

We are **caring** **one team** **listening to understand** **open and honest** **always improving** **inclusive**

National AHP day 2022

This year, on National AHP day at UHD, Debbie Lane, (Associate Director of AHPs & HCS) met with more than 300 AHPs on Christchurch, Bournemouth and Poole sites, handing out certificates of appreciation to nominated AHPs - details of all those who received certificates of appreciation are in this edition. AHP keyrings were also handed out—let Debbie know if you want one.



Free prize draw tickets to AHP goodies boxes were also handed out to AHPs across all 3 sites. The 3 lucky winners of the AHP goodies boxes, containing all sorts of edible & non edible goodies

Recognising Allied Health Professions
FRIDAY 14TH OCTOBER 2022

art therapists, drama therapists, music therapists, chiropodists/podiatrists, dietitians, occupational therapists, operating department practitioners, orthoptists, osteopaths, prosthetists and orthotists, paramedics, physiotherapists, diagnostic radiographers, therapeutic radiographers, speech and language therapists.

CELEBRATE | APPRECIATE | INSPIRE | CONNECT #AHPsDay

beginning with the letters A, H & P (e.g. Aero bar, Haribos & Pens) were:



Jason Jenvey—ODP Poole site

Goerge Whitaker—Radiographer Bournemouth site

Sam Scarratt—Physiotherapist Christchurch site.

If you missed Suzanne Rastrick’s live address you can download from the national AHP resource library

[AHPs Day Resource Library - National AHP Virtual Hub - FutureNHS Collaboration Platform](#)

This newsletter has been developed to avoid cluttering your inboxes with multiple emails with AHP news and info. If you have anything of interest for your fellow AHPs for the next newsletter please get in touch: Deborah.Lane@uhd.nhs.uk or 07768777110

(Associate Director AHPs & Healthcare Scientists)

Inside this issue:

AHP day thank yous & photos	2-8
SW AHP news	9
Job opportunities, secondments, fellowships	10
Upcoming events, webinars & training	11
Leadership academy	13
UHD support for staff	14
National AHP news	
National AHP News	15-

Thanks to Occupational Therapists....



Debbie Butler, band 6 Occupational Therapist in the OPAL team ((works in ED and OPAU). (pictured here) She always keeps the team supplied with sweets and cakes, as well as being a fantastic OT!

Catherine White and Mark Allen-Pick (Senior Occupational Therapists) based in the outlier team within the Older Persons Therapy Team at RBH. They work tirelessly running around the non Older Persons Medical (OPM) wards to ensure that OPM patients receive high quality therapy input during their inpatient admission. They passionately advocate for patients and provide advice and education to staff on the non OPM wards to promote patient independence despite regular push back and lack of engagement. Their passion and determination is unwavering even in very challenging situations and we could not run the team without them!

Heidi Hanslip band 6 OT with interim care team.

For all the support she gives to her colleagues. She has been incredibly supportive with a new band 4 therapy assistant who has recently started with the team. She goes above and beyond for patients and she is a lovely person to work with. She inspires the rest of the team

and she is always willing to help when she can. We have had some lovely feedback about her from an intermediate care team and from patients. She is very thoughtful and diligent with her work.

Joanne Teanby: Specialist Occupational Therapist in Prosthetics who supported the Trust by working flexibly in the Trust during Covid and providing services throughout to prosthetic patients.



Susan Griffiths OT paediatric therapy team (pictured here with her certificate & some of the paediatric therapy team)

Susan embodies the value of inclusivity throughout all of her work. At a team level she represents the voice of the child, outlining the needs of the autistic children she works with, supporting them with explaining their needs to others.

Susan has also been instrumental in educating the team and more widely on the theme of ableism and how this affects inclusivity. She has been working closely with the Royal College of Occupational Therapists on this topic to develop networks (AbleOT) and guidance on this subject. We are very proud of the work she achieves and her use of social media to connect with others in an inclusive manner. . For Example; <https://otalk.co.uk/2020/08/11/otalk-18th-august-2020-occupational-therapy-and-ableism/>

Thanks to Orthotists & Prosthetists...



The Steeper team of Prosthetists, Technicians and the Orthotist who continued to work during the pandemic, keeping the centre open for patients who needed our help keeping them independent and mobile and who are still busy dealing with the post covid rush! The Steeper Manger Caroline McNerney received the certificate on behalf of the team.

AHP Day Thanks to therapy teams & members.....:

The therapy team on wards 4 and 5. Hannah Tebbutt, Gemma Curtis, Annie Sayers, Girole Napoli, Ruth Goble, Daniella Fonesca and Emma Willington. Aka 'The dream team'

They have all been working incredibly hard under extreme pressure these last couple of weeks in particular due to the internal incident state. They all deserve praise and recognition for the amazing work that they do. Some of the team are new having only recently started at UHD, but they have settled in and embraced their new roles with enthusiasm and positivity. Massive well done!

Interim therapy team members

Kayla Graham: For being very proactive and managing caseload on 2nd week of rotation. Thank you

Karolina Janiaczek: For her continued hard work and dedication to the team

Mary Salmon: For her positive attitude in the team

Thanks to Speech & Language Therapists

Whole SLT department

Thank you to everyone for adapting to the huge number of changes we have experienced as we've started coming together as UHD SLT over the past few months. We have made fantastic progress and I am really proud to be part of such an inclusive, determined and skilled team.

Penny Scott

Thank you for organising our first UHD SLT in-service. A lot of hard work clearly went into the planning and it showed. It was fantastic to be able to meet in the middle, to be by the sea and to have such a good turnout. It was brilliantly organised, everyone was made to feel very welcome and it was a great learning opportunity. Here's to many more! Thanks again, Penny.

Dannielle Blair

Thank you for always going the extra mile for the team, for taking cross-site working in your stride and for always being a positive force within the team.

And therapy team leaders...



