

# Advancing Practice: HEE Update

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**HEE AHP FCP advisor London, November 2022**

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# Advanced Clinical Practice

Advanced clinical practice (ACP) is a defined **level of practice** within registered clinical professions such as nursing, midwifery, pharmacy and AHPs. This level of practice is designed to transform and modernise pathways of care, enabling the safe and effective sharing of skills across traditional professional boundaries. In line with the **Advanced Practice Multi-professional framework (2017)** ACPs are educated to **Master's level or equivalent**, with the skills and knowledge to allow them to expand their scope of practice to **better meet the needs of the people they care for.**

# NHS 10 Year Plan

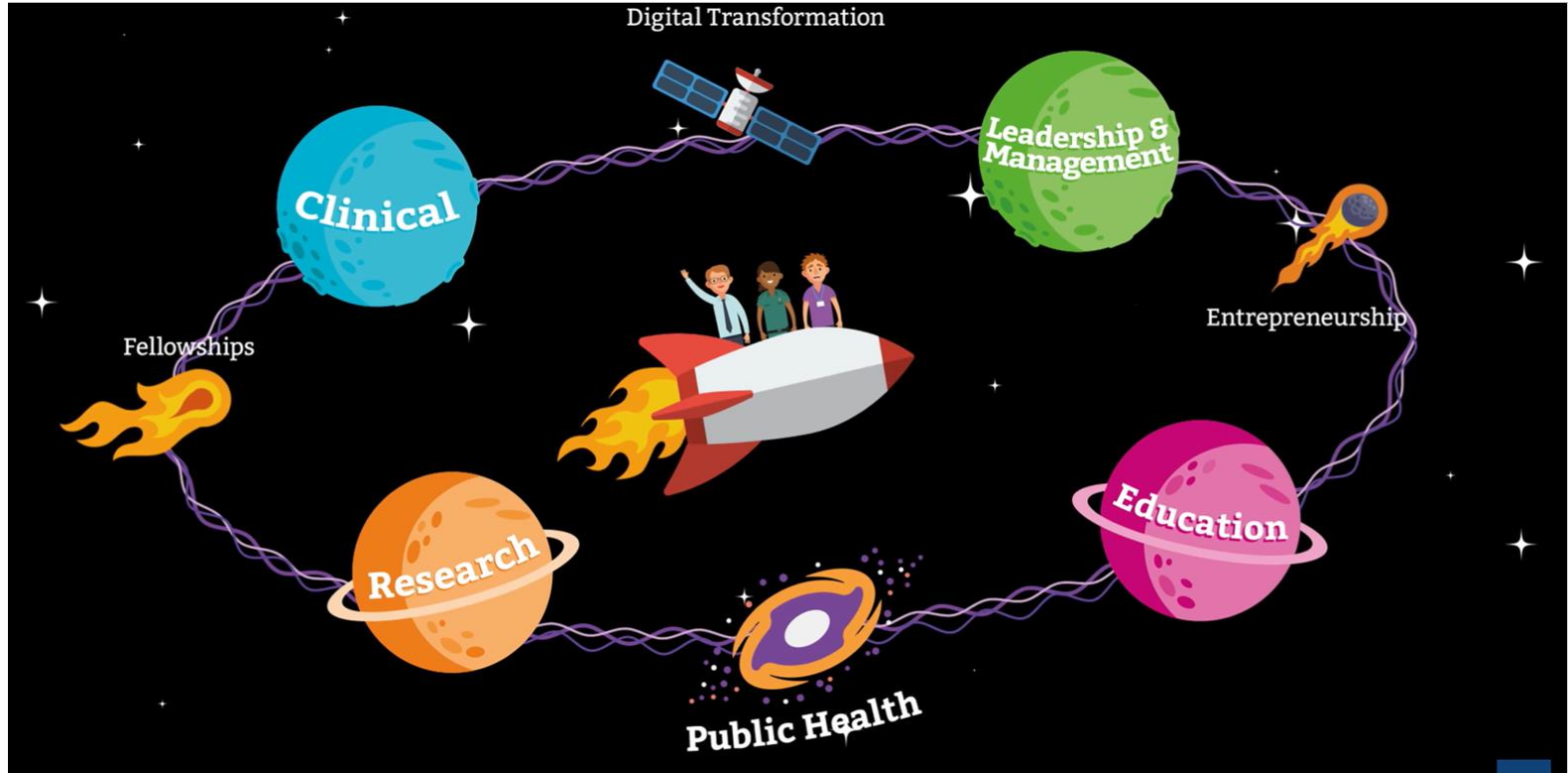
Growing the NHS workforce will partly depend on **retaining the staff we have**

One of the top reasons for people leaving is that they do not receive the **development and career progression** that they need.

