

Allied Health Professionals Strategy 2019-2021

The Allied Health Professions strategy is the overarching strategy for delivery of

AHP Commitments

Element	AHP commitment
Strategic Objective 1 Provide outstanding care to all patients	We remain committed to providing the best care for users of our specialist areas in all patient interventions. In doing so we shall work closely with our colleagues across the health system to deliver safe, co-ordinated, holistic and outstanding patient care.

Element	KPI	2019/20 Target	2020/21 Target
Provide outstanding care	Actively listen to patients' feedback and contribute to monthly stories to Trust Board as examples of learning. Including patient pathways and system working	Quarterly to present a patient story including or reflective of AHPs at all Public Trust Board meetings	Quarterly to present a patient story including or reflecting AHPs at all Public Trust Board meetings
	NHSi Orthotics collaborative project to develop patient experience information	Develop by March 2020. SFH Clinical Lead Orthotist member of National Advisory team	Implementation and commence monitoring by April 2020. Share learning outcomes through AHP cabinet and promote spread across ICS
	Promote a culture of shared learning – Significant incidents and concerns shared with AHPs to ensure wider dissemination Use of Greatix	AHP learning forum to be commenced by March 2020 Greatix to be implemented by Dec 2019	Implementation and monitoring of Greatix and shared learning forum across the organisation and via AHP cabinet to the wider Notts ICS by April 2020

Element	AHP commitment
Strategic Objective 2 Promote and Support Health and Wellbeing	We will continue to contribute to the physical and mental health and wellbeing of our staff, patients, their families and wider community. We pledge to promote healthy environments and discussions to enable people to lead full and healthy lives through informed choice.

Element	KPI	2019/20 Target	2020/21 Target
Promote and Support Health and Wellbeing	Staff as part of our local community recommend the trust as a place to work and receive care	Establish and understand AHP specific data	Report an improved position to be determined once baseline data analysed
	Increase MECC agenda contribution within AHP workforce in line with ICP, ICS and Trust priorities (to include training, awareness and resources)	2019/2020 Work with AHP Cabinet to maximise impact of roll out Q3 Sonographers SATOD Q4 Orthotics diabetic foot clinic.	Implementation of AHP profession specific metrics 50% of AHP workforce completed
	Street Health Project – Targeting Vulnerable members of community	Maximise AHP professions in Street Health events including AHPs not employed by the Trust but within the AHP cabinet and the wider ICS	Business as usual collaborative working across organisations in facilitating events and out-patient appointments for people living on the street.

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Element	AHP commitment
Strategic Objective 3 Maximise the Potential of our Workforce	We will celebrate our diversity, share our outstanding practice and value the contribution we all have to offer. We will develop our workforce to have the expert knowledge and skills which will make sure patients meet and exceed their care goals. We will become an exceptional employer of a motivated, high performing and valued workforce.

Element	KPI	2019/20 Target	2020/21 Target
Maximise the Potential of our Workforce	Apprenticeship scheme in partnership with the ICS joint approach	Baseline established by Q3 2019. March 2020, 5% of AHP apprenticeships commenced at SFHT	15% SFHFT AHP apprenticeships commenced by March 2021
	Develop new roles across the ICS such as Home First Integrated Discharge	In partnership with the Notts AHP Cabinet, identify new roles March 2020	Recruit into new roles across the ICS partnership March 2021.
	Ensure that all AHP staff at induction are informed of the AHP Strategy and staff are issued with a personal copy, understand their pledges and commitments	80% staff attending induction receive a copy of the AHP Strategy. Local staff induction includes AHP strategy discussion.	100% staff attending induction receive a copy of the AHP Strategy. Local staff induction includes AHP strategy discussion.

Element	AHP commitment
Strategic Objective 4 Continuously Learn and Improve	We are committed to continually find new and innovative practice through technology, research, clinical audit and quality improvement to benefit patients and staff. Our future contribution will be guided by evidence based practice, continuous learning and enhanced working relationships. This will shape our AHP response to the NHS Long term and People Plans.

Element	KPI	2019/20 Target	2020/21 Target
Continuously Learn and Improve	Introduce restorative supervision to the AHP workforce at SFH	Training provided at band 30% of 8a & 7	Training provided band 60% of 8a & 7 Share outcomes with AHP cabinet to promote ICS roll out of restorative supervision
	Promote and support research delivery to ensure we are able to offer our patients the latest advances in care and treatments	Establish and understanding a baseline measure of existing AHP research projects and continue to maintain x2 AHP Chief Nurse Fellows per year	Promote AHP leadership within ICP / ICS through engagement and leadership of research activity
	QSIR trained AHP staff.	Increase the number of AHP applications for QSIR training by 10% in SFH and promote uptake within the ICS AHP cabinet	Increase QSIR AHP practitioners by 20%

Strategic Objective 5 Achieve Better Value	We will continually review our practice and embrace change. We will strive to achieve efficiencies in order to directly benefit outstanding patient care. We will focus and proactively manage our skills to safely and effectively improve the experience all of our patients receive.
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Element	KPI	2019/20 Target	2020/21 Target
Achieve Better Value	Increase the use of Technology	Working with the Notts AHP cabinet to explore and share technologies within the AHP workforce to maximise care pathways and improve the patient experience	April 2021 Use of information videos, blogs and Apps for patient to access or AHP services.
	Review and cleanse AHP ESR records to ensure accurate reflection of workforce and workforce productivity	March 2020 Complete ESR data cleanse project and implement new process with HR.	Review and maintain ESR. Utilise Model hospital data to understand benchmarking. Share findings with the AHP cabinet to promote adoption of model across the ICS
	Increase AHP contribution to improved Flow	Radiology led discharge by March 2020.	Monitor and continue Radiology led discharge. Explore additional schemes to support flow. April 2020