**A picture containing person, indoor, wall, standing

Description automatically generatedA picture containing person, indoor, child

Description automatically generatedA picture containing person, indoor, desk

Description automatically generated**

.

­

**Readiness for Advanced Practice 2022/23**

Integrated Care System (ICS)

**HEE South West Faculty of Advancing Practice**

# Is my ICS ready to implement and support Advanced Practice?

* A picture containing person, standing, indoor

  Description automatically generatedIntegrated Care System (ICS)
* Advanced Practice (AP)

Many Integrated Care Systems and employers have requested support with the development of advanced practice roles.

This **Readiness for AP Checklist** has been developed for employers to self-assess their readiness for advanced practice and to identify possible next steps.

# The Checklist

The checklist is based on the key principles of the [Multi-professional framework for Advanced Clinical Practice in England](https://www.hee.nhs.uk/sites/default/files/documents/multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf)and should be carried out by the AP lead (or other senior education lead responsible for AP) at an ICS level. ICSs can rate their extent of readiness using a (B)RAG rating:

|  |  |  |
| --- | --- | --- |
|  | **B**lack | No evidence this domain is embedded |
|  | **R**ed | Some evidence this domain is embedded in a few parts of the organisation |
|  | **A**mber | Evidence this domain is embedded in most parts of the organisation |
|  | **G**reen | Fully embedded in organisation |

An action plan with SMART objectives can be developed by the ICS in response to their self-assessed readiness.  This should be co-ordinated by the AP lead (or other senior education lead) in conjunction with colleagues and the executive sponsor.

The self-assessment is a tool available to help ICSs establish their readiness across their system and will help to inform decisions about future funding across the system to support AP.

The information gathered will be collated in a way to help HEE identify areas in which we can better support both systems and employers across the South-West region to develop AP. Please also refer to the [HEE ACP Toolkit](https://www.e-lfh.org.uk/programmes/advanced-practice-toolkit/) when completing the checklist.

The link to AP frameworks can be found here: <https://www.hee.nhs.uk/our-work/advanced-practice/credentials>

Should you need any support in completing this checklist or have any questions please email our Workforce Transformation Lead – Lou Buckle on [lou.buckle@hee.nhs.net](mailto:lou.buckle@hee.nhs.net)

­ **Advanced Practice Readiness Checklist**

|  |  |
| --- | --- |
| **Name of ICS:** | |
|  | |
| **Completed by:** | **Executive sponsor:** |
| Name & Job title:  Date: | Name & Job title:  Date: |

| Readiness domain | Demonstrated by… | (B)RAG rating | Explanation of rating / proposed action |
| --- | --- | --- | --- |
| **Awareness and commitment** | | | |
| There is understanding, at the People Board and executive level, of AP and the value these roles bring, and which non-medical professions are eligible for AP (see Appendix for eligible professions) | Named executive sponsor, advanced practice on People Board agenda |  |  |
| There is People Board support and commitment for the development of AP | System-wide AP Steering Group, system-wide AP Forum for potential and existing APs |  |  |
| System AP lead role(s) in place | Named AP lead(s) in place and funded |  |  |
| There is a plan for AP communication and engagement led by AP lead across all eligible non-medical professions | Plan for communication and engagement to support AP Steering Group and forum(s) in place |  |  |
| Commitment to work strategically with HEE and HEIs to ensure robust and appropriate commissioning of AP training | Regular strategic planning meetings with HEE/HEIs |  |  |
| Leadership of collective discussions with providers about their AP plans encouraging the sharing of knowledge and joint working where possible | Joint working and collective discussions held |  |  |
| Commitment to regularly (minimum annually) review readiness for AP as an ICS | AP Readiness Checklist, supporting action plan |  |  |
| **Strategic workforce case for advanced practice** | | | |
| Workforce Strategy includes description of role of AP in delivering long term plans with drivers for AP identified across all non-medical professions eligible for AP (see appendix) | Workforce strategy and plans |  |  |
| Agreement at ICS level on standardised AP job descriptions, job titles and banding | System AP job descriptions |  |  |
| ICS AP Steering Group has oversight of impact of AP roles | Provider service and patient evaluations |  |  |
| Areas (including cross-system working) identified where investment in AP roles can bring greatest benefit | Workforce strategy and plans |  |  |
| System-wide career development pathways and mechanisms in place for AP including trainees | Career development and training pathway documents |  |  |
| **Understanding current advanced practice workforce** | | | |
| System-wide understanding of current and planned AP roles | AP workforce data |  |  |
| **Enablers for Advanced Practice** | | | |
| Consideration given to pooled use of apprenticeship levy to support system-wide development of AP (e.g. within smaller providers) | Conversations held |  |  |
| Support for cross-service opportunities for AP trainees to enable development and practice across their full AP framework curriculum | Cross-service opportunities provided |  |  |
| **Advanced practice supervision** | | | |
| Consideration given to system-wide approach and support for educational and clinical supervision | Supervision plans |  |  |

# Appendix 1

## Which Professions Can Apply for Advanced Practice Roles?

Advanced practice can be undertaken by regulated health professions. This list is not exhaustive and is likely to grow as Advanced Practice roles, frameworks and credentials progress.

These are the professional groups that are eligible for the 2022/22 Annual Demand Scoping Survey, which employers will submit to HEE Faculty of Advancing Practice:

* Arts therapists (Music/Drama/Art)
* Chiropodist/podiatrist
* Dietitian
* Midwives
* Nurses
* Occupational Therapists
* Operating Department Practitioners
* Orthoptists
* Paramedics
* Pharmacists
* Physiotherapists
* Prosthetists/orthotists
* Diagnostic Radiographer
* Therapeutic Radiographer
* Speech and Language Therapist