We will expand multi-professional credentialing to enable clinicians to develop new capabilities **formally recognised in specific areas of competence**

To make the NHS a consistently great place to work, we will seek to shape a modern employment culture for the NHS – promoting flexibility, wellbeing and career development, and redoubling our efforts to address discrimination, violence, bullying and harassment

# The Universe of Opportunities





## CLINICAL PRACTICE

Advanced Clinical Practitioner  
Consultant  
Clinical Team Lead  
Clinical Director  
Clinical Leader  
First Contact Practice



## RESEARCH

Clinical Academic (Investigator)  
Clinical Researcher (Investigator)  
Health Research Delivery  
Health Research Assistant  
Health Research Advisor



## EDUCATION

Practice Based Educator  
Design and deliver university teaching  
Taught Masters  
Research MPhil/Phd  
Visiting/ Associate Lecturer  
Part-time Lecturer



## LEADERSHIP & MANAGEMENT

Operational Management  
Project Management  
Fellowships  
Workforce & Transformation  
Quality Improvement  
Commissioning  
Digital Leadership



# **Background and Overview of the regional AP faculty**

# What are the Regional AP Faculties?

- The national Centre for Advancing Practice has been established to lead the advanced and consultant practice agenda across England.

Establish and monitor standards for education and training

Accredit advanced practice programmes

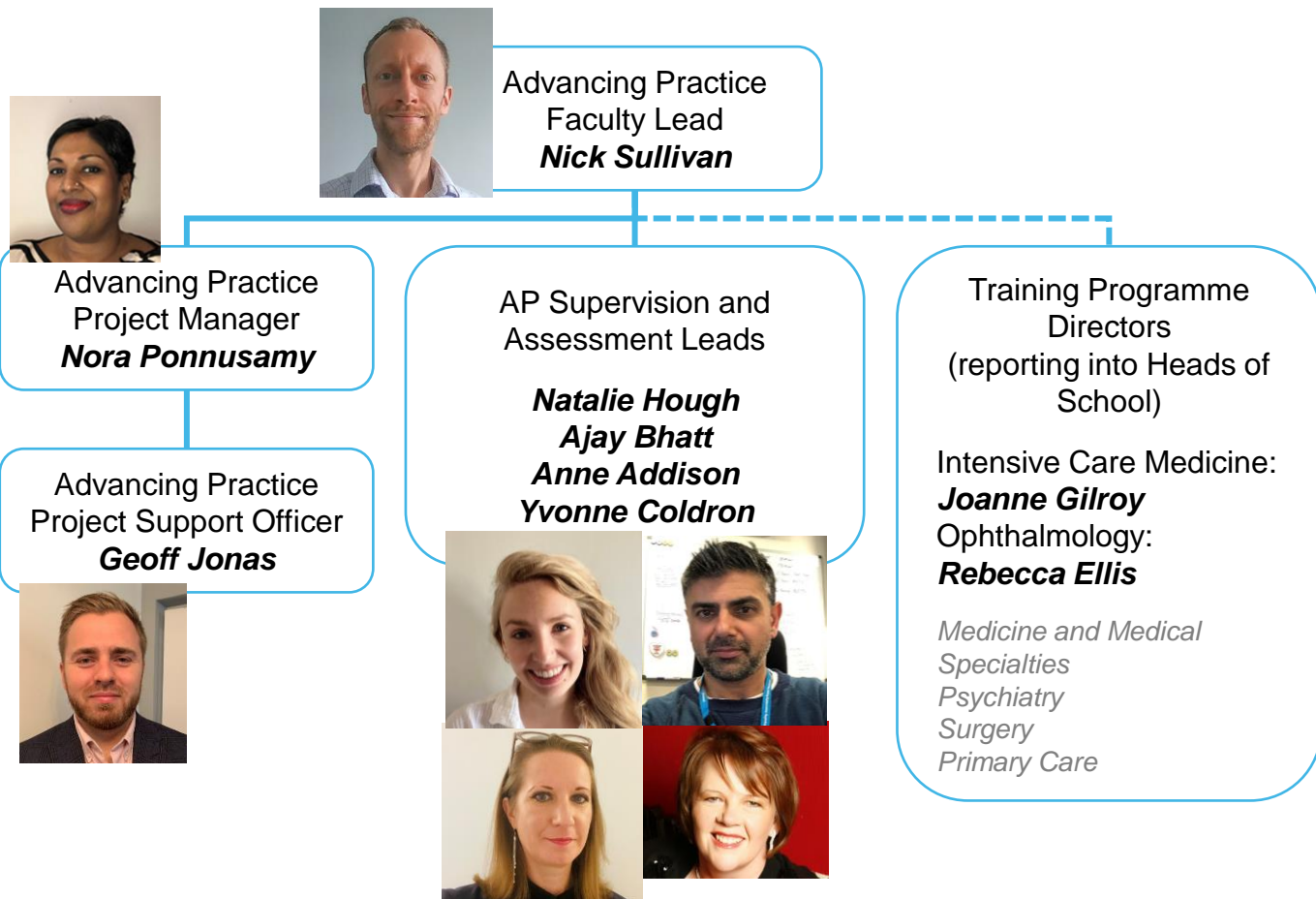
Support and recognise practitioners

Grow and embed advanced practice and consultant workforce

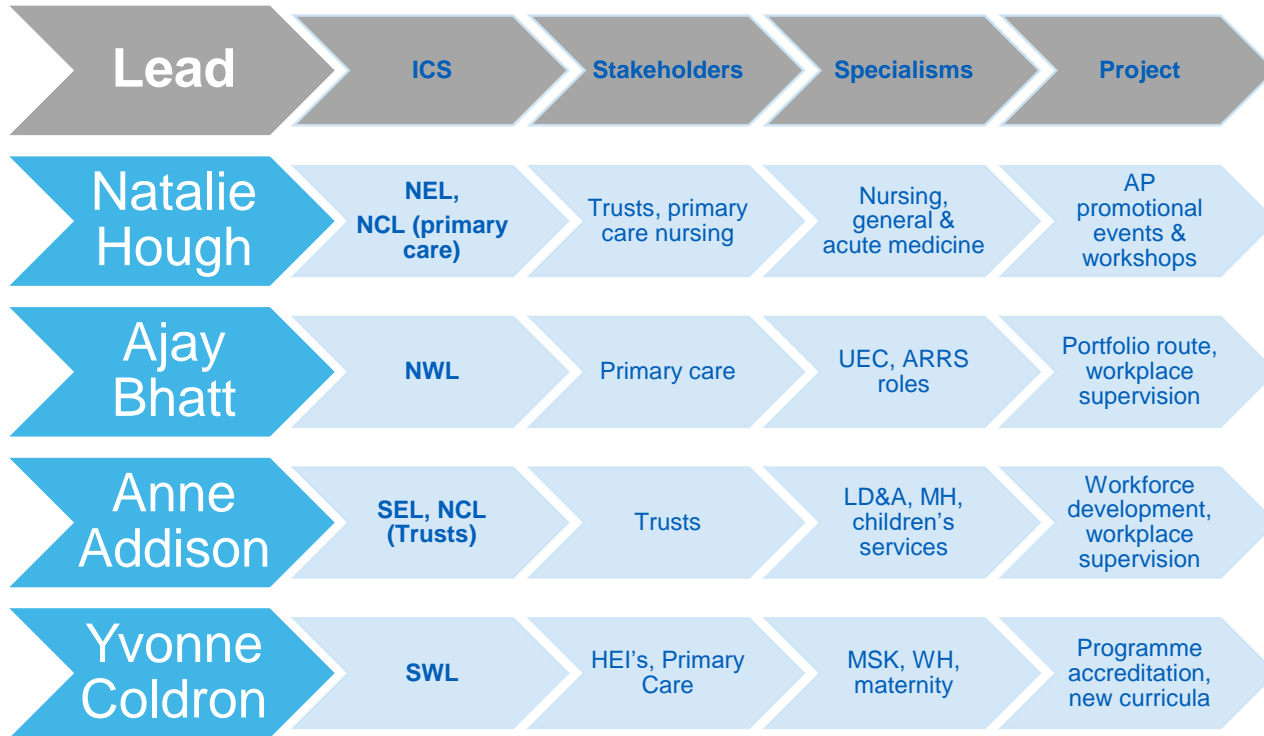
- In order to drive the change in advanced practice signalled in the Long Term Plan, **a multi-professional faculty of advancing practice has been established in each region.**
- Their function will be to **lead and promote advanced and consultant practitioners as part of the workforce solutions that support service changes.**



