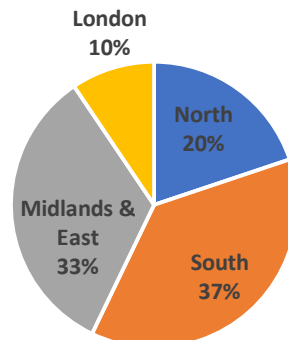
Average numbers of months to undertake Return to Practice training programme **4.5**

91% returnees gain employment after RTP

HEE AHP Return to Practice completers returning to employment



AHP percentage enquiries breakdown by HEE region



Careers and Professional Development

Proactively raising awareness of AHP careers, particularly in response to the decreasing numbers applying to undergraduate degrees. Securing the next generation of AHPs.

Social media

Social media review of where and how AHP careers messaging was shared on social media.

Engagement

HEE is working with University Technical Colleges to explore innovative ways to engage people in AHP careers e.g. career carousels, student engagement projects, immersive weekends.

RePAIR programme

The Office for Students' Strategic Interventions in Health Education Disciplines (SIHED) and HEE RePAIR (Reducing Pre-registration Attrition and Improving Retention) programme to help the smaller and specialist disciplines, which are more vulnerable.

Ensuring that the Allied Health Profession careers are recognised and understood by those in education, potential mature students and the general public

World of Work show

New collaboration with the World of Work (WoW) Show, which features on YouTube.

www.youtube.com/watch?v=4s3FF1H9K2o



Medic Portal

Working with 'Medic Portal' which has 700K visitors every year from those interested in medicine as a career.



The Medic Portal

Engagement

Engaging with AHP students, workforce and professional bodies at the Chief Allied Health Professions Officer conference, #150leaders event and via twitter to explore the issue - asking them: How did they find out about AHP careers? How can we better encourage people into AHP careers?

Office for Students



Professional Skills

Working with the Royal College of Speech and Language Therapists to upskill the work force with dysphagia knowledge and skills. These skills are now in the new curriculum and national standards are being refreshed.



Next Steps:

- Establish innovative work experience opportunities and to encourage and support NHS and other providers to allow for accessible and interesting work experience for AHP careers. Working with the Office for Students.
- Review the branding of the AHP professions e.g. Orthoptics. HEE and British and Irish Orthoptics Society are working with a marketing company to rethink image and media profile.
- Developing a careers resource for graduate AHPs to support ambition and development and to show case AHP career journeys.



University Technical Colleges®

Advanced Clinical Practice

Driving new ways of working by developing Advanced Clinical Practice (ACP) to support individuals, employers, commissioners, planners and educators in the transformation of services to improve patient experience and outcomes.

Multi-professional framework for advanced clinical practice in England



NHS

Framework

Development of a multi-professional framework for advanced clinical practice in England', outlining the capabilities that underpin ACP practice – leading to the standardisation of ACP across England.

ACP definition

A definition for ACP agreed that will support workforce transformation in England across all professions to support prescribing where appropriate and use of the Fit Note.

ACP Academy

System wide co-production to develop the Academy of Advancing Practice to support the governance of training pathways and a mechanism for equivalence.

Equivalence routes

Links with NIHR, the Leadership Academy and Education to map equivalence routes to ACP which use existing evidence.

Academic Career Pathway

Work to address and clarify career pathways for AHPs pursuing a clinical academic career.

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

Procurement

Co-production of a national procurement framework to underpin all apprenticeship training routes to become an ACP.

Council of Deans

Project with Council of Deans to support Higher Education Institutes development of ACP routes and update of apprenticeships.

Trailblazer group

Support of the ACP Level 7 apprenticeship trailblazer group to ensure equity of access to all professional groups.

Pathways

Development of key advanced practice pathways e.g. Eye health ACP/ Surgical ACP/ MSK ACP/ Paramedics in primary and urgent care ACP/Frailty ACP.

Consultant practice

Developing principles for consultant practice in 2018/19 across the professions to advance support to this professional group.

HEE, NHS Improvement and NHS England working together, along with a range of partners across healthcare, to develop Advanced and Consultant level practice.

Advanced Clinical Practice

Developing nationally recognisable Masters Level training pathways to underpin Advanced Clinical Practice working with employers, ACPs, Professional Bodies, Royal Colleges and Higher Education Institute 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 Masters 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 image interpretation and 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. Implementation with Higher Education Institutes (HEI) partners will be key.

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.

AHP Programme

New national funded work programme for 2018/9 and regional leads appointed.

A new organisational structure within HEE will take a nationally funded AHP programme of work forward from 2018.

This will provide a dedicated focus on the AHP professions to maximise their significant contribution to people's health and wellbeing and to the sustainability of the NHS.

The national and supporting regional HEE AHP teams will work with system partners and the Arms Length Bodies. This work reports into a strategic oversight group within HEE, ensuring alignment with HEE's other clinical programmes and workstreams. It will also report into the HEE Board and Executive and the NHS England's Chief Allied Health Professions Officer and NHS England's AHPs into Action Programme Board.

AHPs into Action

Using Allied Health Professionals to transform health, care and wellbeing.



Impact of the effective and efficient use of AHPs for people and populations.

- 1 Improve the health and well-being of individuals and populations.
- 2 Support and provide solutions to general practice and urgent and emergency services to address demand.
- 3 Support integration, addressing historical service boundaries to reduce duplication and fragmentation.
- 4 Deliver evidence based/informed practice to address unexplained variances in service quality and efficiency.

Commitment to the way services are delivered.

- 1 Commitment to the individual.
- 2 Commitment to keep care close to home.
- 3 Commitment to the health and well-being of populations.
- 4 Commitment to care for those who care.

Priorities to meet the challenges of changing care needs.

- 1 AHPs can lead change.
- 2 AHPs skills can be further developed.
- 3 AHPs evaluate, improve and evidence the impact of their contribution.
- 4 AHPs can utilise information & technology.




Acknowledgements


Thank you to the large number of people outside of, and within, HEE who have worked hard to help co-produce and deliver these programmes, which are starting to show real impact.

To name people would risk forgetting someone, so instead - thank you to everyone who has participated in our work together and to those now joining the team.

November 2018

www.healtheducationengland.nhs.uk

 @NHS_HealthEdEng

 Sharon.Kibble@hee.nhs.uk or Vanessa.Cullen@hee.nhs.uk

