

# An Overview of the Advanced Clinical Practice Workforce in the North West

March 2022

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## Introduction and Contents

This report is designed to support the following strategic aim of the North West Faculty for Advancing Practice:

*“Support effective ACP workforce planning in the short and longer term, at system, regional and national levels, through timely access to accurate ACP workforce supply and demand data and intelligence.”*

With this in mind, this report will provide a high-level analysis of the Advanced Clinical Practice supply line, and an overview of the current workforce across the North West, as well as within the individual Integrated Care Systems (ICS) that make up the region.

This report provides a baseline of Advanced Practice workforce and trainee data. This data will have inaccuracies due to the restriction of how data has been captured. Therefore this report provides a reflection based on the best available data representing the Advanced Practice workforce in the north west and therefore will not be completely accurate.

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## Current Workforce (Secondary Care)

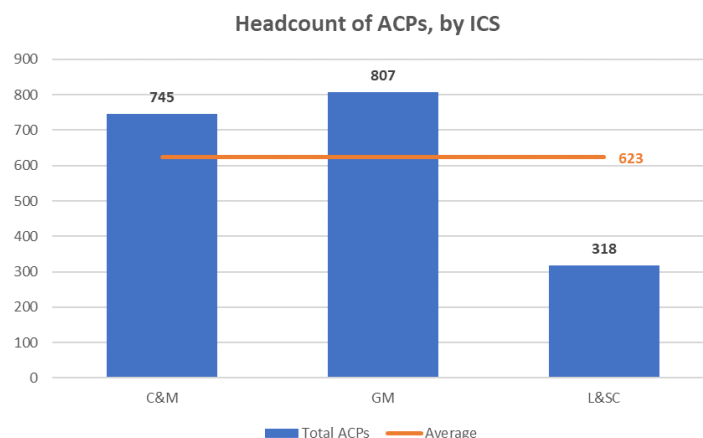
The data used in this section of the report was extracted from the 'Advanced Practitioner SIP and Data Quality' Tableau dashboard (ESR), with an extract date of September 2021. The dashboard was created in mid-2021 as a tool to aid improvements in data quality in the region, in relation to the coding and naming of the Advanced Clinical Practice workforce.

The data used in this section of the report has been reviewed by the Faculty for Advancing Practice who undertook a line-by-line exercise in order to exclude any staff who had been mis-labelled as Advanced Clinical Practitioners (please see appendix C for the agreed national coding definition).

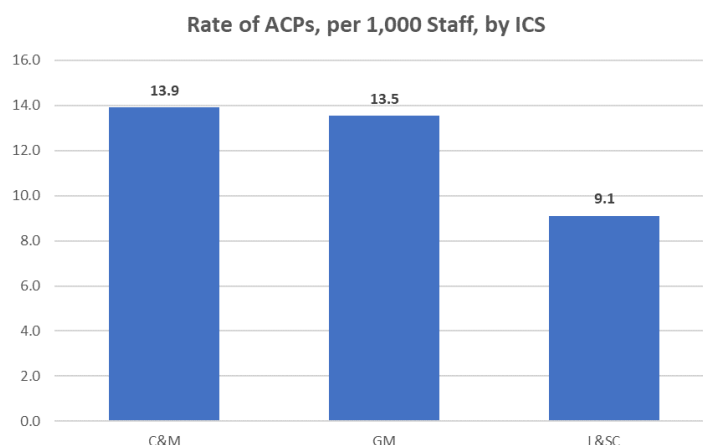
### North West Overview

#### Total Number of ACPs (Regionally, and by ICS)

As of September 2021, there were **1,870** Advanced Clinical Practitioners working in Secondary Care in the North West, across **33** Trusts. The breakdown in numbers by ICS is as follows:



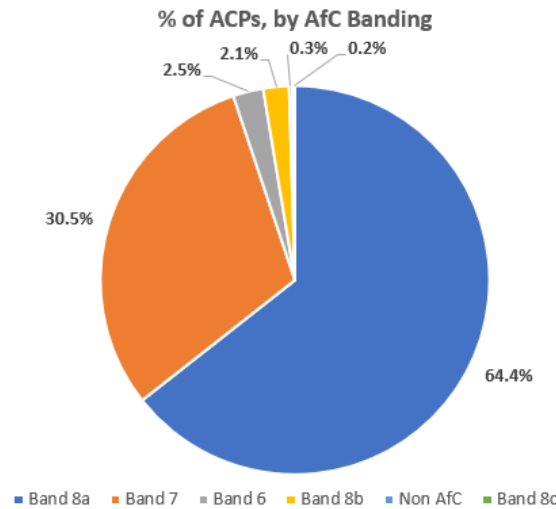
When we consider the rate of Advanced Practitioners per 1,000 staff, we get a better and fairer understanding of the numbers across the ICS areas:



As illustrated in the chart above, Cheshire & Merseyside ICS has the highest rate of Advanced Practitioners per 1,000 staff, with **13.9**. This contrasts with the lowest rate of **9.1** per 1,000 in Lancashire & South Cumbria. (*Please note that to calculate this rate, Administrative & Clerical staff/Estates staff/Students were all discounted from the total Trust headcount figures*).

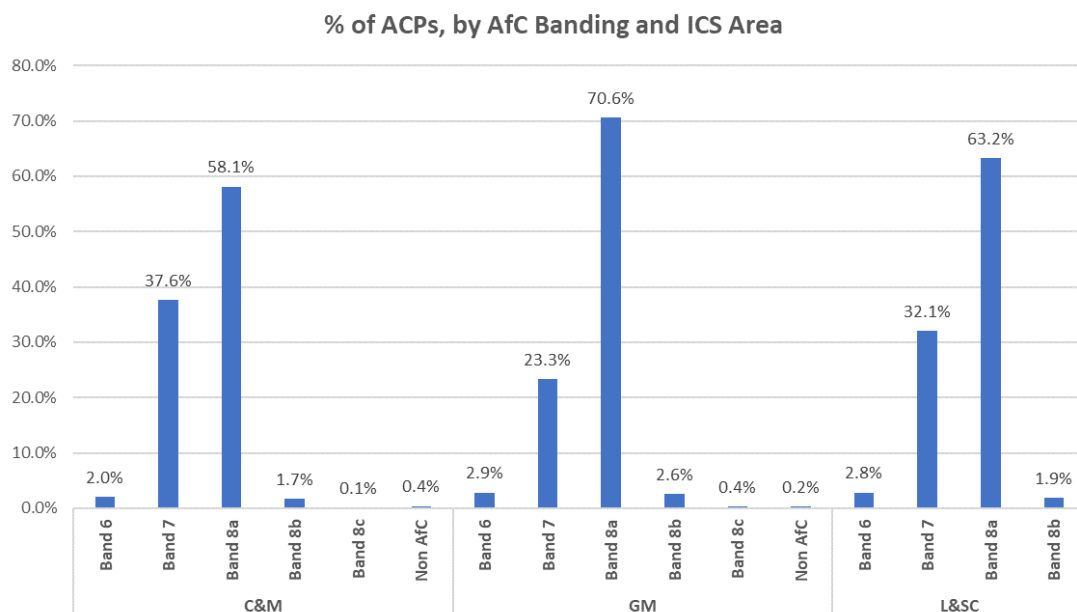
### ACPs by AfC Band (Regionally, and by ICS)

The following chart illustrates the percentage breakdown of total North West ACPs by Agenda for Change banding:



The majority of ACPs (**64.4%**) are banded at 8a, with a large percentage at Band 7 (**30.5%**). However, there are still a significant number of individuals banded at either Band 6, Band 8b, Band 8c or non-AfC – **96 ACPs** in total.

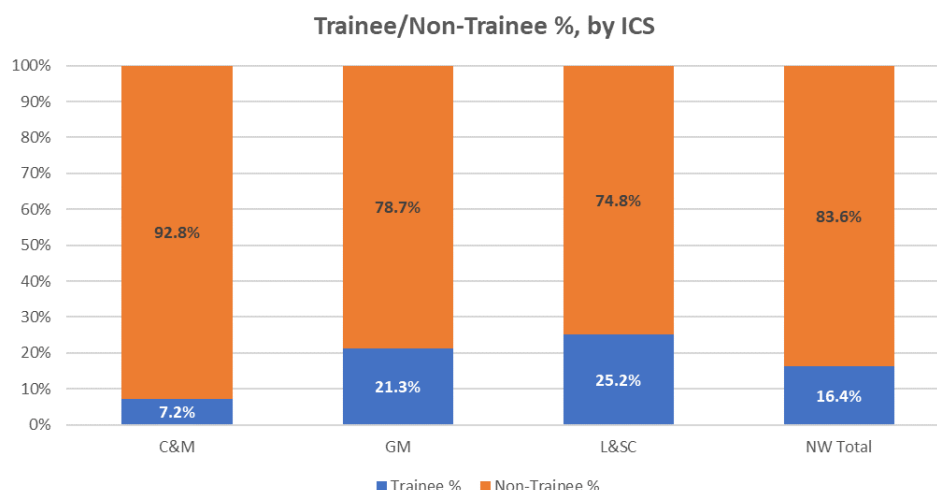
The following chart illustrates the breakdown of AfC banding by ICS Area:



Greater Manchester has the highest percentage of ACPs banded outside of AfC 7 or 8a, with **6.1%** of its ACPs being banded at either Bands 6/8b/8c or non-AfC.

## Trainee Breakdown

In the North West as a whole, **16.4%** of ACPs were trainees as of September 2021 (with the word 'trainee' appearing somewhere in the job title). The following chart illustrates the trainee proportions by ICS:



Over a quarter of ACPs in Lancashire & South Cumbria are trainees (**25.2%**), compared to just **7.2%** in Cheshire & Merseyside.

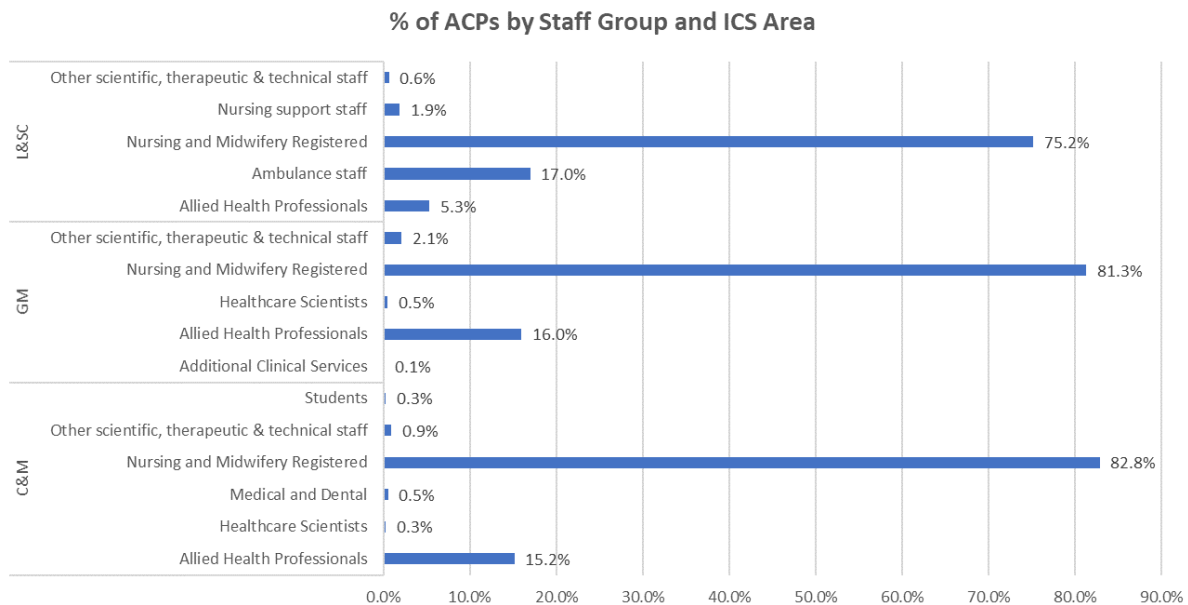
## North West ACPs by Role

| Role                          | No. of ACPs |  |
|-------------------------------|-------------|--|
| Dietetics                     | *           |  |
| Healthcare Scientists         | *           |  |
| Midwifery                     | 37          |  |
| Multi-Therapies               | *           |  |
| Neonatal                      | 28          |  |
| Nursing - Adult               | 982         |  |
| Nursing - Child               | 150         |  |
| Nursing - Community Health    | 227         |  |
| Nursing - Learning Disability | 6           |  |
| Nursing - Mental Health       | 98          |  |
| Occupational Therapy          | 22          |  |
| Other STT                     | 21          |  |
| Paramedics                    | 63          |  |
| Physiotherapy                 | 164         |  |
| Podiatry                      | *           |  |
| Radiography - Diagnostic      | 22          |  |
| Radiography - Therapeutic     | 34          |  |
| Social Worker                 | *           |  |
| Unknown                       | *           |  |

*\*Numbers of 5 and under have been redacted*

The table above illustrates the number of ACPs in the North West, by job role. Adult Nursing accounts for over half of all ACPs in the region (**52.5%**). The Nursing & Midwifery staff group as a whole accounts for **80.9%** of ACPs. Allied Health Professionals currently account for just under **14%**. These two staff groups combined account for **94.7%** of all ACPs in the region.