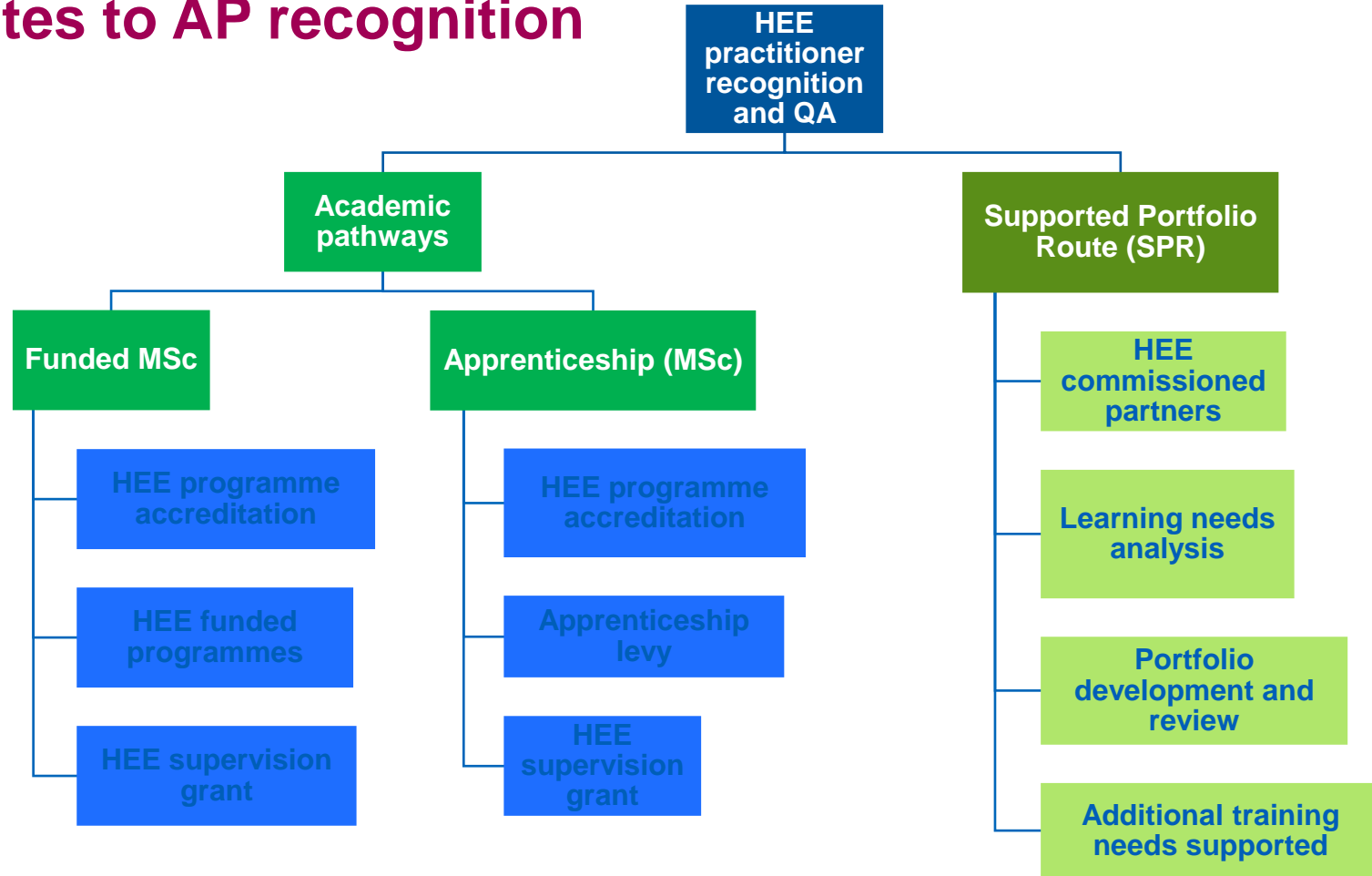
# The regional faculty team:



# HEE regional Supervision & Assessment Leads



# Routes to AP recognition



# **Current regional AP commissioning model**

## Key focus areas for 22/23

- Development of the AP workforce is a key focus area of the NHS Long Term Plan (LTP) and NHS People Plan
- National and regional targets are being set for the growth of the AP workforce in specific LTP specialisms including:
  - Primary care
  - Mental health
  - Learning disabilities & autism
  - MSK
  - Elderly care/frailty
  - Long term conditions/rehabilitation
- London regional AP workforce development to be undertaken with ICS's to meet London recovery targets

# Regional Objectives & Priorities



- 1 Improve regional communication and stakeholder engagement
- 2 Promote effective, standardised approach to AP workplace supervision
- 3 Support AP workforce development planning that meets service, patient and staff needs
- 4 Review AP commissioning processes to ensure system needs are met