Clare Wilcox, clinical lead PT in OPAL (pictured) for her support and excellent organisation skills. Clare is always happy to take tasks on to relieve the other leads, especially myself as the only part timer and she does this graciously, efficiently and with a smile. This week she is supporting an overseas physio into her induction and has gone above and beyond and planned a great induction to support this staff member.. Thank you also to **Chiamaka Onyeka, (Band 6 Physio - OPAL team pictured with Clare)** to let her know how pleased we are she is working with us & how welcome she is to the UHD family

Jen Rains B7 Physio on critical care. (Pictured with acute therapy team)

Jen is one of the best leaders I have worked with. She is flexible in approach and always has the larger picture in mind to achieve goals. Jen has demonstrated amazing ways to inspire and educate both the staff and patients to improve themselves and each other. She has been able to build a therapy team dynamic that is second to none and all therapists stepping onto critical care do so with anticipation to help those in need.

Jen Rains presented such an inspiring presentation at the quality

forum last month that summed up her professional engagement, energy and talent. She has led a team through a horrendous pandemic experience but seems to have come out with more energy, ideas, passion and dedication than ever and we are seeing recruitment for respiratory physios going strong despite workforce challenges due to leadership from her and her peers within the Acute Therapy Team, She is amazing, an unsung hero and I really appreciate her.

Sharon Cheatle, (Clinical Lead Occupational Therapist OPS RBH) for her tenacious leadership during the pandemic and beyond.

Sharon has been an incredible advocate for her patients and team and championed two key areas - one to seek improvements to the discharge process and pathway for patients that has become broken through the pandemic. (I know this took a huge emotional effort and has taken a personal toll on Sharon but without her voice we would be in a very challenging place now). Also her championing of the think therapy work and efforts to engage this project more widely across UHD to ensure it is wide-reaching and sustained.



Thanks to AHP Support Workers

Amy Hibbard B3 TA in OPAL, who is a great team player and always supports the team by covering any last minute shifts thus enabling us to maintain an effective therapy assistant service on the OPS wards over the weekends. Amy is a core member of the team on OPAU and is always willing to help her patients with their therapy progress and general wellbeing.

Emma Sessa (Therapy Assistant) for the Think Therapy work she has been doing to include and educate student nurses in the role and importance of Therapy in the pt journey.

She has provided some amazing sessions for them on the ward, and we are planning to harness her enthusiasm and knowledge to bring this in front of even more student nurses during the next academic year.

Katherine Sherwood (Therapy assistant) (Pictured with Debbie Lane) for her continued work supporting the vaccination clinics and organising social events.



Thanks to Therapeutic Radiographers....

Thank you to **Claire West (Pictured left)** and **Brogan Lovett (Pictured right)** for all their support with education & training, for colleagues, students & apprentices. Also thanks for setting up the competency database.



Thanks to Dietitians

Sarah Currell specialist Paediatric Dietitian at Poole site – Sarah has given 30 years' service to the Trust. She is dedicated to her role in paediatrics and works as a well respected member of the paediatric MDT. She has trained and supported many staff into the profession and the speciality over these years and we owe her a gratitude for this hard work and dedication. We will very much miss Sarah from our team and the from the Trust when she retires in Jan 2023.

Laura Flynn – H& N Dietitian based at Poole site – Laura has shown resilience and calm during challenging times. She is always a happy and caring presence in our team. Laura listens and always puts patients first. She is pleasure to have in our team.

Dael Hartley – Gastro Dietitian RBH site: Dael is a strong team member who endeavours to be inclusive in her actions and priorities & champions her team members best interests. We are lucky to have Dael in our team.



Julie Charman – Specialist Diabetes Dietitian based across sites (Pictured with Joelle Baynham, Consultant Podiatrist) Julie is a kind and caring team player. She absolutely always puts her patients interests at the front of everything she does. She is open and honest with patients and daily goes above and beyond for them. She is constantly caring for the well being of her colleagues and her compassion shows in everything she does.

Emma Jenkins and Julie Charman Dietitians in Diabetes at RBH. Despite facing numerous workforce changes within the diabetes team, they still manage to provide compassionate, high-quality care to their patients. Their expertise and hard work is an inspiration to the wider UHD Dietetic team



Ruth Lee, Neuroendocrine Tumour Dietitian.

Ruth has recently taken over as lead dietitian for student training at the Poole site of UHD. She has embraced this enthusiastically, with a caring and inclusive approach. Thank you Ruth for volunteering for this role, you are a fantastic role model for our students and are doing a great job of planning our student package.

Jo Ruffell, Children's Dietitian (pictured here)

Having worked in adult dietetics for a few years, Jo has recently joined the paediatric team and has grown in knowledge, skills and confidence and is always improving. She has a "can do" positive attitude and her enthusiasm is appreciated not just by the dietitians, but also the wider paediatric team. Thank you Jo for joining us and taking on the new role so positively

Thanks to Physiotherapists....

Sophie Simmonds, Band 6 Physiotherapist in the stroke and neurotherapy team at UHD. She has been in the trust for 17 years-ish and has always been a proactive and positive member of staff. She is highly experienced. She is consistently focussed on delivering person centred care, and is a real champion of close MDT working - particularly with nursing staff and healthcare assistants on the Stroke Unit. She is very knowledgeable and always willing to help and to step up to a challenge. Sophie was one of the "faces" of our Walkerbot campaign last year, and she has been integral in championing its successful implementation on the stroke unit. Not only that, she climbed Ben Nevis to raise funds for the campaign, and ran the London Marathon, raising over £2500 for UHD Charity. Thank you Sophie!!



Louise Johnson, consultant physio in stroke. Louise displays trust values continually in her role. She is always looking at ways to improve quality and rehab opportunities for our stroke patients. Louise listens with intent and considers how to support and develop services and individuals. Louise is caring and displays care and support to staff and patients every day without exception. Louise has supported the bringing together of two ESD teams into one and supporting neurotherapy also with a one team view and future strategy. the list goes on....!

