It is now 3 years since the publication of the AHP Strategy for Scotland, *Building on Success: Future Directions for the Allied Health Professions in Scotland* and there have been many and varied developments since then. The five original national working groups have completed their identified pieces of work and this marks the end of the beginning, as they acted as a catalyst initiating work that continues to grow and develop.

The Ministerial Implementation Group, the strategy steering group, met for the last time in May 2005 and the next date with the Minister for Health and Community Care will be an event planned for the end of this year that will celebrate the success and progress made over the past 3 years. The event date will be published on the AHP website once it has been finalised: www.show.scot.nhs.uk/sehd/ahp

**Role Development**

Next month will see the publication of the SEHD guidance for AHPs on Role Development. This document has grown out of a national consultation exercise that was Scotland wide and multi professional. It is of relevance to all the AHPs and provides a generic framework for approaching role development in a positive, pro active and patient centred way.

Watch for this publication on the website: A Framework for Role Development in the Allied Health Professions – [www.show.scot.nhs.uk/sehd/ahp](http://www.show.scot.nhs.uk/sehd/ahp)

**AHP Healthcare Support Staff**

In 2004 a national consultation exercise for AHP support staff was commissioned by the SEHD from QMUC and undertaken by Gloria Dunlop. The full report has been circulated through the AHP networks with the SEHD responses to the recommendations.

Work is currently underway developing three HNC courses for Diagnostic and Therapeutic Radiography, Speech and Language Therapy and Physiotherapy. These will provide opportunities for support staff to obtain additional training and further develop their skills.

**Regulation**

The Minister will shortly respond to the findings from the consultation on the regulation of health and social care staff that was issued in 2004. There is general support for regulation of this section of the workforce but many feel it would make sense for existing regulators to work together to develop core/common standards, with some discipline specific standards. A Project Officer has been seconded to SEHD to lead the work and a National Group has been established.

**AHP Consultant Posts**

Last year saw the appointment of the first AHP Consultant in Scotland, Dietetic Consultant in Public Health Nutrition and this year sees the development of an OT Consultant in Stroke in NHS Grampian – and we wish them success with their appointment.

A national AHP Consultant post for Cancer has also been advertised and we look forward to the appointment of an AHP to this significant clinical leadership post.

**Awards for Innovation**

The AHP Awards for Innovation will be available again this year for those services that have adopted an innovative approach to delivering services to patients. Those projects submitted in past years that have additional information on outcomes and impact on patients and services may wish to consider re-submission.

Submission forms will be available as from 1st July and will be posted on the AHP website: [www.show.scot.nhs.uk/sehd/ahp](http://www.show.scot.nhs.uk/sehd/ahp)

to be returned by 30th September 2005. Awards will be presented at the Celebrating Success event in November 2005.
**Children’s Services**

Strong multi-agency working is a priority in the delivery of children’s services. New ways of working, redesign, skill mix and partnership working are key to implementing the actions from the Review of S&LT, PT and OT service to Children as well as implementing the Additional Support for Learning (Scotland) Act (2004).

Morag Dorward is seconded to the Scottish Executive, working across health and education to provide a national focus for AHPs in the implementation of the Act as well as the recommendations within the Review.

The national AHP Action Group is taking this work forward with identified AHP leads for children’s services from each of the Board areas with input from Child Health Commissioners, social work and education development officers from the Additional Support Needs division at the Scottish Executive.

Local engagement and actions are crucial to meeting the requirements of the Act and good progress continues to be made. **The Act** Full title: the Additional Support for Learning (Scotland) Act 2004.


Website for ASN division, Scottish Executive Education Department: [http://www.scotland.gov.uk/about/ED/ASND/00019094/page1040569097.aspx](http://www.scotland.gov.uk/about/ED/ASND/00019094/page1040569097.aspx)

**Workforce**

**Recruitment and Retention**

Recruitment and retention remain challenges for AHP services in some geographic and clinical specialty areas. Flexibility in employment, career and development opportunities are known to impact on the recruitment and retention of staff.

The SEHD will be publishing guidance on flexibility in employment for AHPs later this year which marks the outcome of the work carried out by the Staff Governance working group.

