

Advanced Clinical Practice Looking across the system

NHS
Health Education England

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A place based approach

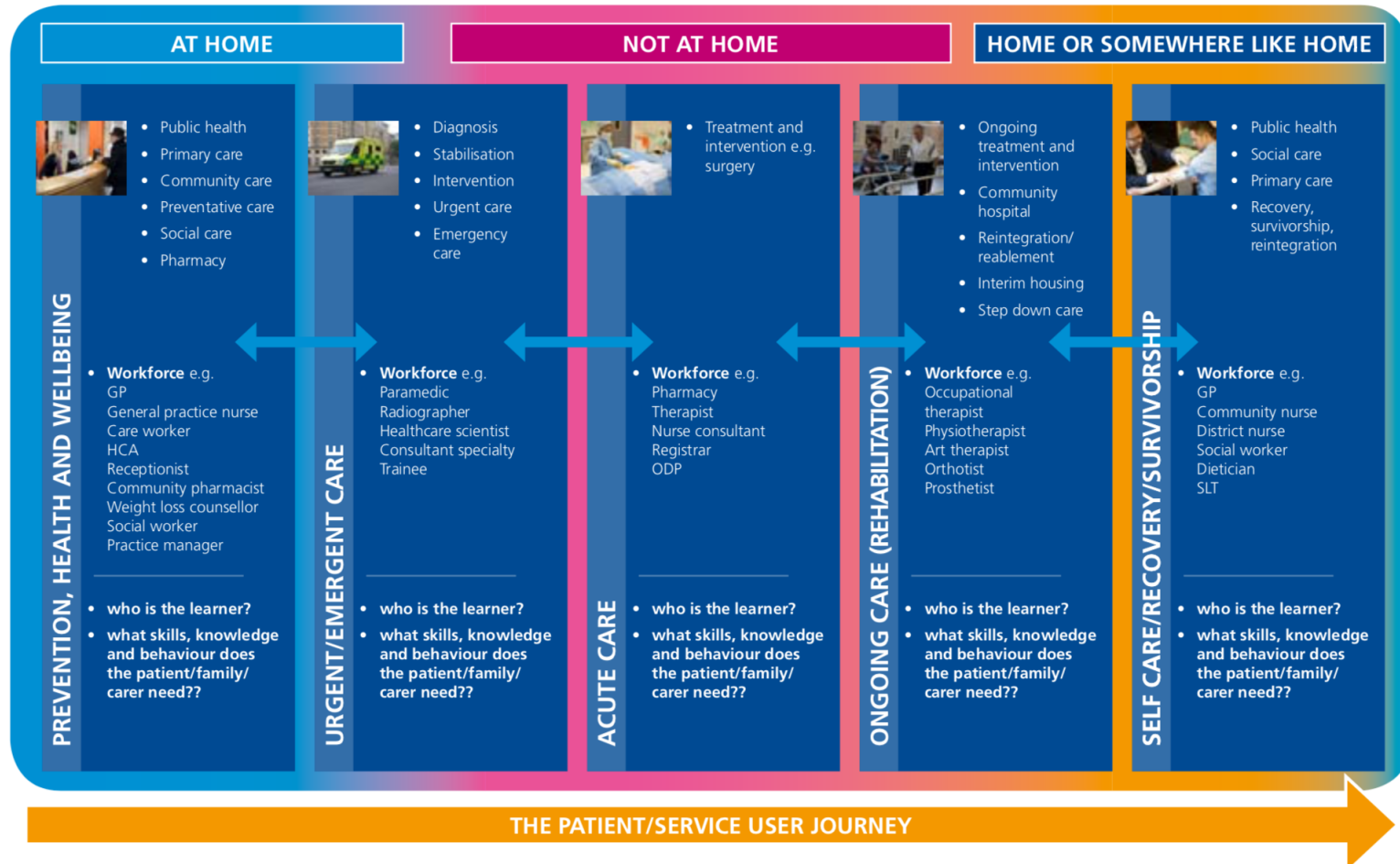


Multi-professional framework for advanced clinical practice in England

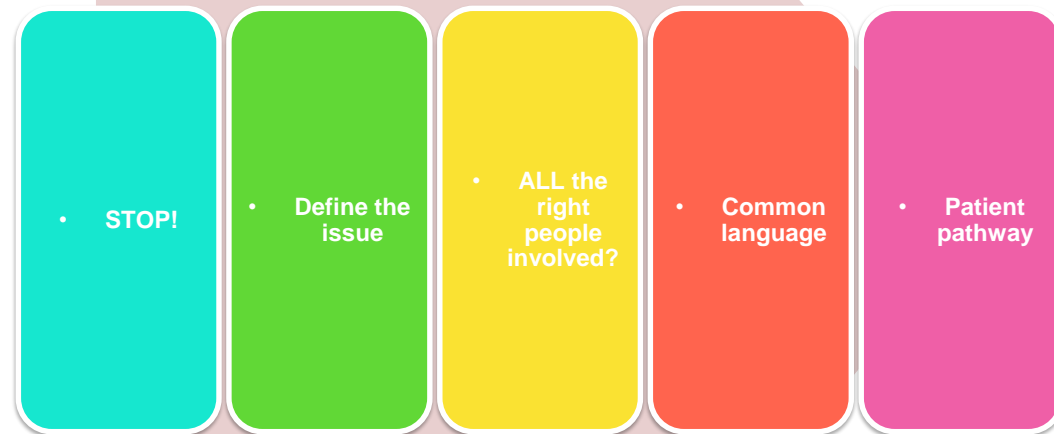


"New solutions are required to deliver healthcare to meet the changing needs of the population. This will need new ways of working, new roles and new behaviours."

The patient/service user journey



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

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

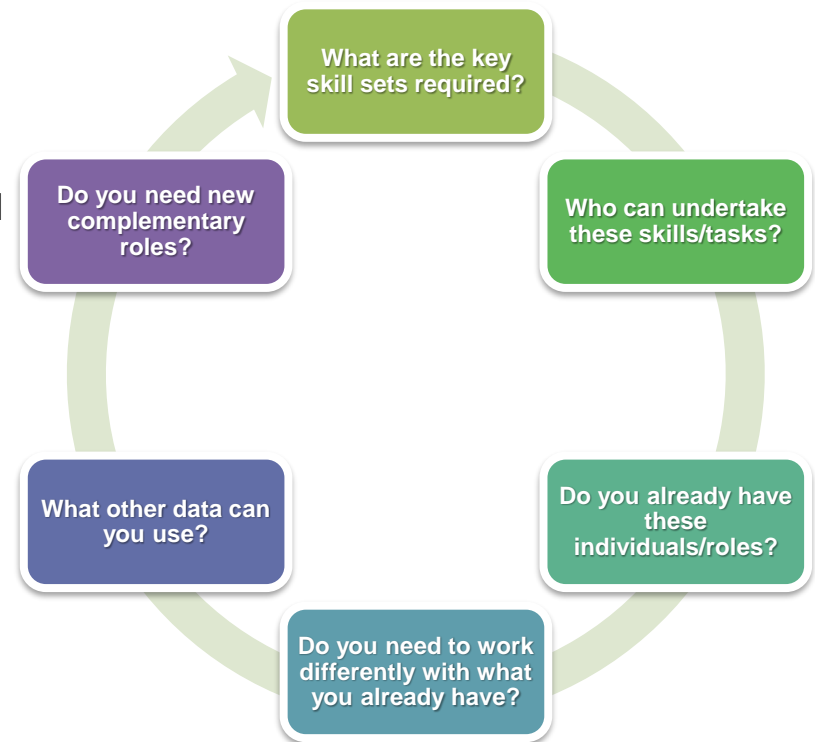
Stakeholders and HEI working in partnership

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



Health Education England

HEE Local Support



HEE National/ Regional Support



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

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 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

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.

Advanced Clinical Practice:



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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 careerevents

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 post graduate access to Professional programmes with
- 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, CPPD- shared learning, study days, rotations, shadowing, coaching, mentoring, scholarships
- Advanced clinical practice, academic or research or management or leadership
- Bridging programmes for career changes

LEADERSHIP

EDUCATION

RESEARCH

SKILLS AND KNOWLEDGE (COMPETENCE)