Tim Randell - Specialist physiotherapist in Prosthetics who supported the Trust by working flexibly in the Trust during Covid and providing services throughout to prosthetic patients.

MSK Physiotherapists

Owen McCaughan (Pictured) and Luke Silcox – Thank you for their ongoing and dedicated support for MSK electronic notes, providing timely and sensitive support and teaching for front line staff.



Laura Raxworthy – for her tireless work on developing and supporting FCP in North Bournemouth PCT and managing a tricky balance both within her Orthopaedic Clinic and team lead role at UHD.

Mike Cheyne (Pictured with Owen) and Lisa Scott – for their work with student education and building relationships with local HEI's



James Creasey – for his work on supporting Orthopaedic Outpatients as part of the 'Think Big' project at Beales and effectively being Professor Middleton's support.

Kate Wallace and Paula Reynolds (Pictured) who set up and lead the Virtual Fracture Clinic (VFC). This service manages a huge proportion of orthopaedic patients virtually, negating the need for them to attend fracture clinic appointments and providing them with a high-quality consistent service. Consequently, VFC was a complete lifesaver throughout the pandemic and the service has continued to expand and improve. The caseload can be extremely high and Kate and Paula (along with the rest of the VFC team) work tirelessly to ensure patients receive the best possible service.



Thanks to Radiographers.....



Lisa Bisset, consultant radiographer, clinical director of DBSU (pictured here) as an example of a real positive role model for AHP's, demonstrating that sky is the limit for AHP's.

Lisa has lead the team through COVID and the breast screening recovery process since. She has implemented positive change, including playing a role in the Dorset Village project, as well as applauding others for their achievements. DBSU and the AHP family are lucky to have her.



Daniel Rumble, Radiographer in CT & MRI (pictured here with Debbie Lane)

He always goes the extra mile for patients and he's always so helpful to the admin team.

Patients love him and he's just generally a nice person to work with!

These are the AHPs who were nominated for recognition on the day, however I want to say a massive THANK YOU to all the amazing AHP workforce at UHD who work hard, going above and beyond to put patients first.

**We are
#TeamUHD**

If there's someone you feel should be recognised, remember the UHD Excellence Awards for "Living our Trust Values". This monthly award is open to any UHD member of staff or volunteer and has been set up to recognise some of the amazing people and teams around our trust. Every day people are living our values to help care for our patients and for each other and we want to celebrate where you have gone above and beyond. Look under E on the UHD intranet pages for nomination forms.

Advancing Healthcare Awards

The Advancing Healthcare Awards is a unique awards programme which crosses boundaries and fosters partnership working. It is open to Allied health professionals, healthcare scientists and those who work alongside them in support roles. The Awards aim to:

- Identify and share examples of good innovative practice throughout the four countries of the UK, which are evidence-based, sustainable and transferable
- Help AHPs and healthcare scientists communicate their key role in health and social care to their various audiences
- Develop the awards programme in reach and stature reflecting the crucial contribution of AHPs and healthcare scientists in prevention, diagnosis, treatment and rehabilitation
- To meet the expectations of the sponsoring and supporting organisations.

Closing date: 24 January 2023

For more details please see: <https://ahawards.co.uk/uk/>

SW AHP News

Emma Sessa, has had her Think Therapy poster accepted for the AHP SW Massive on November 23rd—thanks to the Communications team for their support.

Using Population Health Management to target COPD support for low, medium and high risk groups in Dorset

Nearly 3,000 people in Dorset with Chronic Obstructive Pulmonary Disease (COPD) at risk of degenerating health were helped to manage their condition to improve their wellbe-

ing by being given fresh access to health apps, social prescribers, group consultations and carousel clinics. Please find on the UHD AHP pages a short 7 minute read that shares this work as a case study and supporting

The Dorset Integrated Care System would like to build AHP Support Workers in Dorset a "Community of Practice".

The hope is that we can build a space that will allow you to talk with other Support Workers from across the county. This space would provide the opportunity to share good practice, ask questions and receive information about upcoming opportunities and developments. But what would work best for you? Please take some time to complete this survey so we can gather your thoughts.

<https://www.surveymonkey.co.uk/r/5ZKYX95>

If you would like to contact me directly to discuss further please send an email to: ana.mchillier@uhd.nhs.uk

Think Therapy

NHS
University Hospitals Dorset
NHS Foundation Trust

Questionnaires

Pre:

- Very little knowledge and understanding of the role of therapy from university
- Lack of opportunities to work with therapy colleagues
- Not realising the importance of a therapeutic and an enabling approach
- Difficulty understanding or using information in therapy notes

Post:

- Increased confidence in working with patients in a therapeutic way
- Feeling part of a wider team
- Better understanding of OT, PT and TA roles
- Improved MDT working
- Keen to spend more time with therapy

Post:

Joint Think Therapy and nurse education meeting identified these next steps

Ward-based:

- Contenance promoting strategies
- Enhancing MDT awareness of discharge plans
- MDT Guidance to promote 3 Principle Aspects of Care in medical notes

Induction/training:

- Induction to include understanding therapy documentation
- Think Therapy training on wards with all nurses and HCWS
- Think Therapy training at universities preplacement
- Interprofessional working for all students on ward-based placements
- Videos promoting Think Therapy during induction
- Posters on wards for staff, patients and visitors
- Qualified Think Therapy 'Stakeholders'
- Think Therapy champions on the ward.