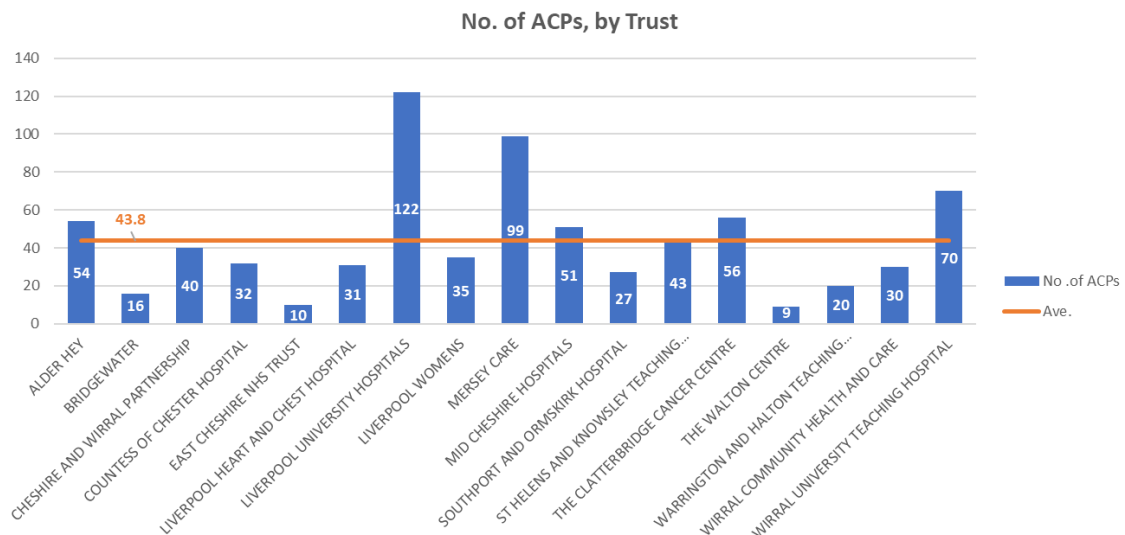
The following chart illustrates the **staff group** breakdown by ICS area:



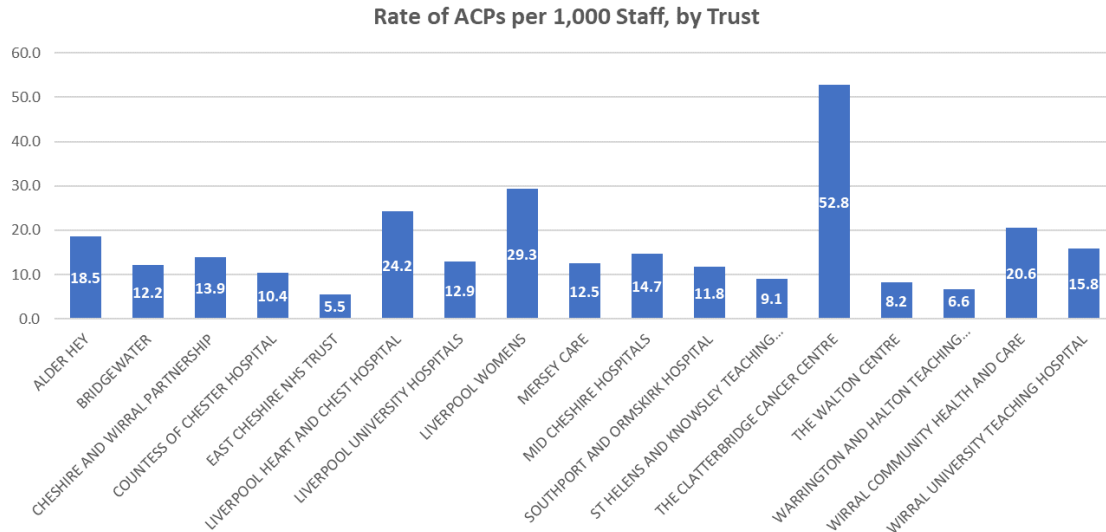
## Overview by ICS Area – Secondary Care

### Cheshire & Merseyside

As of September 2021, there were **745** Advanced Clinical Practitioners working across all 17 Trusts in Cheshire & Merseyside. The following chart displays the number of ACPs employed by each Trust:

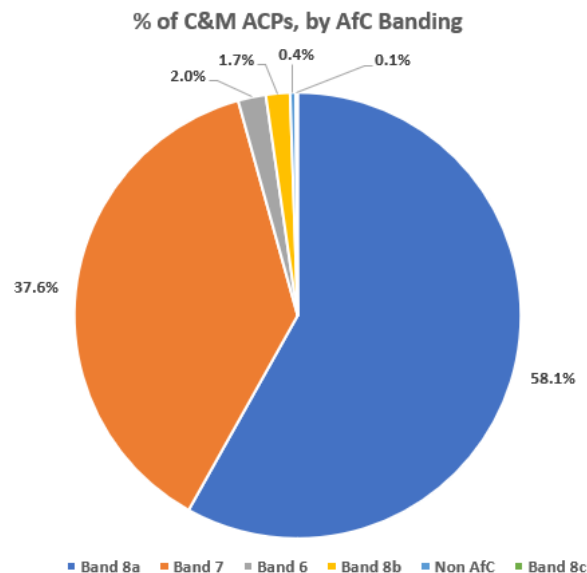


As the largest Trust in Cheshire & Merseyside, it is to be expected that Liverpool University Hospitals employ the highest number of ACPs, therefore, it is useful to illustrate the rate of ACPs per 1,000 staff:



Using the rate per 1,000 staff, we can now see that The Clatterbridge Cancer Centre employs by far the highest rate of ACPs, at **52.8 per 1,000 staff**. This compares to the lowest rate of **5.5** at East Cheshire NHS Trust – a difference of **47.3 per 1,000**.

### Cheshire & Merseyside ACP Banding



Over **95%** of ACPs in Cheshire & Merseyside are banded at either AfC Bands 7 or 8a.

## Cheshire & Merseyside ACPs by Job Role and Staff Group

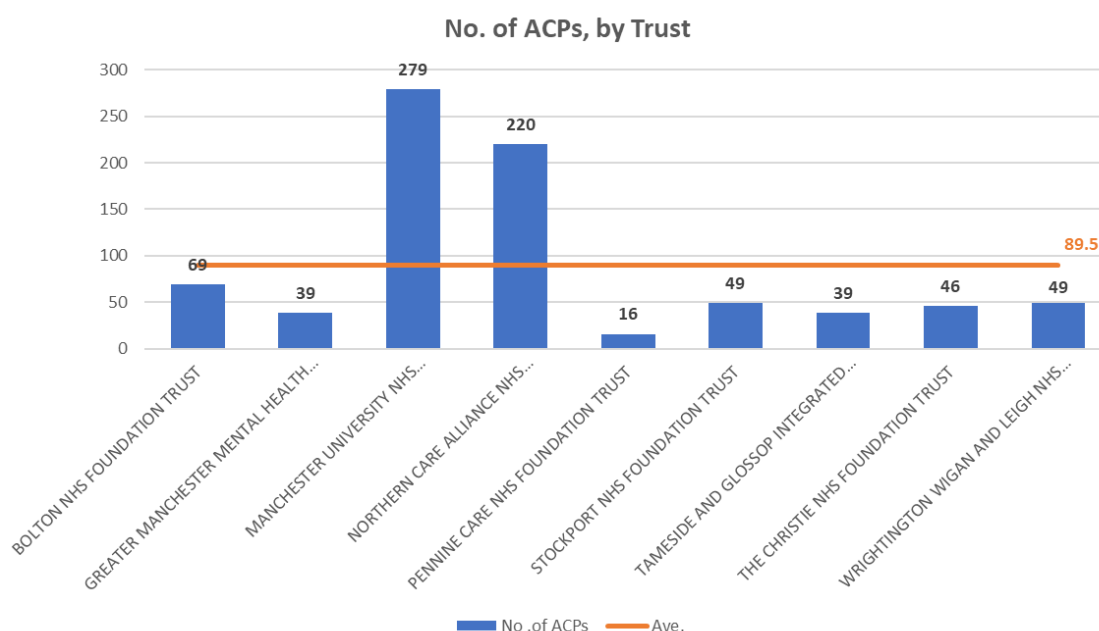
| Role                          | No. of ACPs |
|-------------------------------|-------------|
| Midwifery                     | 8           |
| Neonatal                      | 28          |
| Nursing - Adult               | 337         |
| Nursing - Child               | 87          |
| Nursing - Community health    | 105         |
| Nursing - Learning Disability | 6           |
| Nursing - Mental Health       | 54          |
| Occupational Therapy          | 9           |
| Other STT                     | *           |
| Paramedics                    | *           |
| Physiotherapy                 | 69          |
| Radiography - Diagnostic      | 6           |
| Radiography - Therapeutic     | 28          |
| Social Worker                 | *           |
| Unknown                       | *           |

\*Numbers of 5 and under have been redacted

The table above illustrates the number of ACPs in Cheshire & Merseyside, by job role. Adult Nursing accounts for nearly half of all ACPs in the region (**45.2%**). The Nursing & Midwifery staff group as a whole accounts for **82.8%** of ACPs. Allied Health Professionals currently account for just over **15%**. These two staff groups combined account for **98%** of all ACPs in the region.

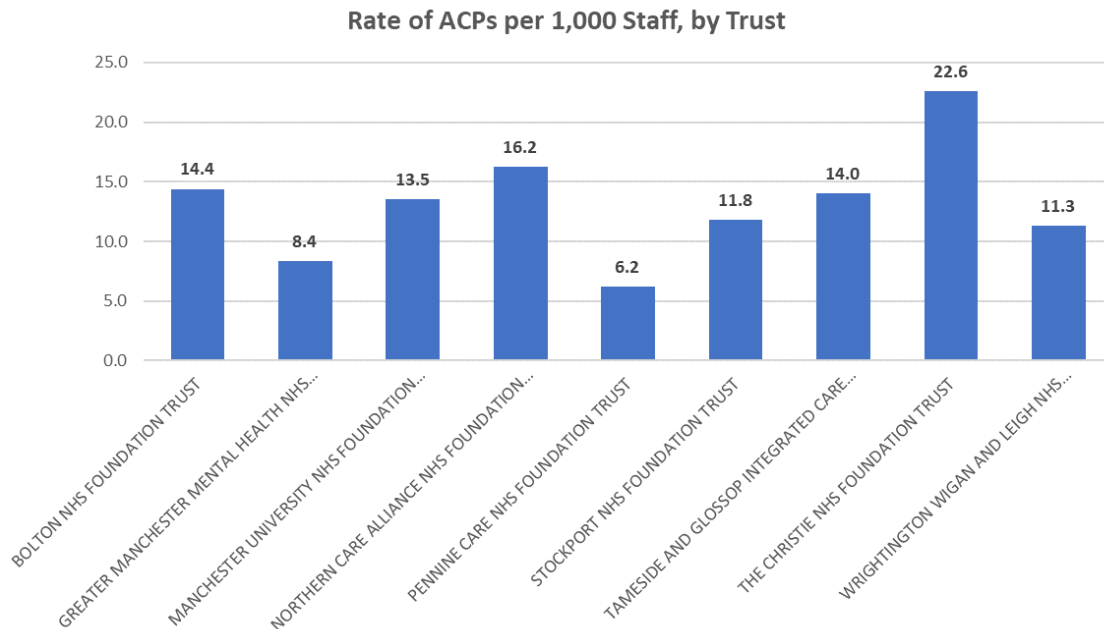
## Greater Manchester Health and Social Care Partnership

As of September 2021, there were **806** Advanced Clinical Practitioners working across 10 Trusts in Greater Manchester. The following chart displays the number of ACPs employed by each Trust:



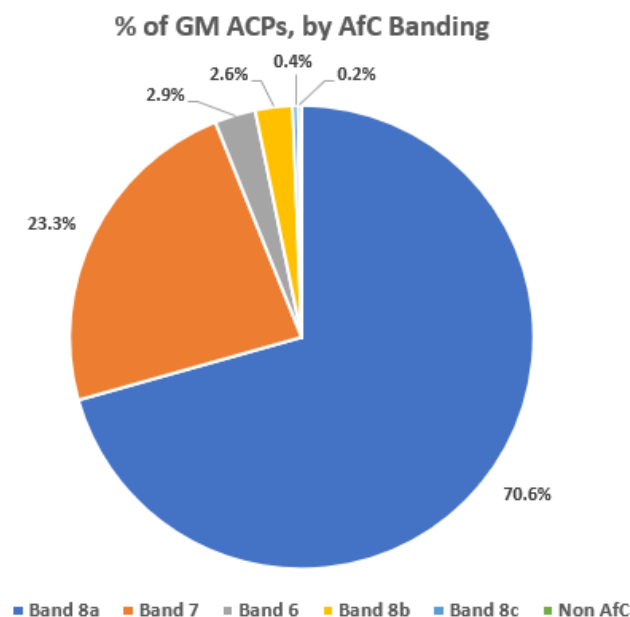


As the largest Trust in Greater Manchester, it is to be expected that Manchester University NHS Trust employs the highest number of ACPs, therefore, it is useful to illustrate the rate of ACPs per 1,000 staff:



Using the rate per 1,000 staff, we can now see that The Christie NHS Foundation Trust employs the highest rate of ACPs, at **22.6 per 1,000 staff**. This compares to the lowest rate of **6.2** at Pennine Care NHS Foundation Trust – a difference of **16.4 per 1,000**.