# Reflection on current funding model

# Current funding model

Training pathway	Tuition fees	Supervision fee
ACP MSc	Full tuition fees paid to the HEI for a period of 3 years practice	£2,500 for 2021/22
ACP Apprenticeship	N/A (paid by the employer through the apprenticeship levy)	£2,500 for 2021/22
Top-up modules	Tuition fees paid to the HEI for named modules agreed between HEE and the employer. Modules must be completed within the 2021/22 academic year and must upskill the individual to fully meet the Multi-Professional ACP Framework	N/A

- The employer should make a **clear case for the ACP role** to demonstrate that it is one of the organisational priorities in line with their workforce plans and service requirements
- The employer should provide assurance that there will be an **ACP post on completion of training**, demonstrated in the service/division establishment by way of a Job Description or job plan, to avoid investing in the upskilling of staff who cannot then put their advanced skills into practice
- The employer should commit to providing a **suitable learning environment** to the ACP trainees



## Supervision grants

- The supervision grant for London trainees is below the national recommendation of £6000-£10,000
- Feedback from stakeholders has been that current grant payments do not meet the full infrastructure needs required to provide adequate trainee workplace supervision
- In a number of instances this has proved to be a barrier to staff undertaking ACP training, particularly in speciality areas of practice in which AP is not well established

# Uptake of apprenticeship pathways

- The current model does not incentivise employers to utilise the apprenticeship levy, failing to meet a recommendation of the national guidance
- In 2021/22 London was the region with the lowest proportion of ACP trainees utilising the apprenticeship levy and the highest total number of fully funded MSc's
- The low regional interest in apprenticeship pathways has prompted several London HEI's to review the viability of continuing these programmes, reducing choice for trainees and employers

## Supported ACP programmes

- The London region has historically only funded recognised, generic ACP programme mapped to the Multi-professional Framework for Advanced Clinical Practice
- Feedback from stakeholders highlights that these generalist ACP pathways do not meet speciality service needs that could be met by alternative academic programmes. Examples include critical care, emergency care, musculoskeletal services, ophthalmic services and cancer & diagnostic teams.
- Practitioners from these specialisms are historically under-represented on HEE-funded ACP programmes. In 2021/22, 83% of HEE-funded trainees were employed in an Acute Trust setting and of those only 19% were working in a specialist setting.
- There is a risk that the current commissioning model fails to deliver the multi-professional diversity of ACPs across our ICS's that is central to the advanced practice ambitions of the NHS LTP and NHS People Plan

# **Proposed 2022/23 funding offer and regional faculty priorities**

## Recommended changes to 202/23 commissioning

- A. Ring-fence course fees and supervision grants currently funded for MSc trainees (~£3500 and £2500 p.a. per trainee) for those who undertake the apprenticeship pathway and provide the full £6000 as a supervision grant
- B. Support funding of speciality advanced practice programmes where employers can demonstrate that this would meet a specific workforce need that could not be met by currently funded generalist ACP pathways
- C. Only top-up module requests for conversion of HEE-funded PGDip's to the full MSc will be funded by the regional faculty. Any requests for stand-alone modules that could complete established ACPs' mapping of capabilities against the domains of the Multi-professional Framework for Advanced Clinical Practice would be directed to the national SPR process to receive Centre recognition

# Proposed prioritisation of funding requests

Priority	Description
1	places on <b>Centre-accredited ACP programmes</b> (MSc or apprenticeship)
2	places on <b>non-accredited legacy ACP programmes</b> (MSc or apprenticeship)
3	<b>top-up modules</b> required to convert a HEE-funded ACP PGDip to a full MSc
4	places on <b>non-standard HEI programmes</b> that fulfil a specific ACP workforce development need and whose curricula can be mapped against the four pillars of advanced practice

## Other developments in 22/23

AP workplace supervision

AP credentials

E-portfolio (supported) route

Communities of practice

ICS workforce and recovery planning

Enhanced and consultant-level practice

# Multi-Professional Supervision

**NHS**  
Health Education England

The Centre for Advancing Practice

**Workplace Supervision for Advanced Clinical Practice:**  
An integrated multi-professional approach for practitioner development



Developing people health and healthcare  
[www.hee.nhs.uk](http://www.hee.nhs.uk)



**NHS**  
Health Education England

## Advanced Practice Workplace supervision

### Minimum standards for supervision

**Introduction**

High quality supervision for healthcare professionals moving into trainee **advanced practice** roles is essential for supporting the development of confidence and capability and underpins patient and practitioner safety.

Health Education England's 2020 [Workplace Supervision for Advanced Clinical Practice](#) provides further in-depth, evidence based information and recommendations on how to develop quality supervision in the workplace.