Project aims

- Increase independence and reduce deconditioning amongst inpatients
- Enhance MDT understanding of the role of inpatient therapists
- Improve documentation relating to 3 Principle Aspects of Care

Methods

- Providing 'think therapy' induction training
- Shadowing and joint working opportunities with therapy
- Upskilling ward colleagues in documentation around 3 Principle Aspects of Care
- Pre-and-post questionnaires for student nurses

3 Principle Aspects of Care:

- **Mobility/transfers**
- **Washing and dressing**
- **Toileting**

Aims of Think Therapy induction training and shadowing opportunities were to:

- Define roles of OT, PT and TA
- Demonstrate therapeutic moving and handling
- Promote patient independence in 3 Principle Aspects of Care
- Upskill ward colleagues to include 3 Principle Aspects of Care in their documentation
- Be aware of how patients normally manage ADLs at home
- Highlight the risks of prolonged bed rest from a 'holistic' perspective
- Promote a 24-hour therapeutic care approach
- Develop strategies to promote continence

Measuring MDT success

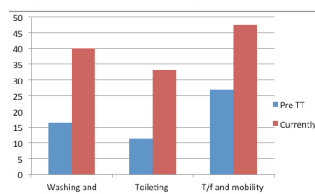
Pre-and-post Think Therapy project snapshot documentation audit

About the 3 Principle Aspects of Care compared to a **Gold standard**:

- Precise documentation of what patient can do for themselves, assistance required and why
- Successful strategies encouraging patient independence
- Understanding of how the person normally does things at home
- Impact of current function on likely support needs / safety at home

Outcomes

- A significant increase (120%) in gold standard documentation
- Gold Standard Documentation (expressed as a %)



Gold level %

	Pre TT	Currently
Washing and Dressing	16.5	40
Toileting	11.24	33.1
Transfers and mobility	26.83	47.5



Job Opportunities, Secondments, Fellowships & Apprenticeships

The job advert is out for a Clinical Service Lead for Pulmonary Rehabilitation in Dorset – 2 year secondment. Link below:

[Job vacancy: Clinical Service Lead for Pulmonary Rehabilitation, Dorset County Hospital NHS Foundation Trust, Dorchester | trac.jobs \(nhsjobs.com\)](https://trac.jobs.nhsjobs.com/Job-vacancy-Clinical-Service-Lead-for-Pulmonary-Rehabilitation-Dorset-County-Hospital-NHS-Foundation-Trust-Dorchester)

Closing Date 3rd November 2022

ENHANCED CLINICAL PRACTITIONER - SAME DAY EMERGENCY CARE - SURGERY—UHD

Band 7—Closing date 1/11/22— Open to Registered healthcare professionals

The Surgical Same Day Emergency Care (SDEC) is an established service delivering care to suitable emergency surgical patients. The service currently operates Monday to Fridays between the hours of 08.00 to 20.00. In line with Organisational redesign the service will operate additionally on Saturday and Sundays 08.00-16.00 on completing the recruitment of the successful candidates. We work closely with the Surgical on-call team, to ensure the emergency surgical patients journey is of the highest quality care.

The main aim of the service is to rapidly assess, diagnose and treat emergency surgical patients within the same day, improving their patient journey and increasing bed capacity and patient flow within the hospital. At present we discharge up to 80% of the patients through surgical SDEC, they may require further treatment, however this is achieved by patients returning the following day and therefore not requiring a hospital stay.

Site: Bournemouth or Poole (you may be asked to work across sites)

Main duties of the job

Be an accountable person, responsible for managing practice, using an enhanced level of professional accountability, autonomy and judgement for highly complex decision-making across a discrete aspect of patient care in SDEC Surgery service

Care for people with complex conditions using existing knowledge and expertise, enhanced clinical assessments, diagnostics, interventions and equipment.

To work autonomously, using enhanced clinical knowledge and skills, underpinned by theory and experience, to holistically assess patients with often complex conditions, using a range of methods across the specialist service.

To plan and manage care of patients within current level of practice, working in partnership with others, delegating and referring as appropriate, to optimise health outcomes and resource use, as well as providing direct support to patients and carers.

To propose and implement service and policy development and redesign, impacting beyond own area and other disciplines, informed by current best practice and evidence-base, in accordance with values-based care of the trust.

To act as an expert resource to others and deliver and evaluate a range of relevant specialist programmes of education and development for individuals and large groups

Up and coming events, webinars and training

We are delighted to offer you the opportunity to attend the Clinical Workforce Productivity Optimising AHP Care webinar series. This is a series of five short webinars hosted by our senior AHP team supported with case studies from provider organisations.

The events are being held on **MS Teams 12:00-12:30 Monday 31 October – Friday 4 November**. There is no need to register, all information can be found on our [Clinical Workforce Productivity - FutureNHS Collaboration Platform](#) or follow the links below:

- **Monday 31 October - 12:00-12:30 – Optimising AHP Care led by Rob Goddard, Senior AHP Productivity Advisor**

Optimising Care is an area of focus within the new AHP strategy, AHPs Deliver. This webinar will detail the essential components of work that should be considered, and provide information for you to utilise when optimising care in your clinical area.

[NHSE Clinical Workforce Productivity: Optimising AHP Care Webinar](#)

- **Tuesday 1 November - 12:00-12:30 AHP Job Planning led by Clare Collyer, Senior AHP Productivity Advisor**

Job Planning is an essential element of care optimisation and this webinar will provide valuable information to support implementation. Through a job planning process individual staff will agree the proportion of time they have for the variety of activities required in their role. This will also detail the available clinical hours within your service.

[NHSE Clinical Workforce Productivity: AHP Job Planning Webinar](#)

- **Wednesday 2 November – 12:00-12:30 AHP Establishment Setting led by Rob Goddard**

This webinar will discuss the current position of a developing methodology for determining the AHP workforce required to deliver effective care. By understanding the clinical time needed to provide care we can detail workforce requirements and consider if the current capacity within teams can meet these demands.

[NHSE Clinical Workforce Productivity: AHP Establishment Setting Webinar](#)

- **Thursday 3 November - 12:00-12:30 AHP Quality Dashboard led by Clare Collyer**

This webinar will introduce the AHP Quality Dashboard and demonstrate how it can be used to report effectiveness when considering each of the four domains of the dashboard.