### Greater Manchester ACP Banding



**94%** of ACPs in Greater Manchester are banded at either AfC Bands 7 or 8a.

## Greater Manchester ACPs by Job Role and Staff Group

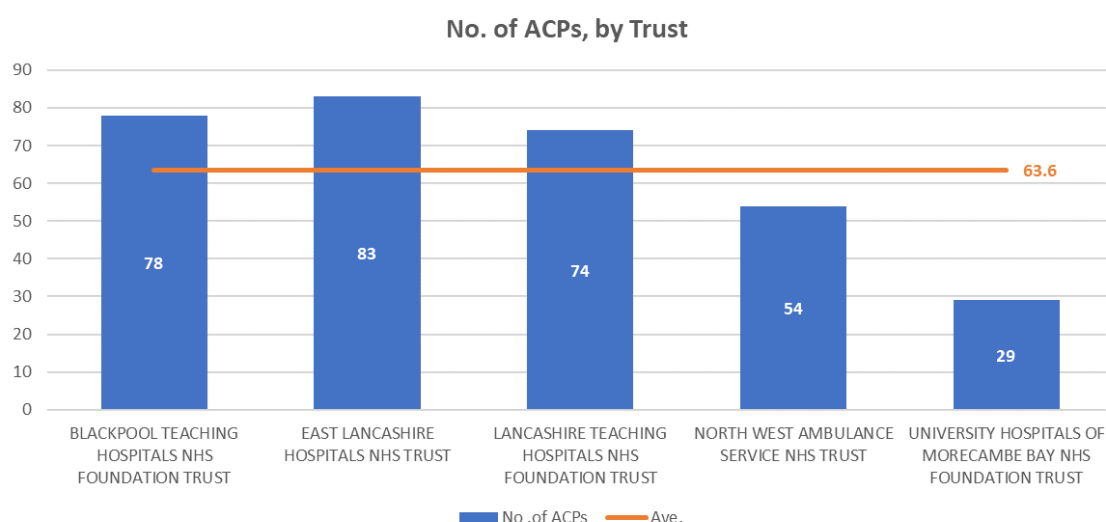
| Role                       | No. of ACPs |
|----------------------------|-------------|
| Dietetics                  | *           |
| Healthcare Science         | *           |
| Midwifery                  | 29          |
| Multi - Therapies          | *           |
| Nursing - Adult            | 455         |
| Nursing - Child            | 44          |
| Nursing - Community Health | 86          |
| Nursing - Mental Health    | 44          |
| Occupational Therapy       | 11          |
| Other STT                  | 17          |
| Paramedics                 | 8           |
| Physiotherapy              | 84          |
| Podiatry                   | *           |
| Radiography - Diagnostic   | 16          |
| Radiography - Therapeutic  | *           |
| Social Worker              | *           |

*\*Numbers of 5 and under have been redacted*

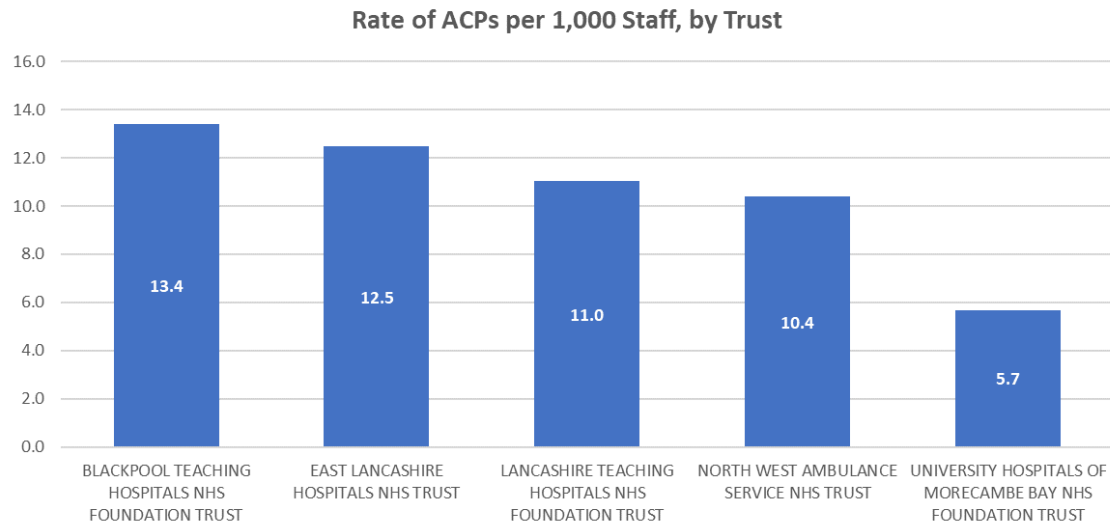
The table above illustrates the number of ACPs in Greater Manchester, by job role. Adult Nursing accounts for over half of all ACPs in the region (**56.4%**). The Nursing & Midwifery staff group as a whole accounts for **81.5%** of ACPs. Allied Health Professionals currently account for just over **15%**. These two staff groups combined account for **97%** of all ACPs in the region.

## Lancashire & South Cumbria Health and Care Partnership

As of September 2021, there were **318** Advanced Clinical Practitioners working across 5 Trusts in Lancashire & South Cumbria. The following chart displays the number of ACPs employed by each Trust:

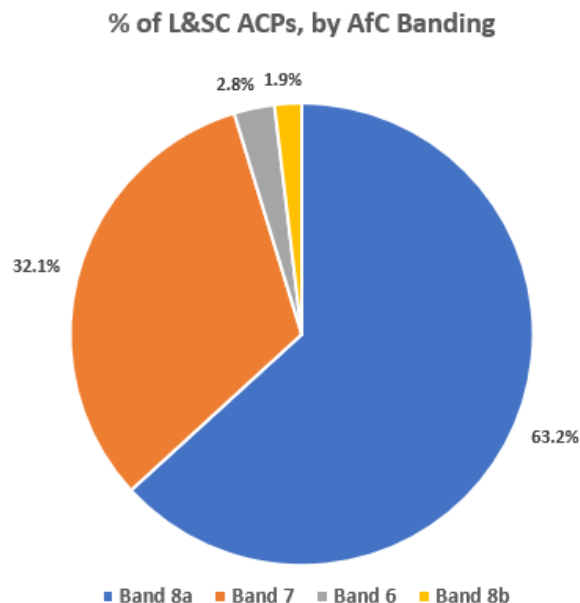


As the largest Trust in Lancashire & South Cumbria, it is to be expected that East Lancashire NHS Trust employs the highest number of ACPs, therefore, it is useful to illustrate the rate of ACPs per 1,000 staff:



Using the rate per 1,000 staff, we can now see that Blackpool Teaching Hospitals NHS Foundation Trust employs the highest rate of ACPs, at **13.4 per 1,000** staff. This compares to the lowest rate of **5.7** at University Hospitals of Morecambe Bay NHS Foundation Trust – a difference of **7.7 per 1,000**.

### Lancashire & South Cumbria ACP Banding



**95.3%** of ACPs in Lancashire & South Cumbria are banded at either AfC Bands 7 or 8a.

## Lancashire & South Cumbria ACPs by Job Role and Staff Group

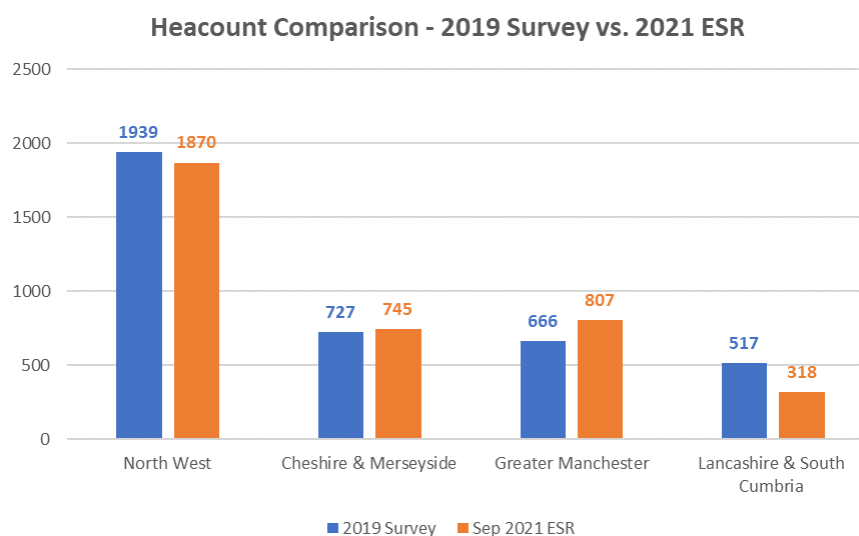
| Role                       | No. of ACPs |
|----------------------------|-------------|
| Nursing - Adult            | 190         |
| Nursing - Child            | 19          |
| Nursing - Community Health | 36          |
| Occupational Therapy       | *           |
| Other STT                  | *           |
| Paramedics                 | 54          |
| Physiotherapy              | 11          |
| Radiography - Therapeutic  | *           |
| Unknown                    | *           |

*\*Numbers of 5 and under have been redacted*

The table above illustrates the number of ACPs in Lancashire & South Cumbria, by job role. Adult Nursing accounts for over half of all ACPs in the region (**59.7%**). The Nursing & Midwifery staff group as a whole accounts for **77%** of ACPs. Allied Health Professionals currently account for just over **22%**. These two staff groups combined account for **99%** of all ACPs in the region.

## Comparison Between ESR ACP Numbers and 2019 ACP Survey

In 2019, a national survey was carried out by Ipsos Mori on behalf of the national HEE Advanced Practice programme in order to gauge the size and nature of the Advanced Clinical Practice Workforce at that time. We can now compare the responses to this survey against the September 2021 data from ESR, referenced in the previous section of this report. This chart compares the total ACP numbers from both datasets:

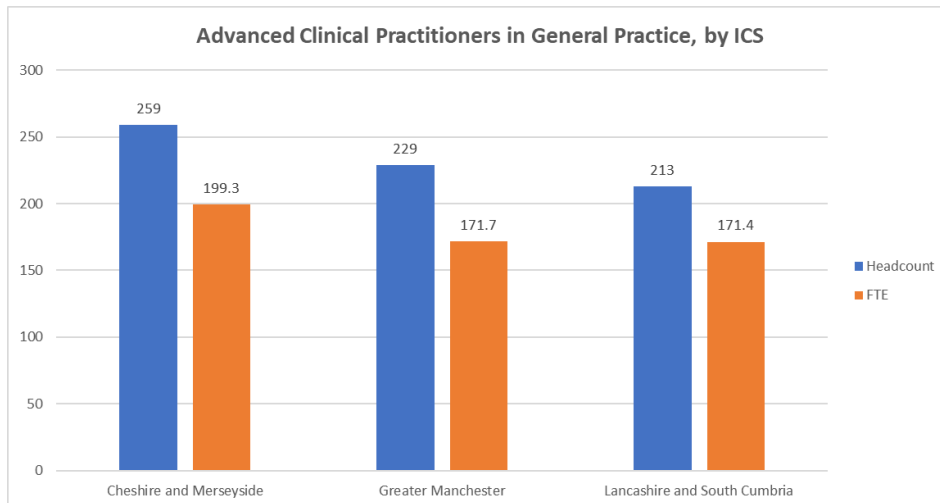


As can be seen above, there are discrepancies between ACP numbers across each of the ICS areas, which subsequently results in a difference of **-69** across the North West in the September 2021 ESR data. However, it is worth noting the two-year span between data dates, which would always result in a difference, factoring in staff movement etc. Also, the survey may have asked the question in a different way, result in differing interpretations of what constitutes an Advanced Clinical Practitioner.

