Advanced Clinical Practice
Looking across the system

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Developing people
for health and healthcare
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A place based approach
The patient/service user journey

**AT HOME**
- Public health
- Primary care
- Community care
- Preventative care
- Social care
- Pharmacy

**NOT AT HOME**
- Diagnosis
- Stabilisation
- Intervention
- Urgent care
- Emergency care

**HOME OR SOMewhere LIKE HOME**
- Ongoing treatment and intervention
- Community hospital
- Reintegration/reablement
- Interim housing
- Step down care

**PREVENTION, HEALTH AND WELLBEING**
- Workforce e.g.
  - GP
  - General practice nurse
  - Care worker
  - HCA
  - Receptionist
  - Community pharmacist
  - Weight loss counsellor
  - Social worker
  - Practice manager

**URGENT/EMERGENCt CARE**
- Workforce e.g.
  - Paramedic
  - Radiographer
  - Healthcare scientist
  - Consultant specialty Trainee

**ACUTE CARE**
- Workforce e.g.
  - Nurse
  - Therapist
  - Nurse consultant
  - Registrar
  - ODP

**ONGOING CARE (REHABILITATION)**
- Workforce e.g.
  - Occupational therapist
  - Physiotherapist
  - Art therapist
  - Orthotist
  - Prosthetist

**SELF CARE/RECOVERY/SURVIVORSHIP**
- Workforce e.g.
  - GP
  - Community nurse
  - District nurse
  - Social worker
  - Dietician
  - SLT

**WHO IS THE LEARNER?**
- what skills, knowledge and behaviour does the patient/family/carer need??
Purpose - what issue are you trying to approach and resolve? for whom and what
Start with the patient/service user/citizen/population need

Structure to thinking

- STOP!
- Define the issue
- ALL the right people involved?
- Common language
- Patient pathway

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HOW?

- Collaboration and conversation with key people around the table - service users, HR, clinicians, finance, management,

- Use a common language and understanding

- Key concepts - systems view

- Key principles - patient/service user journey impact, service/system impact and fit, governance and assurance, education and development

Process of conversation
The Learning – what helps

- Understands local population need/patient pathways/service
- Right people/position of influence
- Existing workforce scoping/mapping
- Understanding of ACP clinical AND academic
- Patient focus vs learner journey
- Wider workforce across a patient pathway/system
- Strategic plan
- Stakeholders and HEI working in partnership
- Organisational ACP lead and champions
The Learning

Visits, conversations, workshops

- Is ACP the right fit for the service need?
- Would complimentary roles enable ACP service development?
- System-wide workforce development strategy required
- Collaborative working across traditional service and professional boundaries
- Consider any unintended consequences
- Comprehensive career development framework to enhance recruitment, retention and succession planning
HEE’s role in Advanced Practice

**Education Support**
- Driving the work based clinical learning improvements
- Working with PGME and HEIs to support assessment of capability
- Training and learner support
- Educators
  - Ed/Clin Supervisor, Mentors
- Leadership/Research/Education pillars
- Systems – portfolio

**Workforce Planning and Intelligence**
- Support for apprenticeship system facing procurement framework
- ACP Investment Plan support HEI capability/capacity
- National NHSE/I Annual Plan
- Workforce planning/modelling
  - STP
  - Pathways
- Programme monitoring

**Quality**
- Programme accreditation
- Work with HEIs to reduce unwarranted variation
- Driving up of work based clinical learning
- Capability progression
- Oversight
- Regulators
- Learner surveys
- Continuous Improvement

**Workforce Transformation**
- Careers Progression
- LWAB/STP
- Workforce transformation
  - EOLC, ID, Mental Health, Primary Care, Urgent & Em Care, Cancer
- Patient and Learner Journey
- Retention
- Mid career upskilling – Tolpol, Population Health etc.

**HEE Local Support**

**HEE National/ Regional Support**
Advanced Clinical Practice offers significant return on investment where these roles are well thought through, trained and supported, there are key requirements employers must consider to optimally support this growing workforce:

- **Governance** understanding and support from Board to floor
- Workforce planning based upon **population health** need
- **Supply pipe line** planning for ACP roles across specialties and areas
- Effective **links** across your system and with local Universities to drive the specialty specific content required for pathways
- Developing understanding of how consultant ACP roles may offer **career progression** and effective system leadership
The learner journey

**GETTING IN**
Exposure and awareness
- Work experience volunteers
- Education and FE colleges
- Health and social care and Assistant Roles
- Apprenticeships
- Careers events, careers promotion, pre-employment, traineeships, summer schools, pre-reg nursing opportunities and sector based work academies and careersevents

**GETTING ON**
Access and support
- Career advice, selection and recruitment
- Vocational routes such as workplace experience, apprenticeships, developing values and behaviours, practice and theory integration, skills and knowledge attainment.
- Undergraduate or postgraduate access to Professional programmes
- Educational support and development such as academic levels, attainment APL, APEL and support, preparation study skills eg numeracy and literacy scanning.

**GO FURTHER**
Practice, support and development
- Employment, recruitment and retention strategies and options
- Preceptorship, foundation
- Career progression and pathway advice
- Rotations and work shadowing across sectors, new roles, extension of roles, internships, scholarships, appraisal
- Ongoing development personal and professional within roles
- Higher level apprenticeships

**AND FURTHER**
Practice development and support
- Ongoing careers pathway advice and options
- Post graduate study, Higher level apprenticeships, CPD- shared learning, study days, rotations, shadowing, coaching, mentoring, scholarships
- Advanced clinical practice, academic or research or management or leadership
- Bridging programmes for career changes

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**LEADERSHIP**
**EDUCATION**
**RESEARCH**
**SKILLS AND KNOWLEDGE (COMPETENCE)**