[NHSE Clinical Workforce Productivity: AHP Quality dashboard Webinar](#)

- **Friday 4 November - 12:00-12:30 Plenary Q&A hosted by Catherine Wilkins, Senior Nursing Productivity Advisor**

Our webinar week will conclude with a Q&A session including each of the contributors to the webinar series from provider organisations, NHS England team and Chief AHP Office.

[NHSE Clinical Workforce Productivity: AHP Plenary Q&A](#)

HEE SW Developing a Research Skilled Workforce Regional Stakeholder Engagement Event Tuesday 29th November 13:30 – 14:30

The purpose of this meeting is to update colleagues on our intentions to take collective actions to develop a research skilled workforce across the south west. We will also share useful related updates from professional groups relevant to our registered, health, social care membership. In this meeting we will be joined by Hazel Roddam to provide an update on the national AHP Research and Innovation Research Strategy adoption and sharing our plans to move into the implementation phase of our regional project. This is an open communication and engagement session.

Colleagues can you use this link on the day to join [Click here to join the meeting](#) If you would like to receive future updates on this programme of work please email ahp.sw@hee.nhs.uk to be added to the circulation list and invites will be shared with you directly.

South West End of Life Network Virtual Event - Exploring what matters, Learning in action Thursday 24th November 10am-2pm

We are very excited to invite you to the next South West End of Life Network event that builds and grows from our event in March (all resources can be found [here](#)) and co-production work with colleagues across the region. Here is some information about the event;

To book a place please follow this link [South West End of Life Network - Exploring what matters, Learning](#)

The event will be made up of three parts:

- We are excited to welcome Judy Rees, co-author of **Clean Language: Revealing Metaphors and Opening Minds**. In her book Judy explores a new way to communicate which gets to the heart of things! Be part of a session with Judy about asking Clean Language questions to explore the metaphors which underpin a person's thinking. You can use these simple and powerful techniques to help people to change their lives in a way that intrinsically respects diversity.
- Explore with Andy Brogan the results so far of the **South West Mapping & Learning Enquiries** co-production work. Mapping is enabling visibility and connection about what's in place and what's in progress, things people are keen to celebrate, or are grappling with or curious about. Through this Four Learning Enquiries have emerged:
 1. Collaborations and Commissioning
 2. Understanding System Failures
 3. Measuring Success & Understanding Need
 4. Workforce & Models of Care

Andy has a gift for helping people see through the fog of complexity. This session is an opportunity to dig into some core questions - and to explore how we could try tests of change.

- **Celebrating cool stuff / Enjoying success and collaboration** - people from around the South West will talk about things they're working on and how this is bringing the Mapping to life.


[in action | NHS England Events](#) (a Teams link will be emailed to you a few days before the event)

Any questions please email england.sweol@nhs.net Please note, when you have booked a place the confirmation email may be delivered to your 'other' mailbox.

Why do diagnostics matter? Maximising the potential of diagnostics services

Published on the 13th October 2022 by the Kings Fund this briefing explores the role that diagnostics play in underpinning much of the activity that takes place in the health and care system, the policy focus to date and where attention is needed to ensure diagnostic capacity and capability are fit for the future. You can read the full report here: <https://www.kingsfund.org.uk/publications/why-do-diagnostics-matter>

Scoping of the orthoptic non-registered workforce Report

HEE recently funded an eight-month project which was undertaken by The British and Irish Orthoptic Society (BIOS), to look at various aspects of the non-registered/support workforce within orthoptics. This part of our support workforce make a significant contribution to AHP services. Supporting them to maximise their capability is crucial to enable AHP services to meet rising population and person demand whilst supporting wider workforce transformation. Access our Scoping of the non-registered orthoptic workforce to facilitate career development and progression. You can access the full report  [here](#)

Leadership Development Offers

Unpacking Power

A two-hour online collective inquiry into our experience of power in the workplace –and of the ways in which we might ethically improve our organisational presence and practice in this respect.

- Who is it for: For people of all backgrounds and experiences across health and care.
- Time Commitment: 2 hours per session.
- Upcoming Dates: . Thursday 24th November, 11:00-13:00. Thursday 26th January, 11:00-13:00

Leading for an Inclusive Culture

We know as we move into the winter this year the cost of living crisis will start to be felt by many in the NHS. While living with complexity, uncertainty, ambiguity and volatility compassion for ‘others’ can often be overlooked. Leaders need to think about their role in this changing landscape and how they can support the creation of relationship-based leadership work in the virtual and physical world. This workshop series is for all leaders. It is about what you ‘do’ as a leader to create a socially inclusive culture and not who you ‘are’ as a leader.

- Who is it for: For leaders working across health and care.
- Time Commitment: 2 x 3.5 hours • Dates: Wednesday 23rd November, 09:30 - 13:00 and Tuesday 17th January, 09:30 - 13:00

Creating High Performing Teams

A practical 2 hour workshop for leaders in understanding team effectiveness, building trust within teams and offering tools, techniques and tips to help support team development.

- Who is it for: For leaders working across health and care.
- Time Commitment: 2 hours • Dates: Tuesday 22nd November, 10:00 - 12:00

We are all leaders - developing an "Outward Mindset"

The number one challenge of NHS and other care organisations is retaining and attracting colleagues in an already stretched service. One overlooked solution is ‘interpersonal resilience’. This is the resilience we gain from the quality of our work relationships and our levels of civility in the way we interact with others. Everyone can play their part by adopting an Outward Mindset that drives respectful relationship building behaviour.

- Who is it for: For people of all backgrounds and experiences across health and care.
- Time Commitment: 1 hour
- Upcoming Dates: Tuesday 6th December, 15:00-16:00

UHD SUPPORT FOR STAFF

Manager's Information Guide: Supporting Staff Wellbeing. To be launched in October. This will be a easy to read information pack for all line managers to help signpost and navigate all the various resources available. We've had some feedback that the *You Matter* intranet resource pages are great but often staff find it difficult to find what they are looking for in one place / one click. This should resolve some of those problems for busy managers.