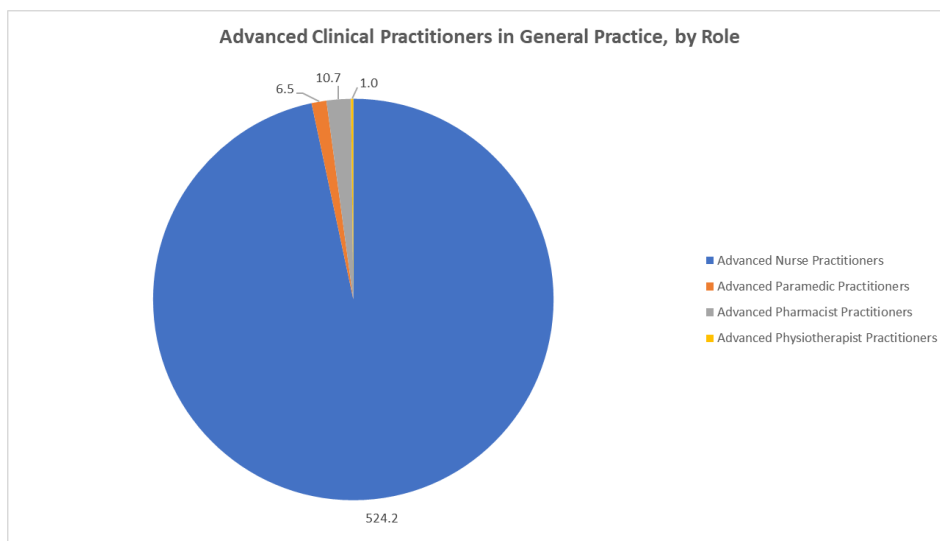
## Advanced Clinical Practitioners in Primary Care

### General Practice

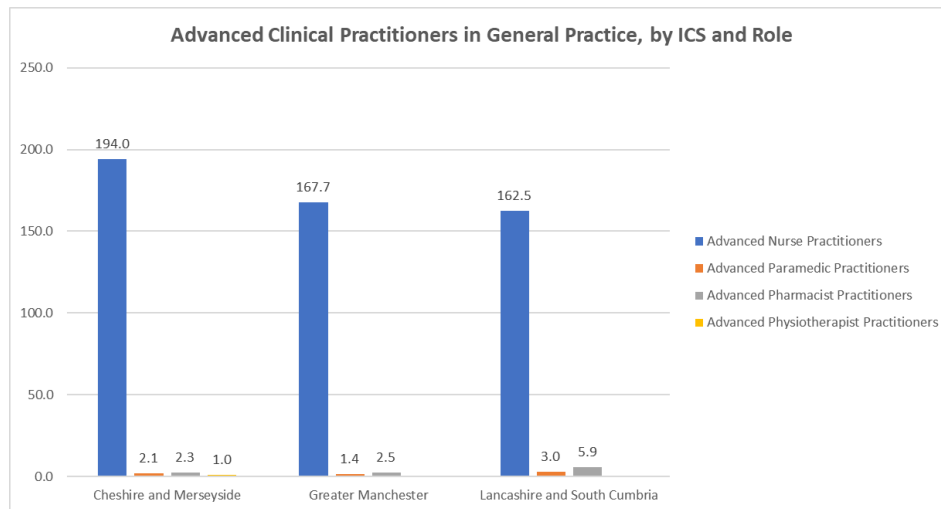
The data used in this section is taken from the monthly NHS Digital General Practice Workforce returns, in this case from March 2022.



Cheshire & Merseyside has the largest number of ACPs in the region, with **259** (30 more than Greater Manchester and 46 more than Lancashire & South Cumbria). Although Lancashire & South Cumbria is the smallest of the three ICS areas, it has almost the same FTE number of ACPs as Greater Manchester.

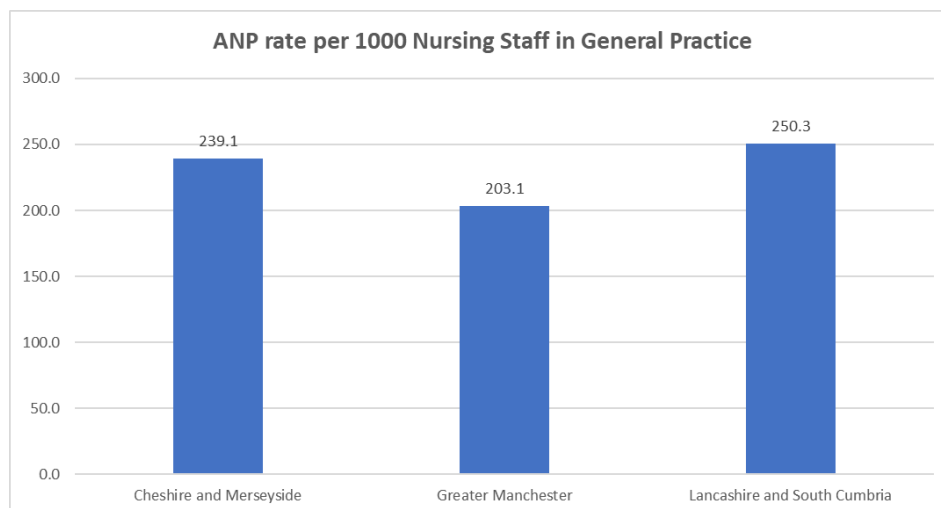


Of the total FTE number of ACPs in General Practice in the North West, **96.7%** (524.2) are Advanced Nurse Practitioners. **2.0%** are Advanced Paramedic Practitioners, **1.2%** are Advanced Pharmacist Practitioners, and **0.2%** are Advanced Physiotherapist Practitioners.

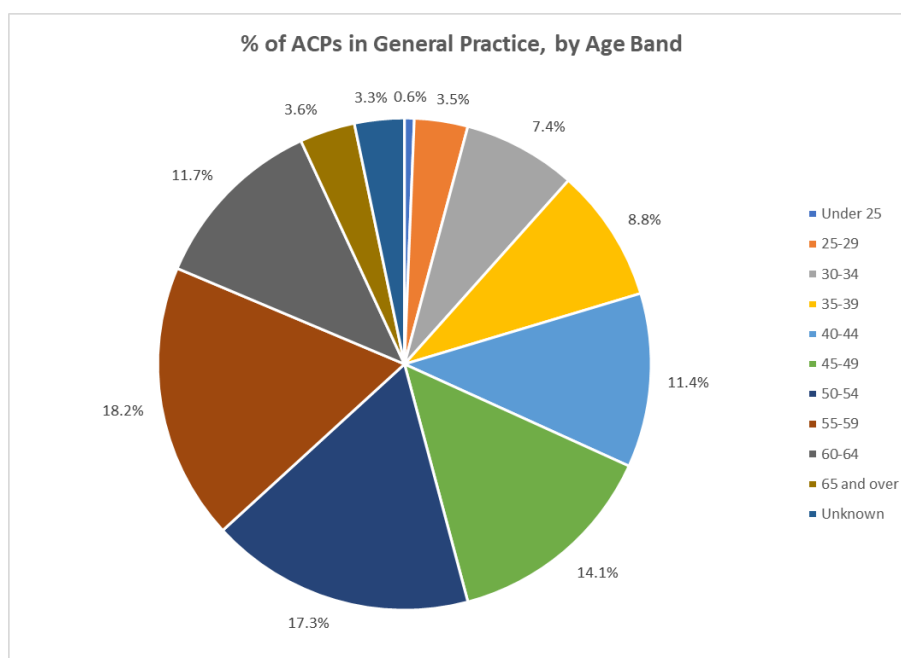


The above chart shows the number of FTE of each Advanced Practitioner roles by ICS.

When calculated as a rate per 1,000 Nursing staff in Primary Care, Lancashire & South Cumbria has the highest number of Advanced Nurse Practitioners in the region, as illustrated in the following chart:



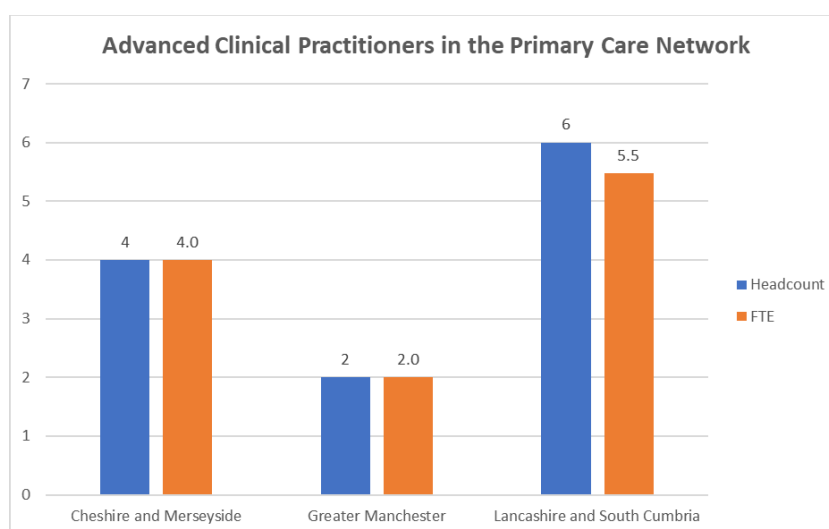
One third (**33.5%**) of all ACPs in the region are aged 55+, as illustrated in the below chart. The mixes of age bands are similar across all three ICS.



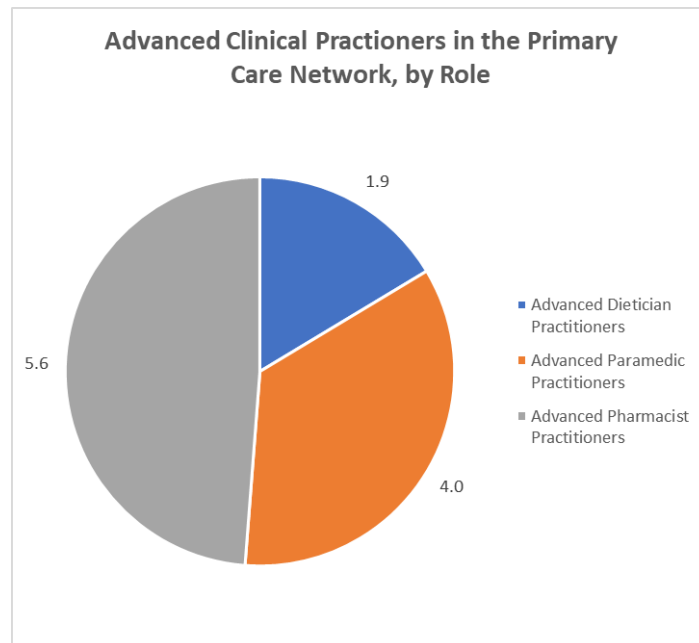
Please see Appendix B for the Advanced Clinical Practitioners in Primary Care Scoping Survey Analysis.

## Primary Care Networks

The data used in this section is taken from the monthly NHS Digital Primary Care Network Workforce returns, in this case from March 2022. It is worth noting, that Advanced Nurse Practitioners are not present in the data.

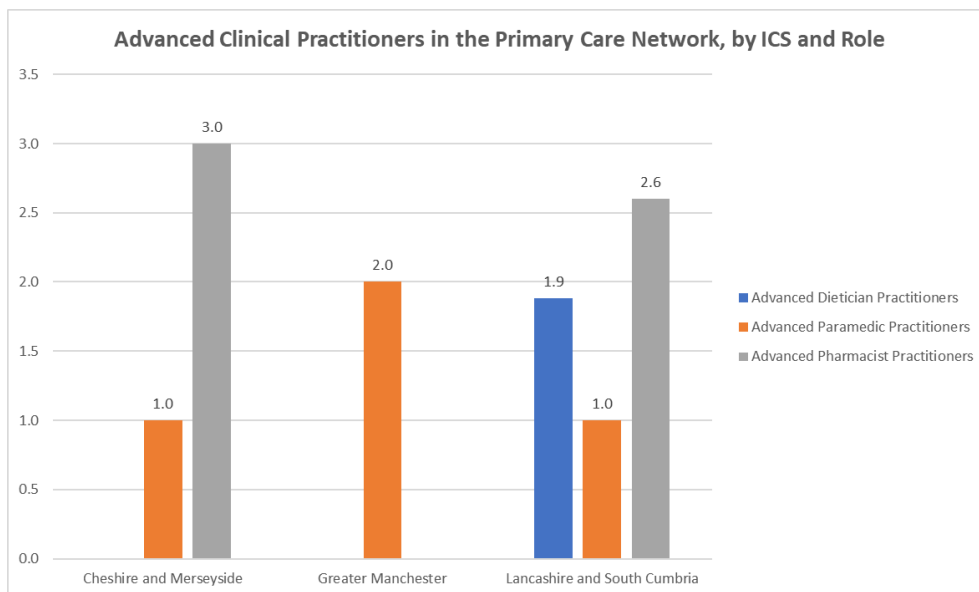


There are **12** ACPs in the region: **4** in Cheshire & Merseyside, **2** in Greater Manchester, and **6** in Lancashire & South Cumbria.



Across the region, there are three ACP roles; Advanced Pharmacist Practitioners (5.6 FTE), Advanced Paramedic Practitioners (4.0 FTE) and Advanced Dietician Practitioners (1.9 FTE).