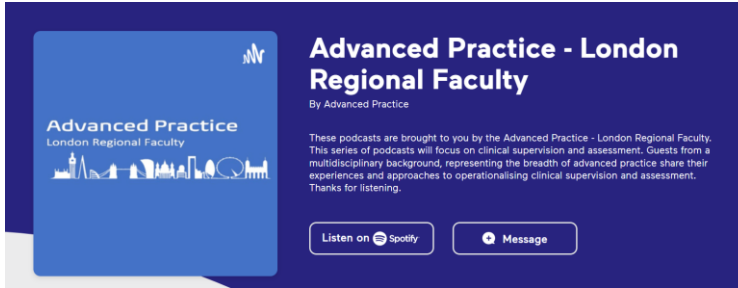
The following guidance is for supervisors, managers, employers, and trainee advanced practitioners (AT) to advise of the HEE Centre of Advancing Practice minimum expected standards of supervision.



[www.hee.nhs.uk](http://www.hee.nhs.uk) We work with partners to plan, recruit, educate and train the health workforce.





# Workplace Supervision



**Advanced Practice - London Regional Faculty**  
By Advanced Practice

These podcasts are brought to you by the Advanced Practice - London Regional Faculty. This series of podcasts will focus on clinical supervision and assessment. Guests from a multidisciplinary background, representing the breadth of advanced practice share their experiences and approaches to operationalising clinical supervision and assessment. Thanks for listening.

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- Podcasts
- Minimum Standards for Supervision
- Supervision e-learning and training



**NHS**  
Health Education England

**Advanced Practice**  
**Workplace supervision**

**Minimum standards for supervision**

**Introduction**

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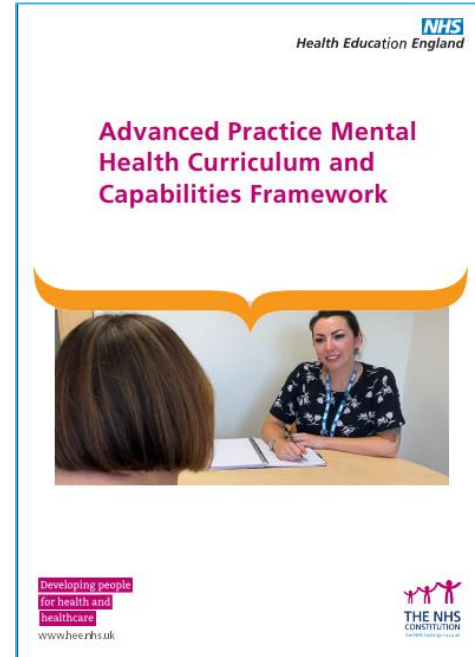
# Credentials

**‘Credential’:** A defined, standardised unit of learning and assessment to - Develop advanced-level capability in a specific area of practice - Address a priority, at-scale need on a multi-professional basis

One strand of the advanced practice agenda and its contribution to workforce transformation; one solution to developing area-specific advanced-level practice capacity and capability

## Credentials in Development:

*Autism; MSK; frailty/elderly care; acute/general medicine; maternity*



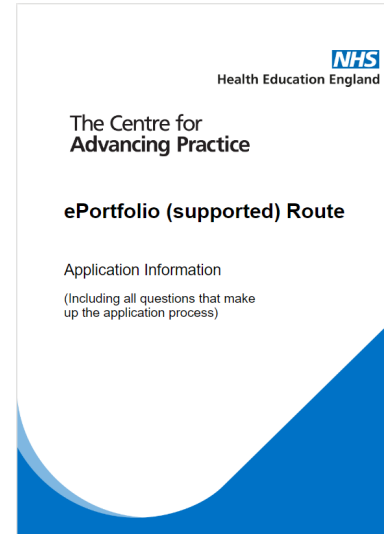
# E-Portfolio (supported) Route

The Centre has been developing several routes to gaining recognition via the successful completion of either:

- a Centre accredited advanced clinical practice programme of study.
- a Centre accredited apprenticeship advanced clinical practice programme.
- this ePortfolio (supported) Route with an allocated education provider.

