AHPfS

Meeting 7th May 2019

Gillian Wilkinson (gillian.wilkinson1@nhs.net)

**CHPO and CNO**

The first session of the meeting was attended by the (acting) Chief Health Professions Officer (CHPO) Tracy MacInnes and the Chief Nursing Officer (CNO) Fiona McQueen. Robust discussion took place around AHP (8.3% of the workforce) strategic positioning and leadership, the distribution of health board funding across MDT pathways and the Health and Social Care Staffing Bill.

Focus was on developing AHP leadership and evidence of AHP impact. Practicalities of changing culture to include AHP involvement at Directorate and Government level was also discussed where it was suggested changes would not happen overnight! Currently only registered nurses are able to apply for Directorate posts.

‘Whole system’ thinking was recommended as being the way forward, with AHP’s focusing on prevention and early intervention (AILP), service provision and defining/transforming roles.

Research and providing evidence of AHP impact on service was strongly advised as AHP impact data is not widely available. This is partly being addressed by the Transforming Roles project led by Chris Rowley.

The CHPO vacancy will be split into 2 posts – an AHP role and a Healthcare Science role. Interviews to take place 25/6/2019. Interview panel to be comprised of the CNO, the CHPO (England) and a civil servant (yet to be confirmed). A stakeholder panel on which the AHPfS will have a seat will be involved in the interview process.

**Social Media**

Campaign group to be established and led by AHP Director Scotland Group (ADSG) with involvement from the CHPO and AHPfS. Aim is to advertise AHP roles and engage with professions.

**Parliamentary Event**

A SLWG has been formed within the AHPfS with the view of holding a Parliamentary event early 2020.

**Cabinet Secretary Meeting**

Select representation from AHPfS meeting with Cabinet Secretary 14/5/19. Topics for discussion include –

* Workforce planning
* AHP inclusion around leadership
* Understanding values of AHP’s
* Financial Review
* Social Media Campaign

**Transforming Roles: Influencing Workforce Planning**

Chris Rowley – AHP National Lead for Workforce and Education, Scottish Government.

Chris delivered a presentation detailing his role so far –

3 levels of practitioner identified above basic grade - Senior, Advanced and Consultant, each of which may be Generalist or Specialist.

Chris and his team are working towards developing role specific minimum standards for these roles incorporating key Knowledge and Skills and Behaviours. The aim of this exercise is to create a more uniform, national standard for advanced roles in order that roles can be succession planned and there can be interpretability and transferability of roles between health boards. Aim is to create visible, persistent, national roles.

For a role to be considered for Advanced Practice it must be subject to Validation, Governance and Accreditation. This will allow creation of proper career pathways and access to training to spread roles.

Chris reiterated the importance of data collection and identifying the number and roles of current advanced practitioners. This will allow for database coalition and an understanding of what work is undertaken where and by whom. Again this allows for succession planning.

If you are asked to provide information to one of these projects please try to make it a priority!

At present 3 areas have been identified as pilots alongside Transformation Programmes – MSK, Unscheduled Care and Reporting Radiography (in conjunction with SRTP).

Chris works closely with the ADSG and NES, both groups are also heavily promoting the triangulation of AHP data collection. Elaine Figgins (NES) and Moraig Rollo (ADSG/NES) were also present at the meeting. It was suggested a possible way to ‘track’ the AHP workforce (as many work in the private as well as the public sector) may be by giving each AHP student a pre-registrant HCPC number which stays with the individual. This mirrors the actions of the NMC where each student nurse is given a number.

AHPfS are looking for us to provide cost effective examples of professional impact (x3), if possible relating to AILP for onward transmission to the CHPO.

Next meeting 21st August.