The following chart shows the number of FTE of each Advanced Practitioner roles by ICS:





## Supply

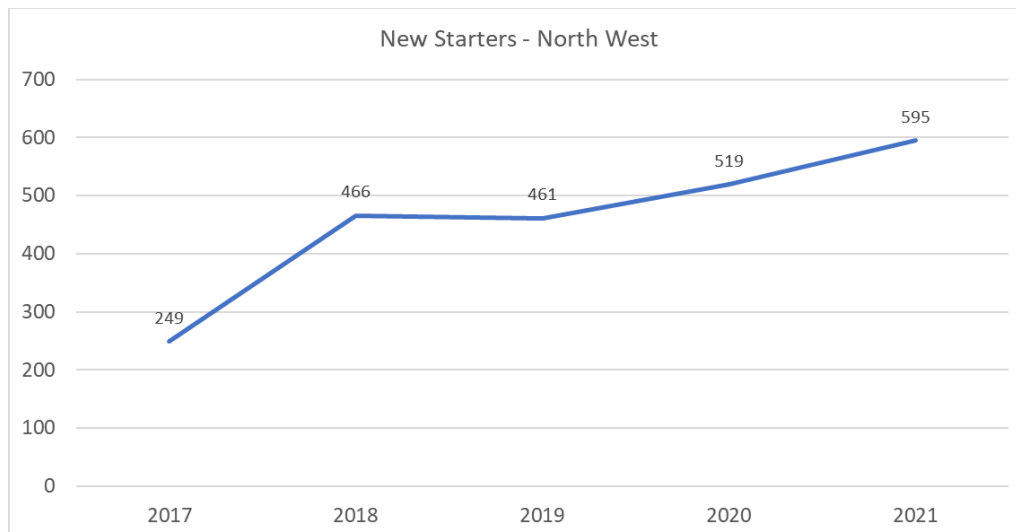
### Data Source

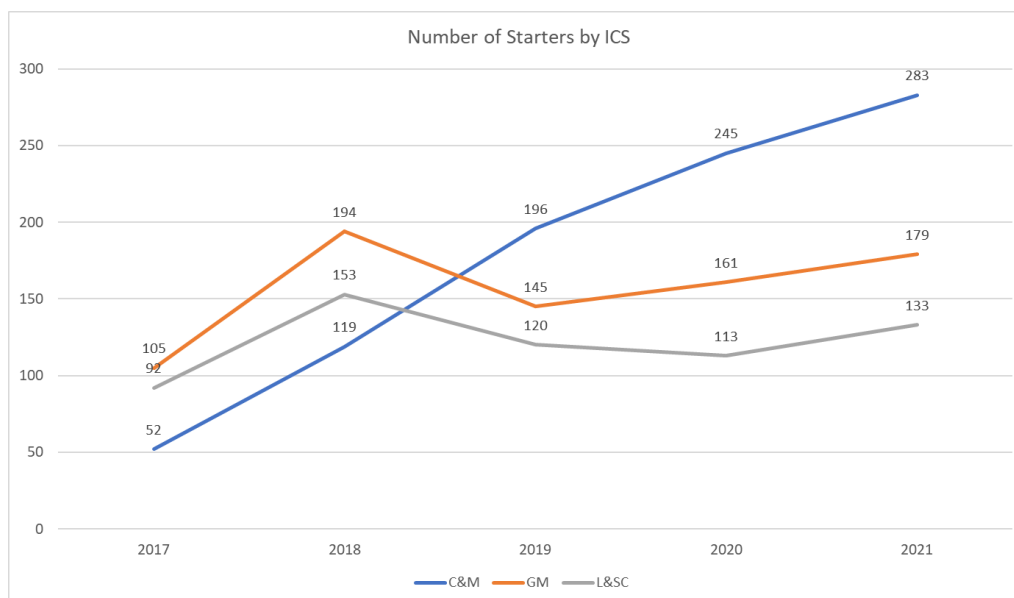
The data source for this section of the report is the Student Data Collection Tool (SDCT). This contains pre and second registration student data up to 13<sup>th</sup> February 2022, collected from Education Providers.

- Data is available for Advanced Practice (AP) courses starting from 2009 onwards, but this report will focus on courses starting in the last five years; between 01/01/2017 and 31/12/2021.
- Within the data, Advanced Practice courses are coded in six ways:
  - Advanced Clinical Practitioner (Master's Degree, Apprenticeship)
  - Advanced Clinical Practitioner (Advanced Critical Care Practitioner) (Master's Degree)
  - Advanced Critical Care Practitioner (Postgraduate Certificate)
  - Advanced Neonatal Nurse Practitioner (Master's Degree)
  - Advanced Clinical Practitioner - Mental Health (Master's Degree)
  - Advanced Clinical Practitioner (Primary Care) (Master's Degree)
- In this section of the report, all figures are representative of the total student numbers for all these courses added together, unless otherwise stated.
- The majority of courses are a master's degree, however there are a small number of Apprenticeship and Postgraduate Certificate courses. For the purpose of this report, all figures are representative of all course types, unless otherwise stated.

### New Starters

There has been a total of **2,290** students starting on an Advanced Practice course in the North West in the last 5 years. There was a large increase between 2017 to 2018 (**+87%**), followed by a slight decline in 2019. The numbers have been steadily increasing since; with **595** new starters in 2021.



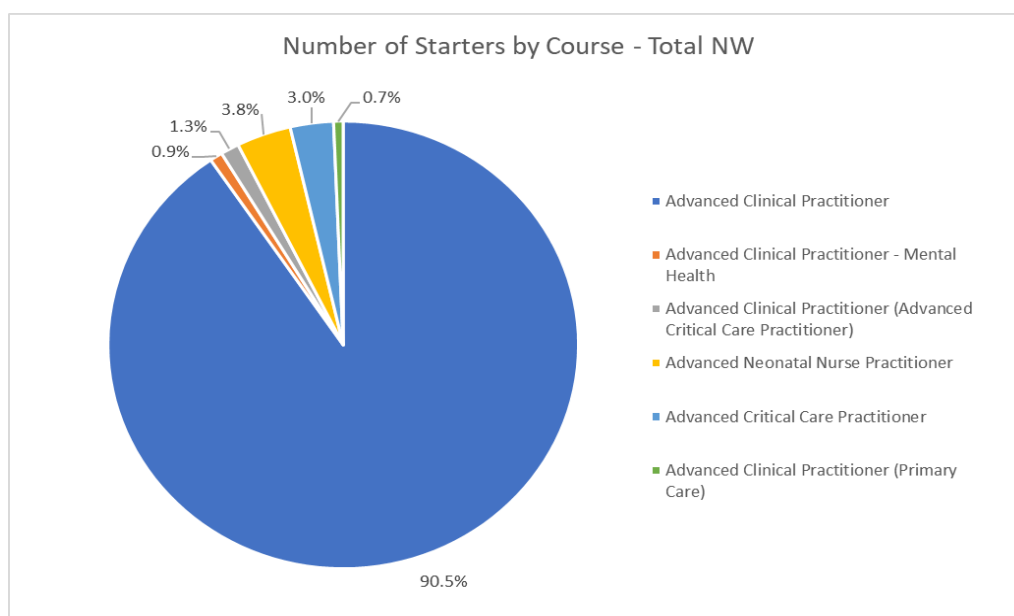


Greater Manchester and Lancashire & South Cumbria have both seen a similar trend in new starters over the last 5 years. Both had a significant increase in 2018, followed by a decline in 2019. Greater Manchester has steadily increased since with **179** new starters in 2021. Lancashire & South Cumbria numbers continued with a slight decline in 2020 but increased to **133** in 2021.

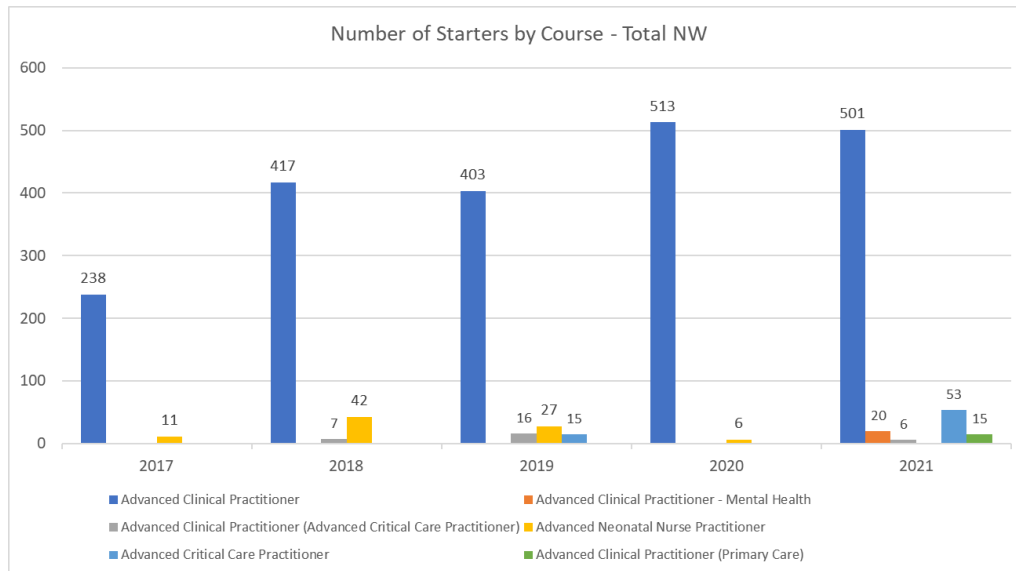
Cheshire & Merseyside also had a significant increase in 2018, but unlike the other two ICS, continued to increase significantly in 2019. The number of new starters has increased each year since, with **283** starting in 2021.

## New Starters by Course

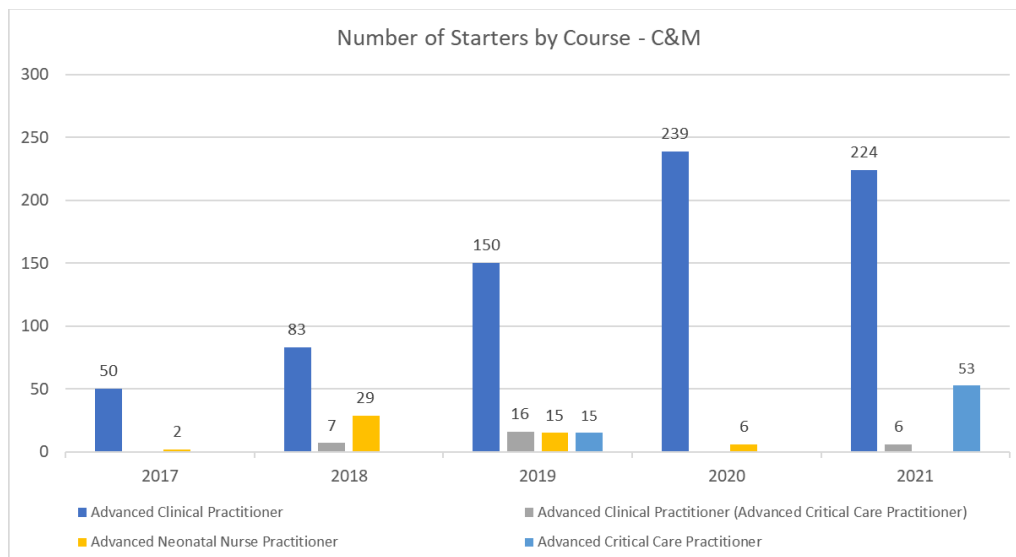
The majority (**90.5%**) of Advanced Practice courses are Advanced Clinical Practitioner. 3.8% of new starters were on the Advanced Neonatal Nurse Practitioner course, and 3.0% on the Advanced Critical Care Practitioner course.



In the North West, there have been new starters on the Advanced Neonatal Nurse Practitioner course every year except 2021, with the majority starting in 2018 and 2019. 2021 was the first year there were new starters (20) on the course Advanced Clinical Practitioner – Mental Health, and new starters (15) on Advanced Clinical Practitioner (Primary Care). Advanced Clinical Practitioner (Advanced Critical Care Practitioner) saw new starters in 2018, 2019 and 2021, and Advanced Critical Care Practitioner (Postgraduate Certificate) saw new starters in 2019 and 2021 (with a significant jump in 2021 to 53).

