

Allied Health Professionals Strategy update

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Who are the AHP at Royal Papworth Hospital?

- Occupational Therapists
- Dietitians
- Physiotherapists
- Speech and Language Therapists
- ODP
- Radiographers
- AHP in alternative roles
- Cardiac Rehab
- Social Work/Discharge Planning/Safeguarding
- Chaplains



National
AHP



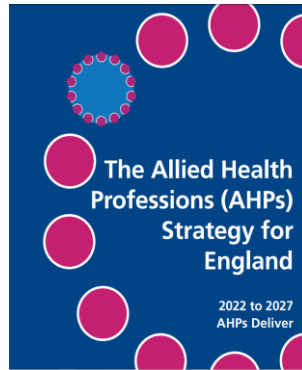
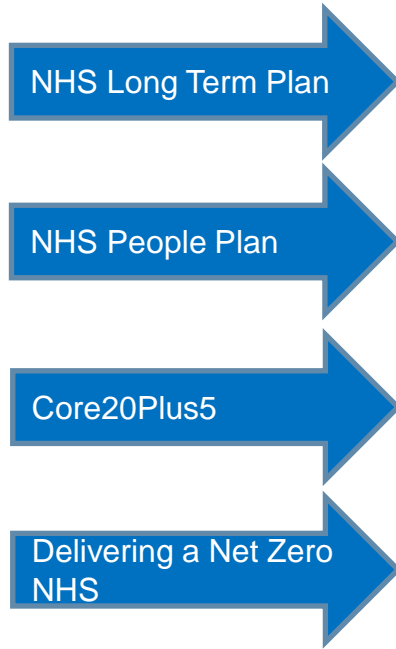
Honorary
RPH AHP



**3rd largest
clinical
workforce**

The Strategic Context

NHS Policy → National AHP and Trust Strategy → Royal Papworth AHP Strategy



Ambition: Develop and retain the AHP workforce

To develop a sustainable workforce that is fit for purpose and the future

Priority areas	Outcome
Promotion of AHP careers	<ul style="list-style-type: none"> 4 x Sixth form and secondary careers events across C&P 3 x Education and research secondments TTDP and Safeguarding open to AHP Campus AHP careers scoping- rotations ODP- Education role NHSE funded
Inspiring AHP of the future	<ul style="list-style-type: none"> Student placement capacity increased Apprenticeship 3 completed. 6 continuing New DT apprenticeship
Retention of our staff	<ul style="list-style-type: none"> 2 Listening events of staff survey Stay Survey-themes included location, travel and career progression 3 completed TRMP- 6 on cohort 2 CPD NHSE Funding 10 completed Incivility and Microaggression course Feedback loop set up with monthly you said we did Vacancy down gradually 13.2% with Trust target 12%
Health and wellbeing	<ul style="list-style-type: none"> AHP Day and profession celebrations Monthly H&W lunch time sessions Sports day- campus next year 6Cs Monthly
Development of AHP into other roles	<ul style="list-style-type: none"> ACP- 1 completed, to complete in 2024 Need to look at advancing clinical careers for utilisation of workforce

Ambition: Strengthen AHP Leadership

To develop our AHP workforce through promotion of AHP leadership and access to quality learning

Priority areas	Outcomes
Develop Career Pathways	Support worker competency framework initiated Coaching to support leadership Meaningful IPR and 1:1s targeted Transparency of objectives being implemented
Empower AHP leaders	3 on leadership academy programmes 1 completed Roslyn Franklyn 3 completed line manager training, 3 in progress Leadership of: Women's Network Delerium Group Food and nutrition Tracheostomy
Promote compassionate and collaborative leadership	Value based objectives being implemented Team culture concerns raised and being addressed FTSU and HR regular reviews Staff feedback loops instigated

Ambition: Deliver excellent quality care every time

All patients will receive cutting edge care of the highest standard from AHP who are well prepared, educated and at the forefront of their fields.