**Return to practice**

Jan Williamson (NHS Tayside) is conducting a wider consultation on return to practice on behalf of the SEHD. Jan has linked with the practice education pilot sites (NHS Dumfries and Galloway, NHS Borders and NHS Greater Glasgow) to consult on supporting literature and a potential framework to support returners back into NHS Scotland. The time required for supported or supervised practice for returners is currently the subject of national consultation by the Health Professions Council and any SEHD guidance will reflect regulatory requirements.

**AHP Workload**

Alison Smith, seconded from NHS Tayside, is leading the AHP workload project.

This involves establishing which workload measurement tools are currently available and in use across the nine allied health professions and how they are used.

This key piece of work provides an essential strand to informing workforce planning and workforce intelligence in the future.

The project steering group chaired by the Director of Strategic Human Resources and Workforce Development for NHS Tayside, Alan Boyter and all key stakeholders are represented. The AHP Professional Bodies have been consulted and all stakeholders have expressed strong support for the project.

Questionnaires will be distributed throughout NHS Scotland during July 2005 with a 4 week response time and Alison will be available throughout this period to provide information and support to all respondents.
National Workforce Plan

The National Workforce Plan 2005 is due to be published in June 2005. NHS Boards and regions will also be producing their own plans by September 2005.

A pragmatic approach has been taken in this first year towards projecting the future workforce for NHS Scotland. An estimation of a selection of factors that impact on demand will be made but this year, the plan will be supply orientated.

This year’s plan is the first round in an iterative and continual process of workforce planning which will see the product refined year by year. The move towards a structure based more on patient pathways rather than the professional groups is the direction of travel.

Careers

Service redesign and new or different roles offer alternative career pathways for the AHPs. The National Allied Health Professions Advisory Committee (NAHPAC) is supporting a piece of work to promote AHP careers by identifying career pathways of individual AHPs in Scotland.

NAHPAC have also participated in finalising a resource pack for careers events that will be available later this year, the product of the Careers Information working group.

A national career framework for the NHS in Scotland is under consideration by the Careers, Recruitment and Retention steering group one of the nine work streams of the National Workforce Committee.

The Department of Health has recently commissioned Skills or Health to develop a competence based career framework for the Allied Health Professions in England and Scotland and the other home countries are represented on the steering group to ensure a UK wide approach.

Workforce Development and CPD

Funding support for AHP training needs analysis was provided by the SEHD last year in order to support a coordinated approach to continuing professional development within Board areas. NES has led and coordinated this project through identified AHP leads for CPD in each of the Board areas.

Education and training are vital to continuing personal and professional development but are also crucial for modernising services and ensuring development of the workforce.

Supplementary Prescribing

An AHP national working group is being convened to consider the impact on the recent changes in legislation to supplementary prescribing. These changes came into force earlier this year and the professions included in the changes are Physiotherapy, Podiatry and Radiography. This service focused group will be reviewing the implications and implementation of these changes within NHS Scotland.
NQIS
The Allied Health Professions Clinical Effectiveness and Practice Development Network has now established topic specific groups on Stroke, Musculoskeletal, and Children's Services. Further information on network, activities and groups can be obtained from the NHS QIS web site
www.show.scot.nhs.uk/cesahp

NES
The 17th May saw the announcement by NES of ongoing support for practice education for AHPs within NHS Scotland. An AHP post will be created in each NHS Board area to support the practice education agenda.

Work has begun on the development of a mentoring and support programme for newly qualified AHPs. This project is being carried out by NES and Linda Harris is now in post to take this work forward.

A succession and development programme for consultant AHPs, Nurses and Midwives sponsored by the SEHD has recently commenced. NES is leading this project and the AHP input is being provided by Rob Packham (NHS Fife) and Joyce Thompson (NHS Tayside)

ECHIP
1. The echip project continues to meet its targets and Margaret Hastings AHP national coordinator continues to offer leadership with this project although Margaret’s own time commitment to the project has been reduced. Further information on the project can be found on the AHPeCHIP website:

http://www.show.scot.nhs.uk/sehd/ahpechip/ and on the Clinical Effectiveness Site for the Allied Health Professions in Scotland http://www.show.scot.nhs.uk/cesahp

DATE FOR DIARY

Novice Researcher's Event
6 October 2005
Venue to be confirmed