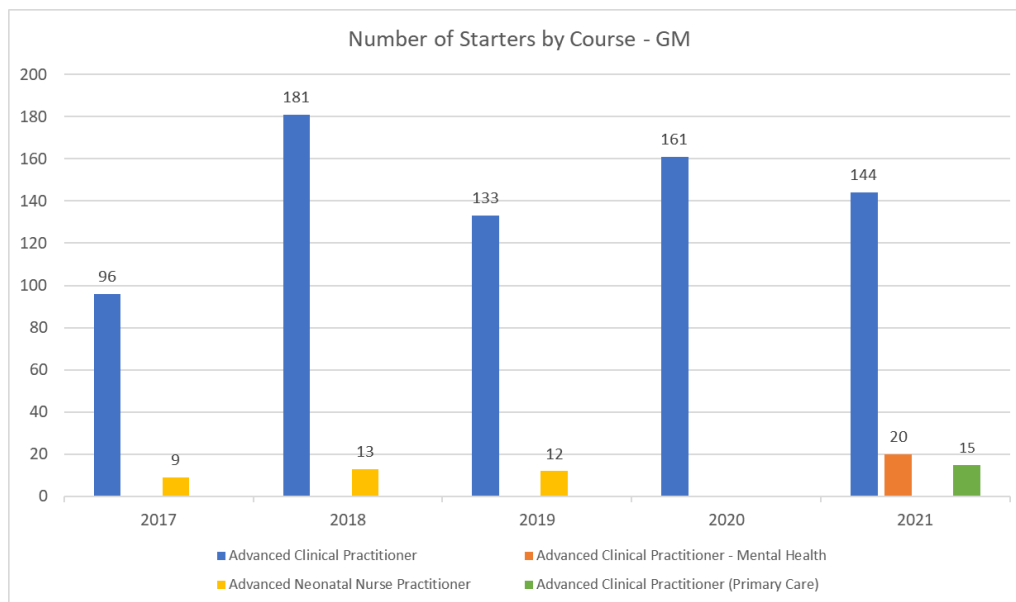


### New Starters by Course – Cheshire & Merseyside



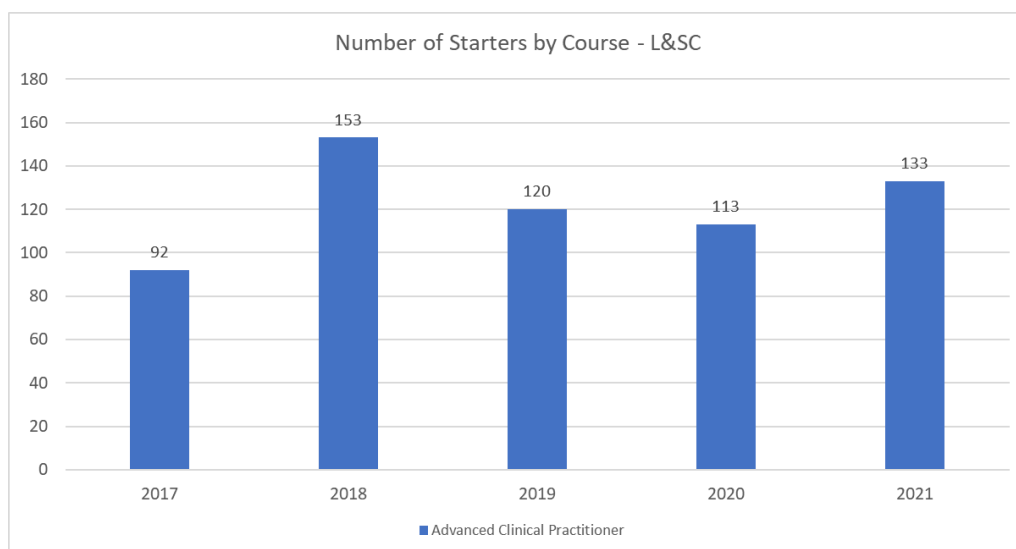
Cheshire & Merseyside has offered 4 Advanced Practice courses in the last 5 years: Advanced Clinical Practitioner, Advanced Clinical Practitioner (Advanced Critical Care Practitioner), Advanced Neonatal Nurse Practitioner, and Advanced Critical Care Practitioner. In 2021, almost **one fifth** of new starters were on the Advanced Critical Care Practitioner course. There has been a decrease in new starters on the Advanced Neonatal Nurse Practitioner course, with 29 starting in 2018, 15 in 2019, 6 in 2020 and 0 in 2021.

## New Starters by Course – Greater Manchester



Greater Manchester has offered **4** Advanced Practice courses in the last 5 years; Advanced Clinical Practitioner, Advanced Clinical Practitioner – Mental Health, Advanced Neonatal Nurse Practitioner, and Advanced Clinical Practitioner (Primary Care). There have been no new starters on the Advanced Neonatal Nurse Practitioner course since 2019. Greater Manchester is the only ICS to offer the Advanced Clinical Practitioner – Mental Health and Advanced Clinical Practitioner (Primary Care) courses.

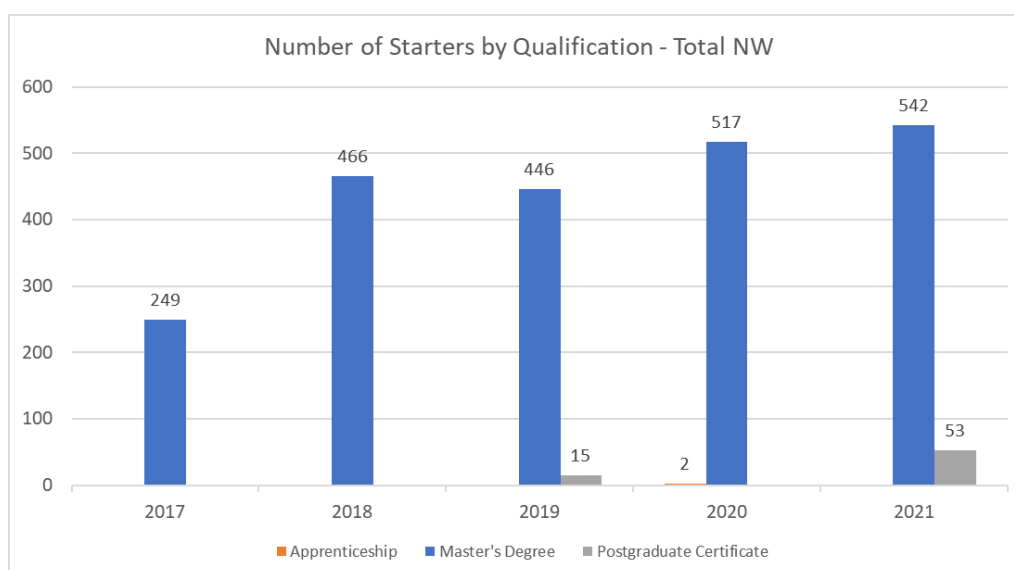
## New Starters by Course – Lancashire & South Cumbria



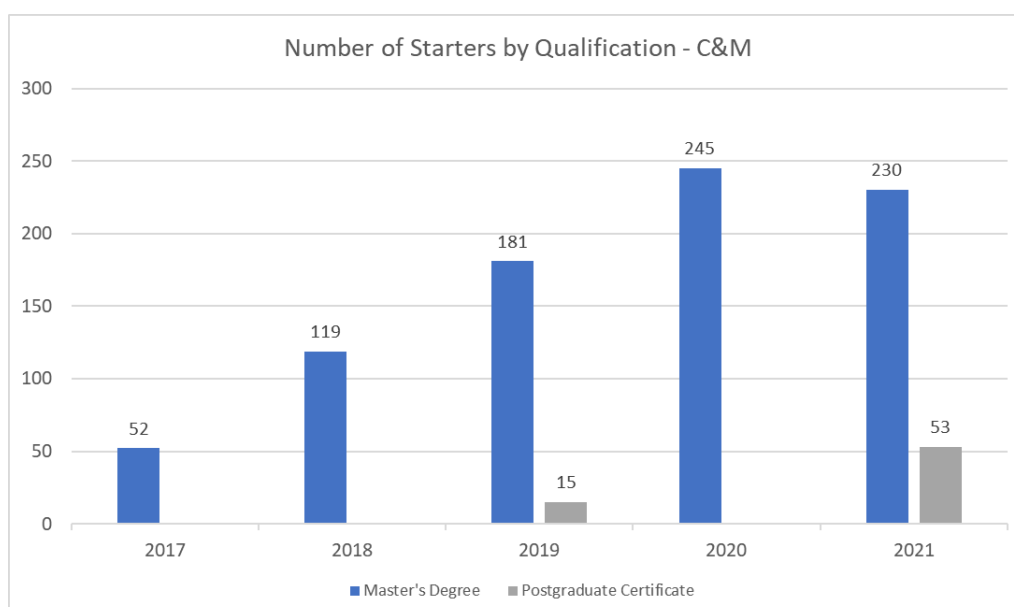
Lancashire & South Cumbria only offers the Advanced Clinical Practitioner course.

## New Starters by Qualification

The majority of Advanced Practice courses over the last 5 years in the North West have been a master's degree. A small number of students (2) started an Apprenticeship course in 2020. 15 students started on a Postgraduate Certificate in 2019, which rose to **53** in 2021.

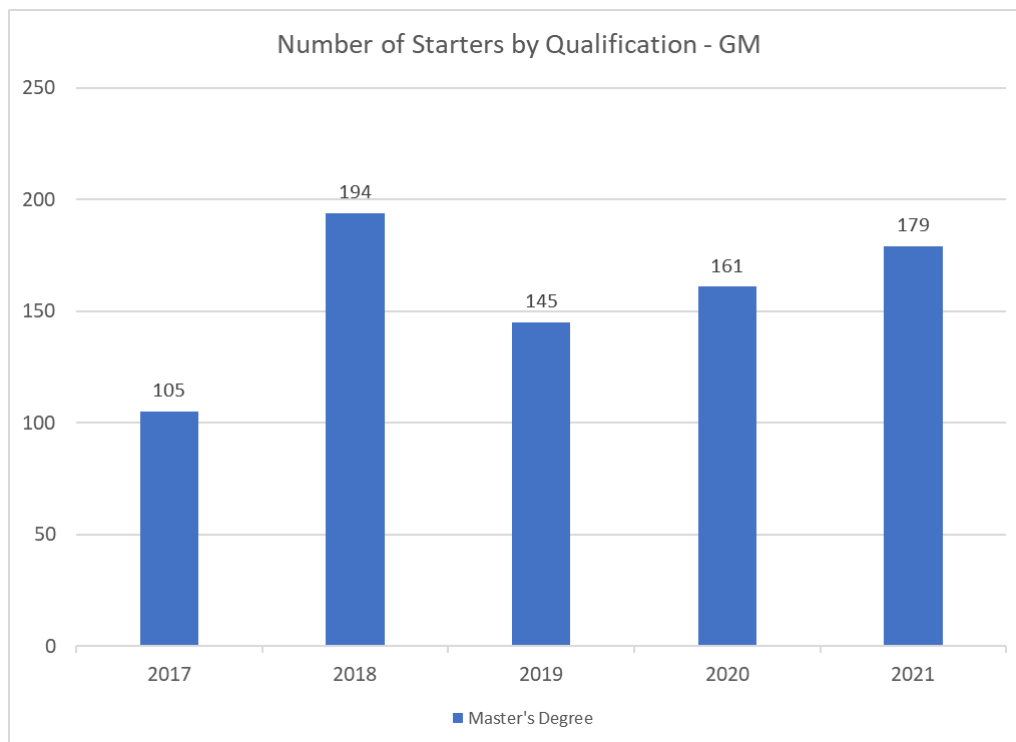


## New Starters by Qualification – Cheshire & Merseyside



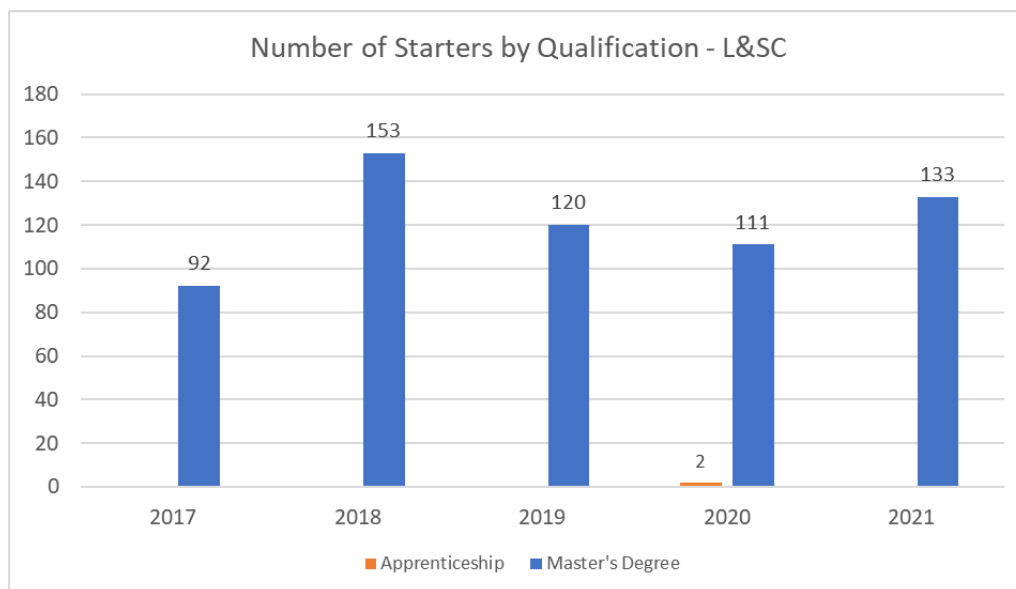
All the new starters on a Postgraduate Certificate were in Cheshire & Merseyside.

## New Starters by Qualification – Greater Manchester



Greater Manchester only offers Advanced Practice courses that are a Masters.