Priority areas	Outcomes
Right skill mix and capacity is deployed to deliver maximum impact	Healthroster used by all teams- safe staffing next Redeployment Cardiac Rehab interprofessional skill mix -National Accreditation of Cardiac Rehab
Research and innovation	Non-med steering group launched B6 3 month NHIR research Internship Physio PI in cardiology research Green shoots funding ringfenced QI projects Doctorate into AHP professional identity Research celebration event
Continuous Professional Development	9 staff on MSc modules 30 conference attendees with presentations Partnership working with ICS partners rotations
Addressing Healthcare inequalities	Treating Tobacco Dependency Programme CF CUH patient transition Pulmonary and Cardiac rehab remote and HI Projects

Ambition : Strengthen the AHP voice

AHP will be a unified workforce, represented fairly and consistently across the Trust with a positive and influential profile

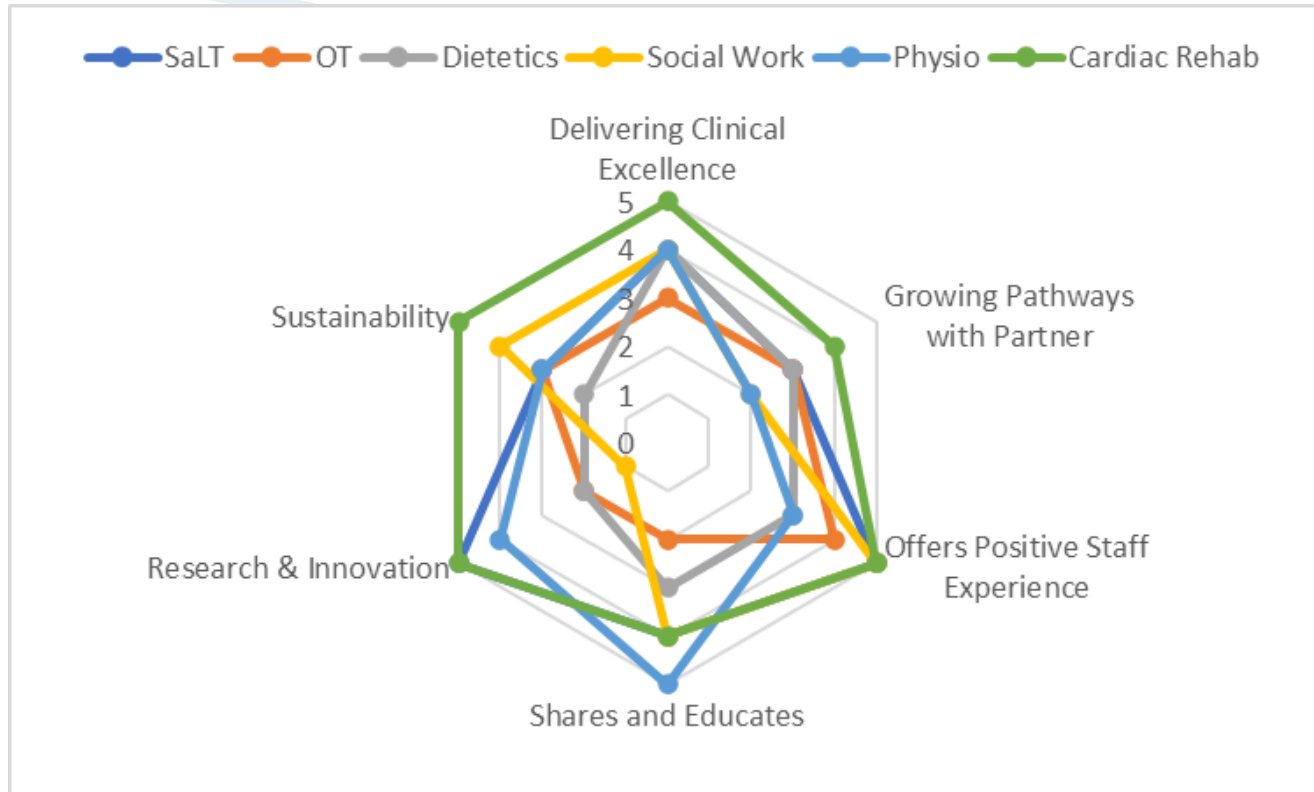
Priority areas	Outcomes
Representation	5 papers published Non-Med Steering Group established ICS Deputy chair- strong collaborative across providers ICS AHP Lead- collaborative contribution
Reduce fragmentation	AHP Council AHP day Non-Medical forums forming
Increased profile	AHP representation at Staff Awards AHP Day National & International representation and presentation National and regional specialist clinical committees