<https://intranet.uhd.nhs.uk/index.php/health-and-wellbeing>

UHD Responder. After listening to staff, reviewing national guidance and running a number of focus groups, there's recognition that staff being asked to move to help out in another ward / department can sometimes be perceived as challenging. Working with nursing / operations colleagues, this offer involves a) guidance to help managers / team leaders support staff, including essential ward / department information and assignment of informal buddies. Coffee vouchers, #UHDResponder books and water bottles will promote our 'thank you' message. To be launched w/b 24 October ready for the winter period.

Wellbeing Conversations. This was a national recommendation that dwindled a little coming out of the pandemic, into recovery but we are keen to promote. Technically, there are wellbeing questions in our appraisal documentation but we are trialling a more specific approach [with use of key questions to support an empathic conversation] with Cheryl Richardson and the cardiology team. Following feedback, the intention is for this to be rolled out across the trust and build into our manager module training etc

Individual Support. OD continue to respond to many 121 requests for resilience support, usually orientated around self-care, signposting and a 'safe space' to share concerns. Now we have CPD available, our growing community of *Mental Health First Aiders* and *Wellbeing Practitioners* will bolster access and hopefully be a known resource on wards / departments

Financial Wellbeing. This is clearly a present issue of concern for UHD staff. We have produced the financial wellbeing poster with QR codes but picking up that some of this is getting lost in translation. Some staff need to talk it through so some more work to do here, potentially offer staff more access face to face or via telephone?

Urgent Co-ordinated Response (SPA). This single point of access (SPA) has been running for a number of months now involving members of the OD team and Lorin Taranis, Clinical Psychologist. It provides urgent triage and support to staff / teams with acute stressors and / or concerns following an incident (TriM). This support, where appropriate, also ensures staff are 'fast tracked' for referral to our **Psychological Support and Counselling Service (PSCS)** and / or OH. In addition, the PSCS is now developing a trauma based pathway for staff using e.g. EMDR / REWIND. Feedback on the SPA has been very positive with anecdotal evidence that it can reduce the risk of staff going off sick following an incident at work. This approach has also sparking interest externally, e.g. request for an NHS Employers Case Study.

Christmas / Winter Boost for Staff.

- **£5 UHD food / drinks voucher:** for use in our restaurants - OD currently planning logistics for a hospital wide drop in November * under review
- **£10 Love to Shop voucher with Christmas Thank You message:** - OD currently planning logistics for a hospital wide drop in early December
- **Satsuma / Chocolate Thank You** - high visibility at front entrances etc with our executive / senior leadership teams. - OD currently planning logistics for w/b December
- **Free Breakfast** - for staff working Christmas Day - Andy and Louise, our catering managers have this in hand

NATIONAL AHP NEWS

HCPC

Did you know we have a dedicated online section for supervision and leadership resources? An overview of the information and resources we offer on supervision - plus an exploration of the factors that will help you ensure that your supervision is effective.

https://www.hcpc-uk.org/news-and-events/blog/2021/new-supervision-resources-to-help-you-and-your-practise/?dm_i=2NJF,1B2YC,8LQ3RZ,53PV1,1

Browse principles, links to our standards, case studies and more.

https://www.hcpc-uk.org/standards/meeting-our-standards/supervision-leadership-and-culture/supervision/?dm_i=2NJF,1B2YC,8LQ3RZ,53PV1,1

[Easing the pain: rehabilitation, recovery and reducing health inequity | The Chartered Society of Physiotherapy \(csp.org.uk\)](#). Whilst being published by the CSP, the report is the output of the community rehabilitation alliances across the nation.

The report suggests that features of rehabilitation services modernisation include:

- Involving patients and carers in service redesign.
- Moving out of hospitals to gyms and other community facilities.
- Providing a simpler core rehabilitation service for people with all LTCs.
- To be provided in time to deliver secondary prevention and prehabilitation, rather than waiting for conditions to deteriorate.
- Incorporating psychological support within rehabilitation, building therapeutic and coaching relationships.
- Personalising treatment plans around the needs and preferences of the individual, and in partnership with that individual and carers.
- Building partnerships with voluntary and fitness sectors.
- Providing patients more options of treatment and treatment times through hybrid remote and in person provision.
- Incorporating vocational rehabilitation within provision to enable people to remain in or return to work.

Growing Occupational Health and Wellbeing Together available to download

NHS England have made the Growing Occupational Health and Wellbeing (OHWB) Together strategy available for download, alongside launching an NHS Futures Growing OHWB collaborative platform and resources. You can access the strategy and the futures platform: [here](#) You will need a Futures account to access this, which you can set up by clicking on the following link: [here](#)

The NHS Futures collaborative platform will evolve over time and more resources, information and practice will be added over the 5 years of implementing Growing OHWB. We encourage you to sign up, download the strategy, and keep visiting the Futures site! Contact the Growing OHWB Culture Team: growing.ohwb@nhs.net

Environmental sustainability and climate change (RCOT)

As the professional body for occupational therapists working across health and social care in the UK, we recognise the threat to human health and that of our natural world from the impacts of climate change. We understand our need to review and make changes both as an organisation and in how we support our members to do the same within their sphere of practice and wider networks.

While we develop this, we'd like to take a measurable snapshot of current occupational therapist perceptions and views – both of us and yourselves.

We invite you to [take part in our quick pulse survey](#).

<https://umbrella-questionnaire.analogrepublic.com/fd2e585b-97b4-464f-a2d1-24696bd340d7>

Your answers to our five questions will help us gain valuable insight which we'll use to measure and shape our activity and support our members. We'll repeat this pulse survey every year.

Once you've submitted your survey it won't be possible to withdraw your answers as the data will be anonymous.

The survey will close at **5pm on Thursday 24 November 2022**. Thanks in advance for your support.