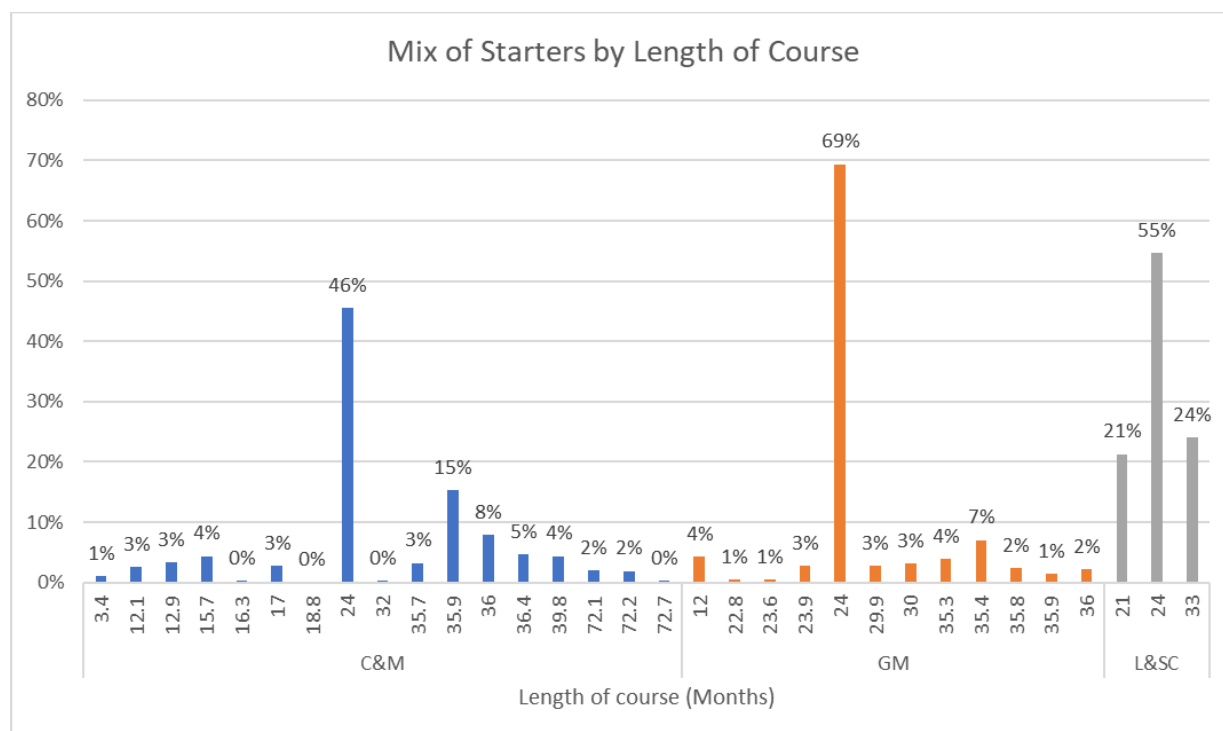
## New Starters by Qualification – Lancashire & South Cumbria



The 2 new starters on an Apprenticeship course were in Lancashire & South Cumbria.

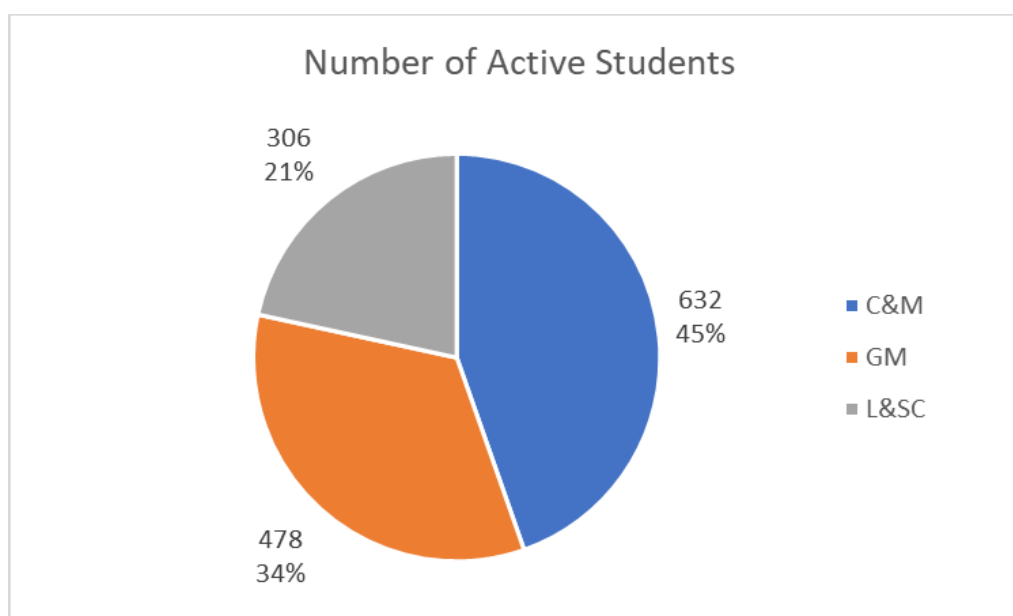
## Course Length

The below chart shows that in each of the three ICS, the majority of new starters in the last 5 years have started on a 2-year course.



## Active Students

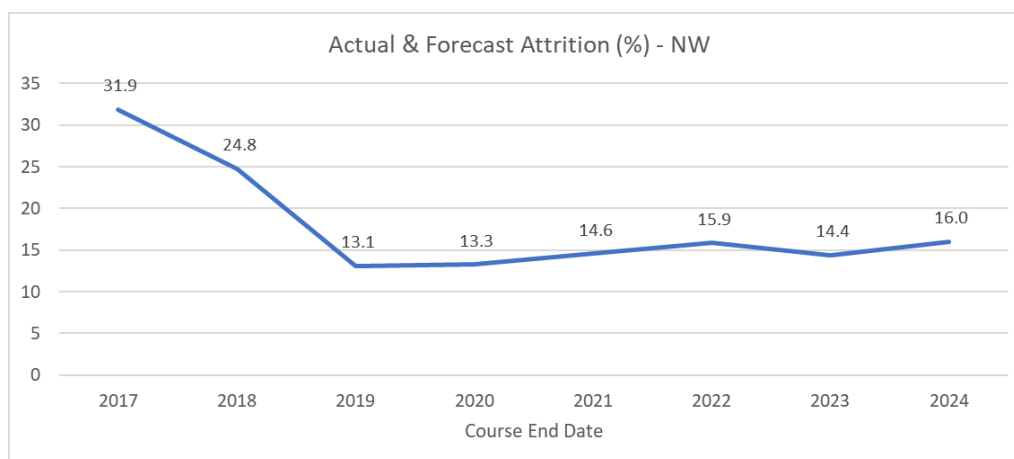
At the time the data was collected which was February 2022, there were **1,416** active students on an Advanced Practice course in the North West. **45%** in Cheshire & Merseyside, **34%** in Greater Manchester and **21%** in Lancashire & South Cumbria.



## Attrition

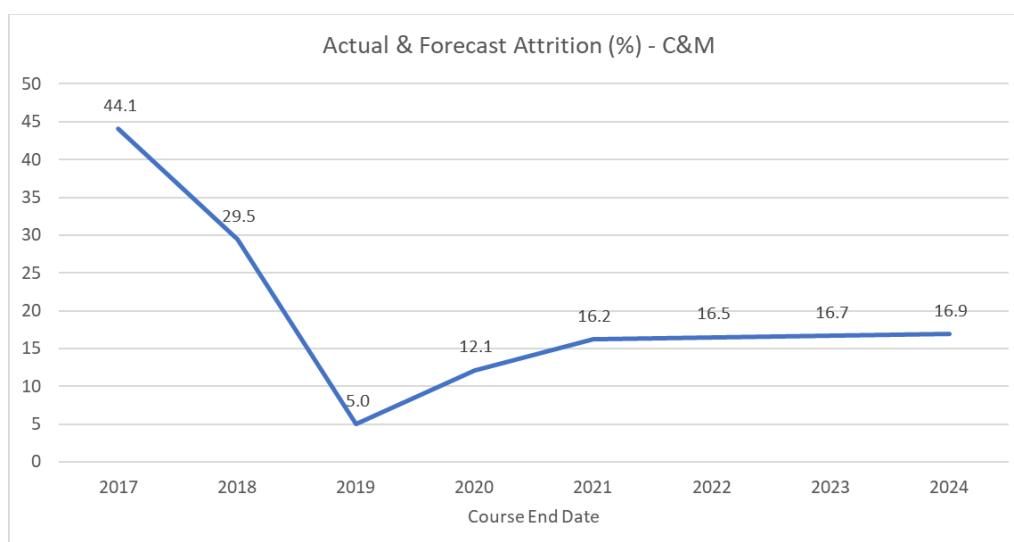
The following attrition visuals combine actual attrition and forecast attrition rates. The attrition forecast definition can be found in Appendix D. A combination of actual and forecast has been used rather than just actual, due to there being a proportion of cohorts in recent years not fully complete – therefore actual attrition alone would not be reflective of the likely attrition in those years.

In the North West, attrition of Advanced Practice courses decreased significantly from **31.9%** in 2017 to **13.1%** in 2019. There is a slight increase to **15.9%** expected in 2022, with attrition forecast to stay fairly level between 2022 and 2024.



## Attrition – Cheshire & Merseyside

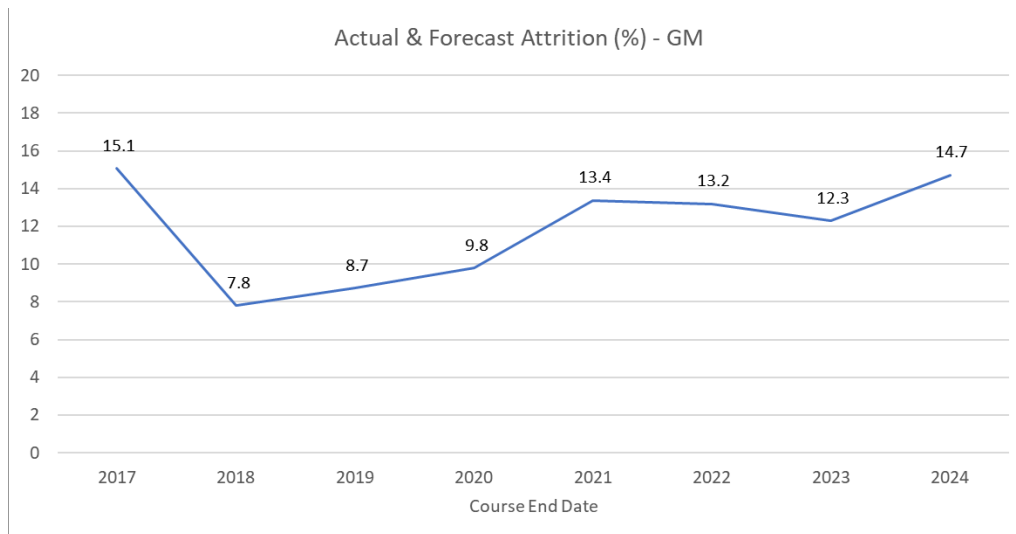
Attrition in Cheshire & Merseyside follows a similar trend to the North West average – significantly decreasing between 2017 to 2019 (**44.1% to 5.0%**), followed by an increase to **16.2%** in 2021 and then remaining around this level until 2024.





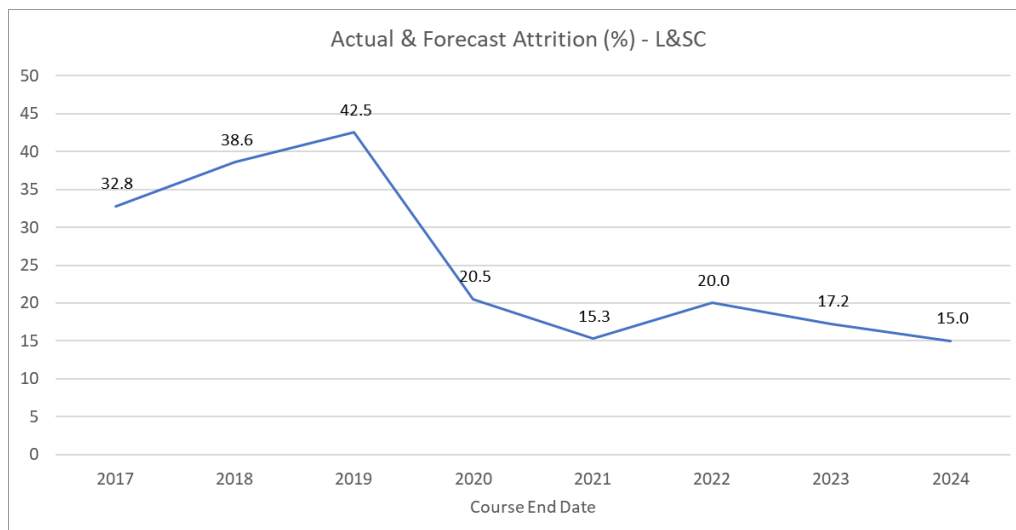
## Attrition – Greater Manchester

Attrition in Greater Manchester decreased from **15.1%** in 2017 to **7.8%**. Rates then increased up to **13.4%** in 2021 and are expected to remain at this level in 2022, followed by a slight decrease in 2023 and an increase to **14.7%** in 2024.



## Attrition – Lancashire & South Cumbria

Attrition rates in Lancashire & South Cumbria were high in 2018 and 2019 around **40%** but have been decreasing to **15.3%** in 2021, with a slight increase in 2022 to **20%**, and then forecast to decrease to **15%** in 2024.