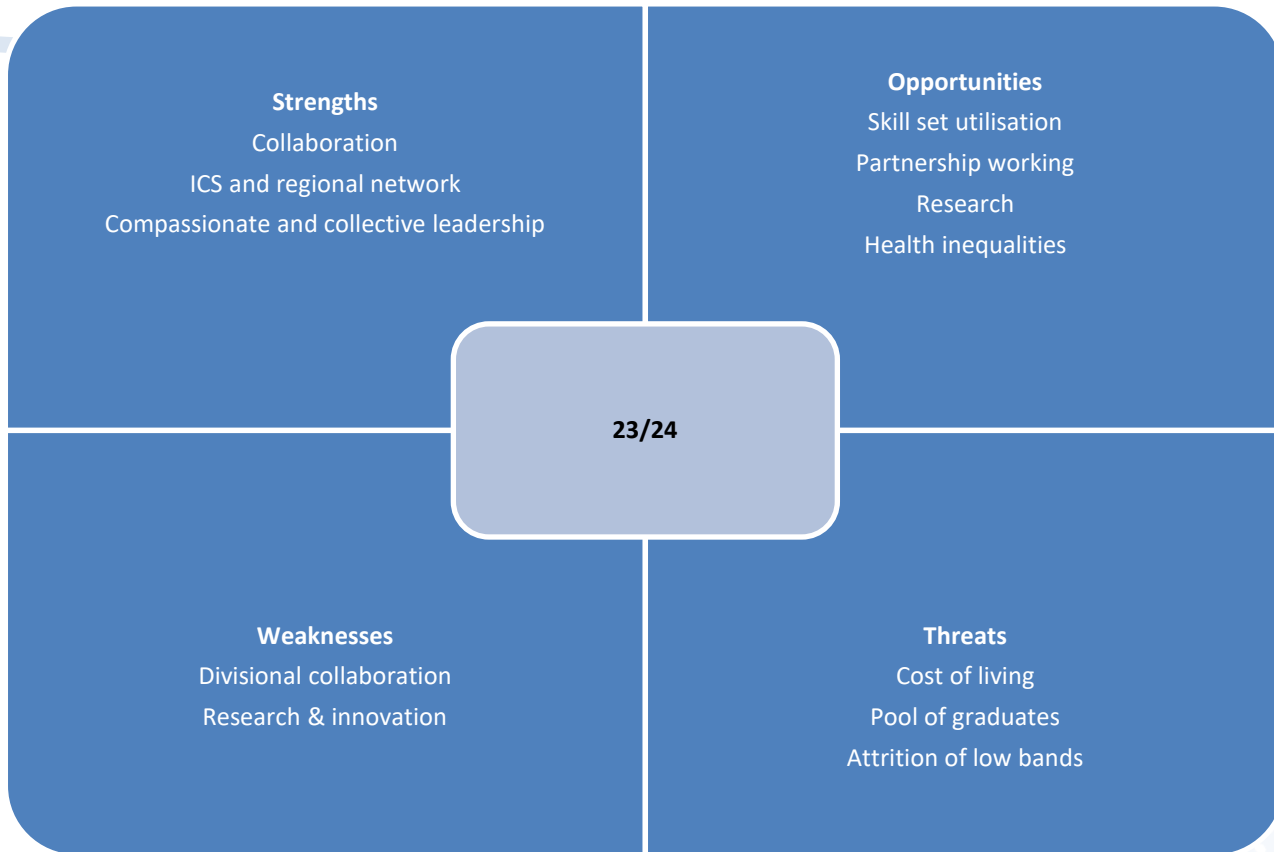
Ambition : Demonstrate the impact of AHP contribution

To be able to present quantitative and qualitative evidence of the impact that AHP have within the organisation and externally

Priority areas	Outcomes
Effective use of staff resources	Redeployment of staff to support across divisions Healthroster- safer staffing and red flags being developed Protecting all clinical time- iIPR, clinical supervision
Evidence AHP clinical and cost effectiveness	Clinical hours to contacts Activity tracking and reporting informing service redesign
Evidence the quality impact AHP service have with patients and families	Patient stories reported to sub committees and board F&F 90-100%
Compliance with the Digital Framework for AHP	CAHPIO vacant- recruitment plan in place Gaps in digital maturity Digital innovations eg student and new starter training
Sustainability	Glove use review Green award last year OT Contributed to sustainable nutrition statement and plastics

The Perceived Strategic Alignment





23/24

Strengths

Collaboration
ICS and regional network
Compassionate and collective leadership

Opportunities

Skill set utilisation
Partnership working
Research
Health inequalities

Weaknesses

Divisional collaboration
Research & innovation

Threats

Cost of living
Pool of graduates
Attrition of low bands