If you have any queries or need any accessibility support to [complete the survey](#), please contact Pete Vesey, Professional Advisor – Environmental Sustainability: pete.vesey@rcot.co.uk

If you'd like to contribute further to our work on sustainability, [read Pete's blog](#) to find out more

We are pleased to confirm that the National Quality Board has published guidance on [Improving Experience of Care: A shared commitment for those working in health and care systems](#) on the NQB webpage.

<https://www.england.nhs.uk/ourwork/part-rel/nqb/experience-of-care-framework/>

This builds upon previous guidance to set out a shared understanding of experience, and outlines key principles for delivering the best possible experience of care.

Advanced Practice Supported e-portfolio route

*To update you - We have recently asked ePortfolio (supported) Route applicants, who completed the expression of interest form last month and indicated that they wished to join cohort 2, to provide the contact details of their organisation Advanced practice or training hub lead. We also asked them to discuss their intention to apply with that person. The closing date for the return of that information was noted as Friday 28th October 2022. However, we have received a number of enquiries indicating some people are currently away on leave and hence cannot adhere to that deadline – we have therefore decided to extend the response deadline for one further week, until **Friday 4th November**.*

AHP Preceptors

A great opportunity has arisen for **current and future AHP preceptors** to input into the development of a national multi-professional preceptor eCompendium of resources. The initial module content is currently being drafted, and it's important that the AHP voices are being heard throughout the development of this package. This should help ensure it reflects the needs across all professional groups; and to support this, there is going to be a consultation event to understand more about what the exact needs are and how they are best met.


This event is being held on **24th November 2022, 13:00 – 14:30**, and spaces are limited. Please can you push this out through your regions to ensure that the AHP voice is well represented within this multi-professional group.

To sign up to the event, please follow the link, <https://www.eventbrite.co.uk/e/preceptor-ecompendium-consultation-tickets-443180122677>

As we reach the end of Black History Month 2022 we are encouraging the AHP community to take a moment to read this office of the Chief Allied Health Professions Officer co-authored blog with Ruth Mhlanga. Ruth is the inaugural chair of the Chief AHP Officer BAME Strategic Advisory Group (CAHPO BAME SAG), NHS England. <https://www.england.nhs.uk/blog/actions-not-words-the-chief-ahp-officer-black-asian-and-minority-ethnic-strategic-advisory-group-cahpo-bame-sag/>

Together with Ruth and the current CAHPO BAME SAG Deputies, Rita Thakaria and Jayanti Rai, we are planning a variety of activities using a range of mediums to shine a spotlight of the CAHPO BAME SAG. Watch this space!

#ActionsnotWords #AHPsDeliver #BLackHistoryMonth

	<p>NHS England » Actions not words: The Chief AHP Officer Black, Asian, and Minority Ethnic Strategic Advisory Group (CAHPO BAME SAG)</p>
	<p>Ruth Mhlanga Chair of the Chief AHP Officer BAME Strategic Advisory Group (CAHPO BAME SAG), NHS England . Being the chair of the Chief AHP Officer Black, Asian, and Minority Ethnic Strategic Advisory Group (CAHPO BAME SAG) is incredibly important to me, in order to support allied health professionals (AHPs) to be anti-racist and anti-discriminatory because it is simply the right thing to do.</p>
	<p>www.england.nhs.uk</p>

AHP Preceptorship

The HCPC are currently out to consultation on AHP Preceptorship Principles.

Alongside the HCPC, the HEE Preceptorship and Foundation Programme team have collaboratively developed an evidence-based set of Preceptorship Principles. The initial scope of this project included the 14 Allied Health Profession but following wider stakeholder engagement the scope has been extended to include all professions regulated by the HCPC across the UK.

The Principles will be fundamental in supporting consistently high-quality preceptorship provision, for use by HCPC registrants, employers and all those who support registrants at key career transition points. The aim being that our future workforce feel valued, confident and supported and ultimately choose to stay in their chosen profession.

The HCPC are now consulting on the principles and want to hear your views so that we can take this into account when finalising the proposals. You can respond to the consultation [here](#)

The Preceptorship Principles are one output of a larger HEE programme of work around Preceptorship and Foundation Support. You can find out more about the work here <https://www.hee.nhs.uk/our-work/allied-health-professions/education-employment/national-ahp-preceptorship-foundation-support>

Thank you for being a part of shaping the future of preceptorship for AHPs.. Sent on behalf of HEE AHP Preceptorship and Foundation Support Programme Team and the HCPC Policy Team

Amanda Weaver

AHP Preceptorship Workforce Lead

Health Education England

Twitter: @amandaweaves

LinkedIn: www.linkedin.com/in/amanda-weaver-AHP-Preceptorship

As outlined in [The Allied Health Professions \(AHPs\) Strategy for England: AHPs Deliver 2022 to 2027](#), evidence suggests that diverse board and senior teams will increase the likelihood the NHS Long Term Plan ambitions are achieved. AHPs have made great strides in demonstrating how their leadership, influence and interventions have impacted on workforce transformation, change/improvement activity and patients' safety – at local, regional and national levels. However, we can go further.

Today's society has become increasingly digitised and connected, with more and more people turning to online platforms for information about nearly everything. As a result, the demand for social media content has grown exponentially and continues to do so. The current percentage of people using social media is 59% of the world's total population. This figure is expected to rise to 74% by 2026. In the UK, when looking at eligible audiences aged 13+ years, the current average is 6.9 social media accounts per person.

For the skills and capability of the 14 allied health professions to be fully realised, people accessing, and commissioning services need to understand each profession and the collective offer of the whole AHP community. We need to socialise our AHP Strategy further and showcase our impact creatively.

In the hope to engage with our future workforce, educate others on the role of AHPs and to promote the amazing work that AHPs are doing every single day, we have now introduced two new social media accounts on TikTok and Instagram – #AHPsDeliver. We will create and collect contents through: A Day In A Life Vlog, Patient Experience and Q&As.