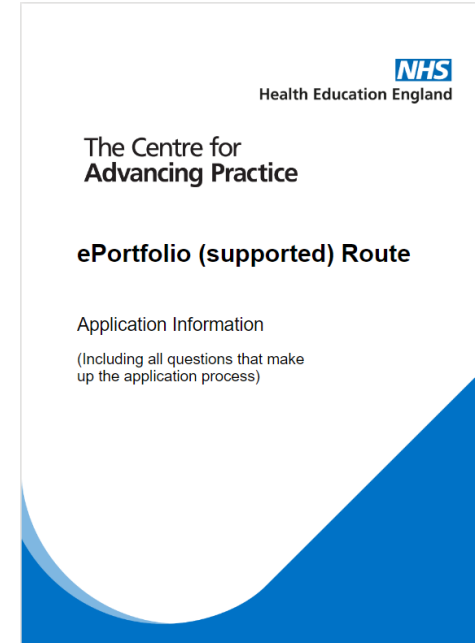
## Stages of the E-Portfolio Route

*Preparation – Application – Allocation – Completion - Evaluation*

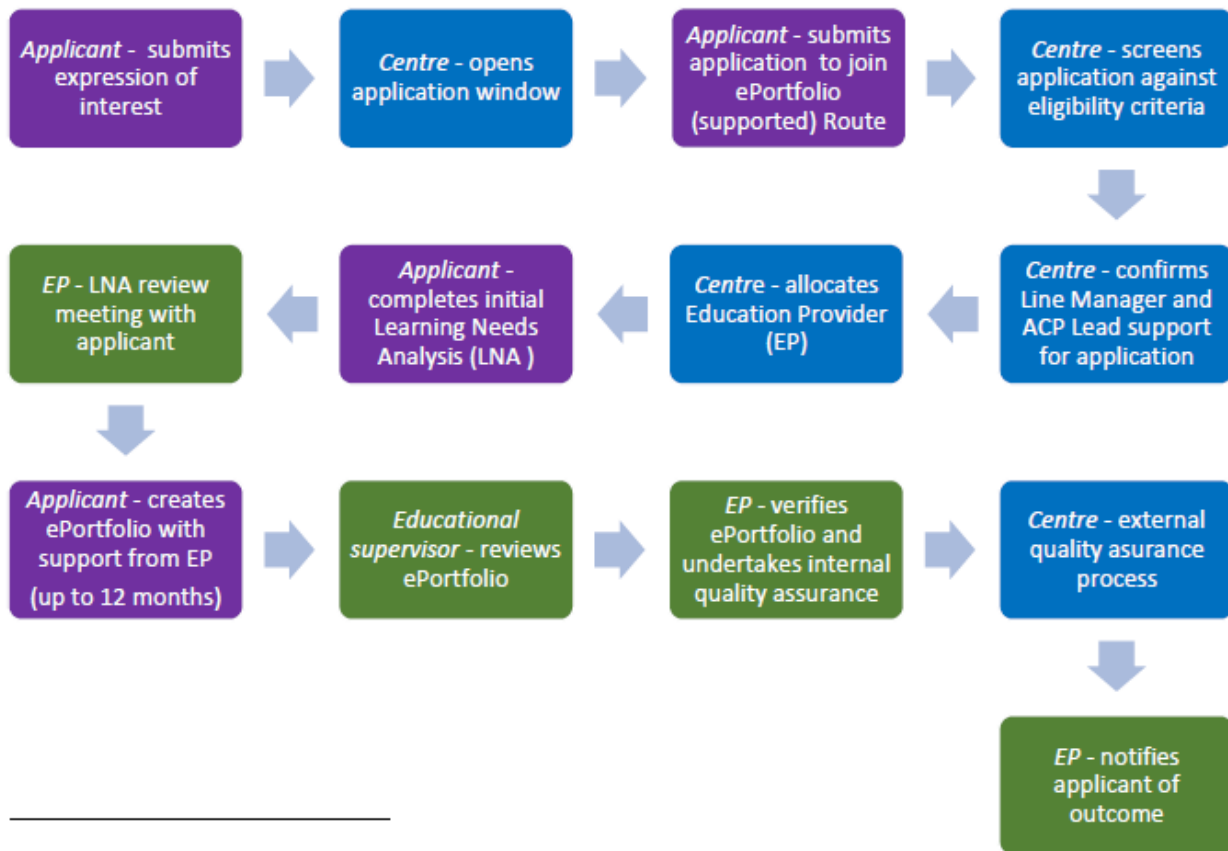


# ePortfolio (supported) Route

The ePortfolio (supported) Route has been specifically designed to enable recognition with the Centre for Advancing Practice of existing, experienced advanced practitioners, regularly working clinically in advanced practitioner roles, who have normally completed their advanced practice experiential and educational learning before 2017 when HEE's Multi-professional framework for advanced clinical practice in England was published.



### Summary of the process for completing the ePortfolio (supported) Route<sup>3</sup>



# Communities of Practice

Communities of Practice

Anytime, anywhere



A Community of Practice is a group of individuals who come together to share ideas, develop expertise and solve problems around a topic of interest. Communities of practice can be made up of people across the NHS and beyond, so that knowledge is shared and re-used widely.

**NHS**

## Pilot - ACP Leads for Trusts pan London

### Plans for CoPs for:

- Primary Care
- Trainees
- Qualified ACPs

# Workforce Planning - Development & Training

## Demystifying workforce planning – an overview

**Overview:** This short session provides an overview of workforce planning, along with some methodologies and techniques as well as the ways in which HEE can offer support.

**Course Length:** 1 hour

**Who is it aimed at?** Staff from any professional background with an interest in workforce planning and transformation.

**Frequency:** Monthly

**How to apply:** Contact [Workforceintelligence.lase@hee.nhs.uk](mailto:Workforceintelligence.lase@hee.nhs.uk) to request. Times and groups to be negotiated.

## Fundamentals of workforce planning

**Overview:** This interactive workshop gives an overview of workforce planning and a guide to the 6 steps methodology. It also covers the practical elements of planning; including diagnosing the workforce problem, analytics and workforce modelling, as well as the ways in which HEE can offer support.

**Course Length:** Half day workshop

**Who is it aimed at?** Staff from any professional background involved in workforce planning. Works best for a group of staff working for the same organisation or in the same service area.

**Frequency:** Quarterly / on agreement

**How to apply:** Contact [Workforceintelligence.lase@hee.nhs.uk](mailto:Workforceintelligence.lase@hee.nhs.uk) to request. Times and groups to be negotiated.

## Integrated Planning Workforce Masterclass (6-Steps)

**Overview:** The masterclass programme takes participants through the 6 steps of workforce planning in detail. It is a practical and interactive course. Participants work through a workforce issue /challenge and develop a workforce plan/ business case by the end of the programme.

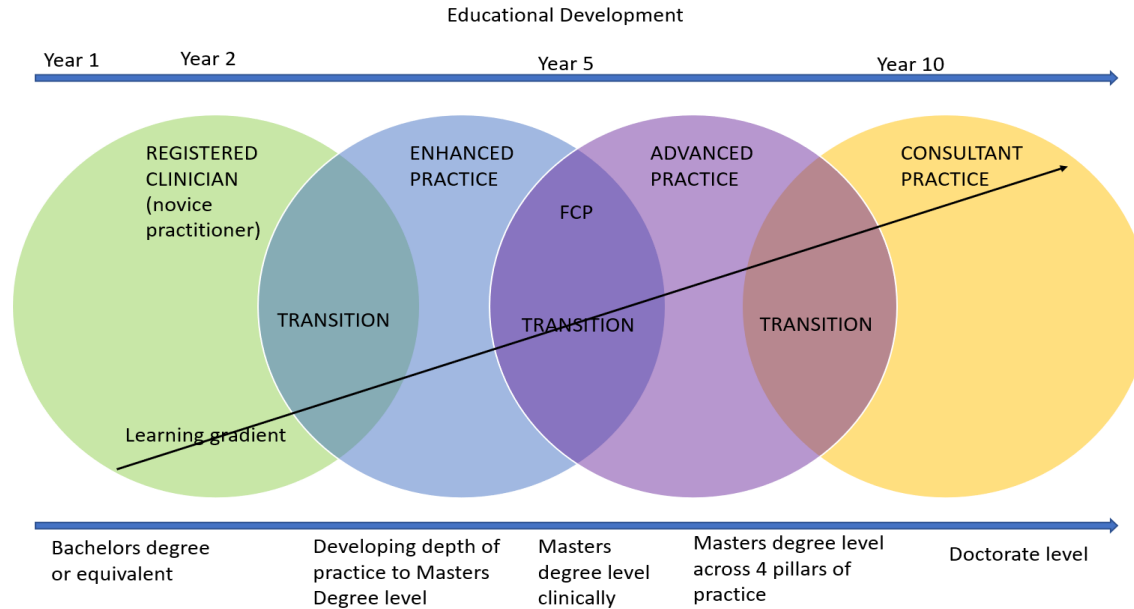
**Course Length:** 18 weeks

**Who is it aimed at?** Staff from any professional background involved in workforce planning & improvement. Participants need to apply as a multi-disciplinary group of 3-5.

**Frequency:** Cohorts run twice a year (4 cohorts a year in total)

**How to apply:** Contact [masterclass@hee.nhs.uk](mailto:masterclass@hee.nhs.uk) to be notified of application window.

# Enhanced & Consultant Level Practice





# Challenges



# Further updates

**Multi professional supervision**

**Role of training Hubs**

**Quality assurance of supervisors**

**Marketing of role**

# Thank you

[acpenquirieslondon@hee.nhs.uk](mailto:acpenquirieslondon@hee.nhs.uk)

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