If you would like to share your videos and/or seek for support, please email AHPsDeliver@outlook.com #AHPsDeliver #AHPTok



DETAIL

WHO ARE WE?:
 Felicity Devereux (Podiatrist - Oxleas)
 Venus Madden (Occupational Therapist - NHS England)
 Sophia Lytrides (Student Dietician - University College London)
 George Taylor (Physiotherapist - Wirral Community Health)
 Hannah Tomkins (Physiotherapist - Oxleas)

PROJECT AIM:
 Utilising the power of digital social media, to promote the amazing work that Allied Health Professionals (AHPs) are doing every single day. In the hope to engage a future workforce and educate others on the role of AHPs. We will do this through:

- A Day In A Life Vlog
- Patient Experience
- Questions & Answers

VIDEO GUIDANCE:

- Ensure your video is portrait
- Good lighting and audio (do a test run video)
- Duration of the clip(s) is no longer than 3 minutes
- Please ensure anyone seen on the video has signed the consent form (including patients)
- Find our examples over on our social media pages below
- Have fun & get creative!



ARE YOU READY TO #STEPFORWARD AND DO YOUR PART IN RESEARCH?

Are you passionate about health and social care research and interested in reviewing applications for research studies? Then we want to hear from you!

We're looking to recruit volunteer expert members to our Research Ethics Committees. We're particularly interested in receiving applications from registered healthcare professionals, especially medical doctors or surgeons (currently practicing or retired), dentists, nurses, pharmacists, HCPC registered health and care professionals, social workers and clinical trial statisticians. You'll gain a wealth of skills which can help your career.

<https://www.hra.nhs.uk/about-us/committees-and-services/res-and-recs/become-rec-member/>

SEARCH 'AHPsDELIVER'



AHP QI Network Masterclass - an adventure of change where you get to decide what happens next! Tues 6th Dec

1	Welcome and Session Overview Carrie Biddle	13:30 – 13:35
2	Introduce the concept of Change ninja	13:35 – 13:45
3	Adventure Time Set the scene. Once upon a time...	13:45 – 13:55
4	Decision Time Breakout Room Activity (20mins) Whole group feedback (15mins)	13:55 – 14:30
5	What really happened and what was the learning	14:30 – 14:40
6	Q&A Time	14:40 – 14 :55
7	What Next #Readandshare – Journal Club Tweetchat Jan 2023	14:55 – 15:00

Change Ninja Definition: To lead change by stealth and under the radar; to become an invisible leader; to identify the route needed to lead change that avoids confrontation and roadblocks.

This unique interactive adventure-based event will put your Change Ninja skills to the test. We start, as many stories of change start with a wet and windy journey into the office. As the story unfolds you will be faced with a big decision that will impact and possibly de-rail your project. What will you decide? What will you do next? And what might the outcomes be? Do you have the skills to slay the dragon (the steely Governance Manager) or will you decide to go a different route to reach the prize? Did you make the right choice or are you still mastering change ninjary? And what did you learn on this adventure?

This masterclass session is based on The Change Ninja Handbook, an original, game-based book based on real-life case studies reflecting the most common challenges facing any change ninja. A book where you get to make the decisions at each stage and discover the impact of your choices. It's pragmatic, focusing on tips for getting people on board and on identifying small, doable 'ninja moves' that gain traction and build momentum by stealth. The interactive nature allows the reader to learn through action and application.

We will close the session by finding out what really happened and what tools were used to lead to a successful outcome before opening for a Q&A session with the author.

“An essential guide for any professional interested in understanding how to implement and influence change” Prof. Adam Boddison, - Chief Executive, Association for Project Management

This masterclass is available to any AHP QI network members. Please complete this online form to receive the joining details to attend. You may need to sign in from a personal account if you hit an organisational firewall. <https://forms.gle/cGt8FyxJR6627LLC6>

If you have any questions or are not able to use the online form to respond please contact: Carrie Biddle carrie.biddle@hee.nhs.net

Celebrating inspirational AHP support workforce

The National HEE team are hosting a Celebrating inspirational AHP support workforce Webinar 2022 – making the NHS the best place to work Awards on the 12th of December and are looking for nominees for each of the 4 categories outlined below. I am reaching out to you as leads for our AHP support workforce to put forward your shining stars for these categories. We need to submit a maximum of 8 support workers (2 per category) as a region.

Key points to consider:

- The awards are open to all AHP support workers working alongside the 14 Allied Health Professions across all 7 regions of England.
- There is a maximum of 2 nominations per award per region (total maximum of 8 nominations per region).
- For each award we ask that you submit the nominees name, email address and a short reason (under 500 words) why they have been nominated. Please include any other comments from colleagues that support the nomination.
- Please ensure your nominees are aware of their nomination and able to attend the even on the 12th of December.
- The winners of the awards will be presented at the webinar with certificates & prizes
- **Closing date for submissions to Andrea.Morgan@hee.nhs.uk : 5pm - Friday 11th November 2022.**
- **Please contact Deborah.Lane@uhd.nhs.uk for the nomination form if you have an AHP support worker you think is worthy of nomination**

Reaching your potential award

This award recognises outstanding contribution to **research, service improvement and / or quality improvement initiatives**. They are able to work within **complex arenas** developing both **their own skills and those of colleagues** to improve the care they provide to the populations they serve.

Positive, Compassionate & Inclusive Award

This award celebrates someone who demonstrates the behaviour and values of the NHS **positively contributing** to a culture of **compassion, inclusion, and respecting diversity** whilst **recognising safe and healthy teams**.

Supporting out People Award

This award recognises outstanding contribution to **person centred care demonstrating respect, kindness and compassion**. They are an advocate for **promoting health and wellbeing** undertaking **collaborative work with wider health and social** care systems.

Outstanding Leadership Award

This award celebrates someone who values and demonstrates **inclusive, empathetic** outstanding leadership. They are self aware whilst being an **excellent role model** striving to **inspire and develop others** with a clear line of sight to patient care.