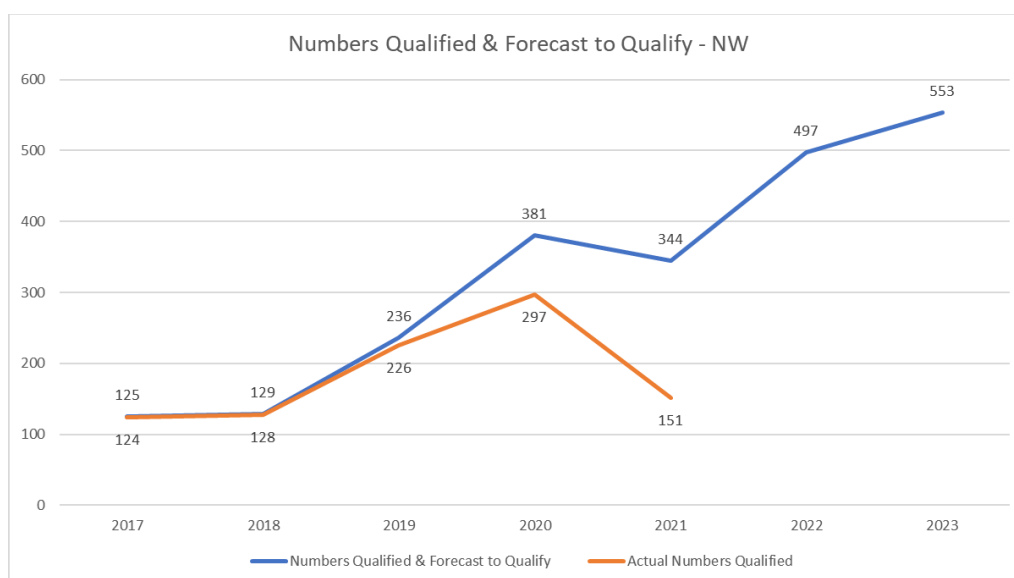


## Qualified & Forecast Supply

The following visuals show the number of students who have qualified (orange line), and numbers qualified and forecast to qualify (blue line). Due to data limitations, the forecast numbers do not take time into account. I.e., the forecast number for 2022 is the number of students forecast to qualify at some point from the cohort that was expected to end in 2022, not the number of students forecast to qualify in 2022.

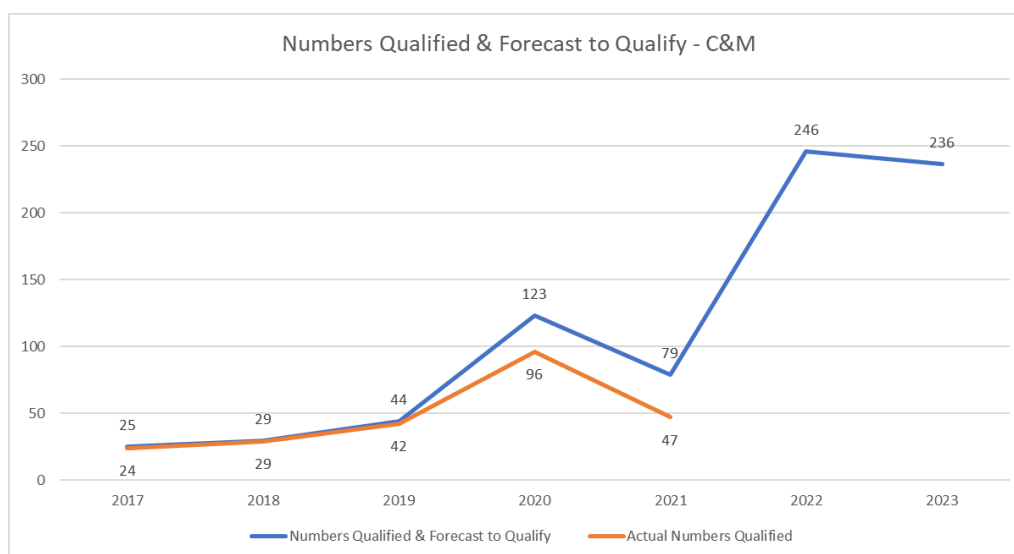
The majority of ACP courses are 2 years (Masters), therefore the forecast supply is shown up to and including 2023, as this is calculated based on the number of starters.

In the North West, the number of students who qualified from an ACP course has increased between 2017 and 2020, with **297** qualifying from cohorts ending in 2020 (there are expected to be a total of **381** qualifying from this cohort). The numbers qualified in 2021 has dropped to **151**, however **334** students in total are expected to qualify from these cohorts. There is expected to be a significant increase in numbers qualifying from the cohorts ending in 2022 (**497**), and 2023 (**553**).



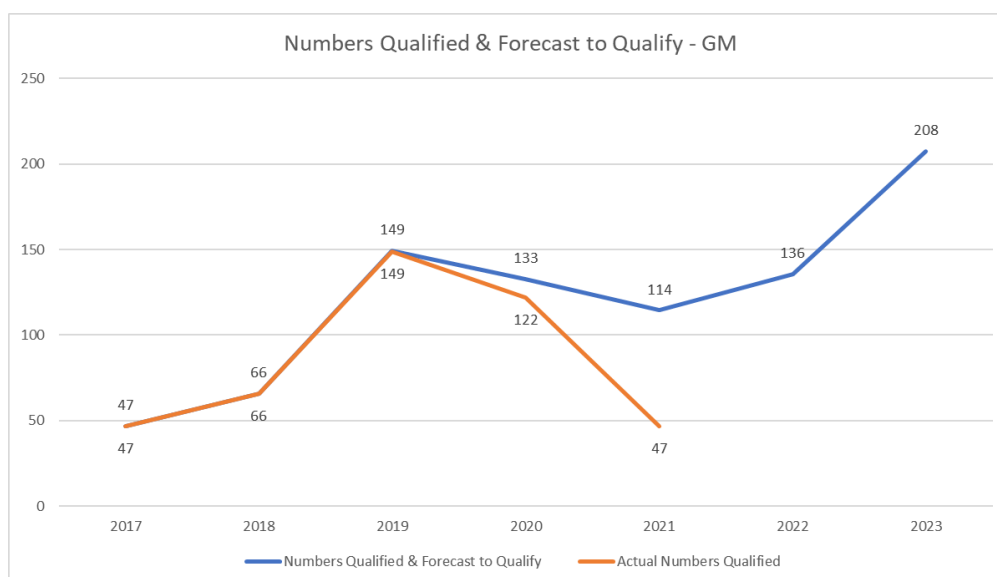
### Qualified & Forecast Supply – Cheshire & Merseyside

In Cheshire & Merseyside, the number of students who qualified from an ACP course has increased between 2017 and 2020, with **96** qualifying from cohorts ending in 2020 (there are expected to be a total of **123** qualifying from this cohort). The numbers qualified in 2021 has dropped to **47**, however **79** students in total are expected to qualify from these cohorts. There is expected to be a significant increase qualifying from the cohorts ending in 2022 (**246**), and 2023 (**236**).



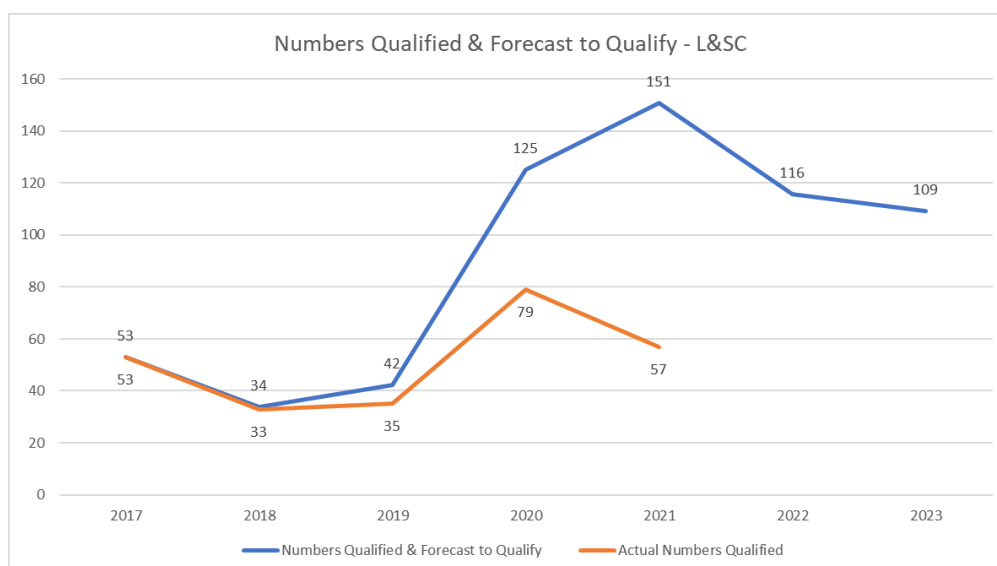
## Qualified & Forecast Supply – Greater Manchester

In Greater Manchester, the number of students who qualified from an ACP course has increased between 2017 and 2019, with **149** qualifying from cohorts ending in 2019. There was a drop in qualifiers on the cohort ending in 2020 (**122**), although there are expected to be a total of **133** qualifying from this cohort). The numbers qualified in 2021 has dropped to **47**, however **114** students in total are expected to qualify from these cohorts, which is a further drop compared to 2020 and 2019. There is expected to be a slight increase in those qualifying from the cohorts ending in 2022 (**136**), and a significant increase in 2023 (**208**).



## Qualified & Forecast Supply – Lancashire & South Cumbria

In Lancashire & South Cumbria, the number of students qualifying from ACP courses was low between 2017 – 2019, with **35** in 2019. There was a significant increase in those qualifying from the 2020 cohort (**79**), with **125** expected to qualify in total. There have been **57** qualifiers from the cohorts ending in 2021, with a total **151** expected. There is expected to be a decrease in those qualifying from the cohorts ending the following year, with **116** from the 2022 cohorts and **109** from 2023.

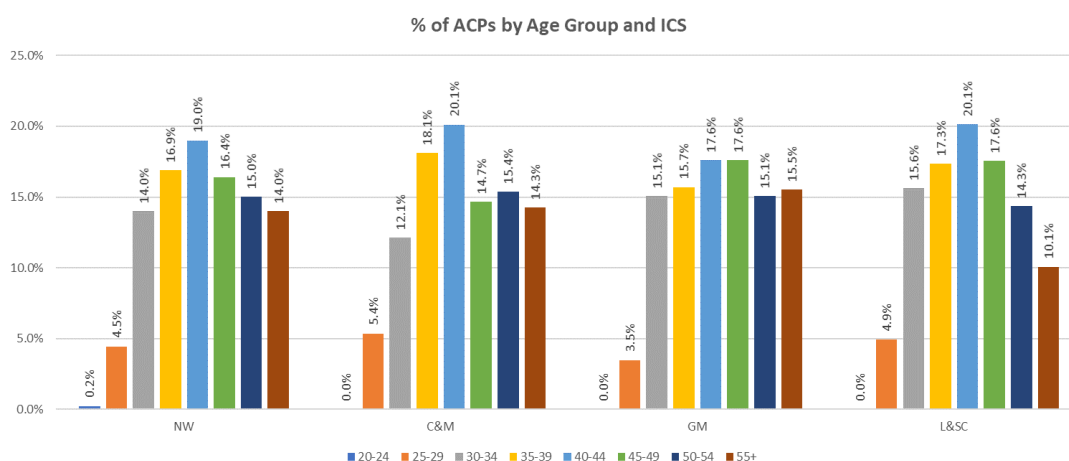


## Appendix

### Appendix A – Advanced Clinical Practitioner Demographics in Secondary Care (Unvalidated/Un-Cleansed Data)

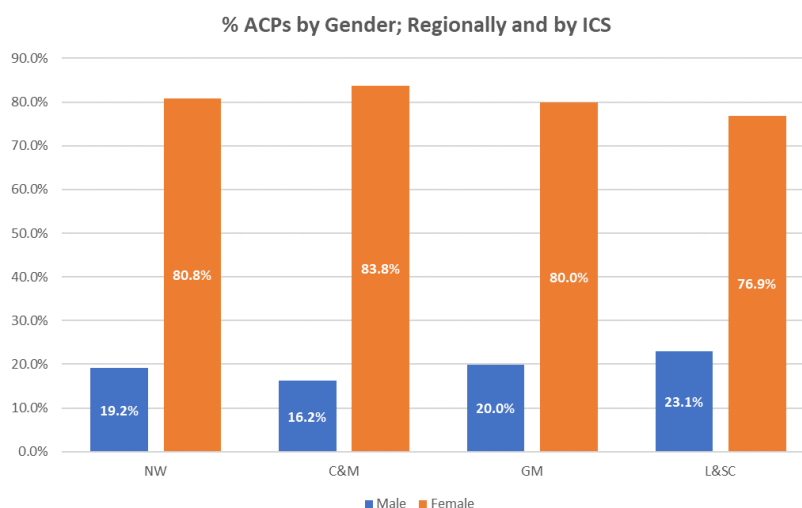
As previously noted, the data used in the first section of this report underwent a line-by-line cleanse in order to extract any non-Advanced Clinical Practitioners, in order to gain a more accurate understanding of the numbers in the region. Unfortunately, this data did not include any demographic information, and as such, we are only able to provide a demographic overview of ACPs using unvalidated/un-cleansed data. Therefore, please note that this Appendix A section of the report WILL include non-ACPs, which will have been previously extracted from the data used in the first section of this report. Please only consider this demographic data indicative, not fully representative, of the total ACP secondary care workforce.

#### Age Breakdown



Greater Manchester is the ICS with the highest retirement risk for ACPs, with **15.5%** aged 55 or above (compared to the North West total of **14%**). Lancashire & South Cumbria has the youngest ACP workforce, with **37.9%** of ACPs being aged under 40.

#### Gender Breakdown



Over **80%** of all ACPs in the North West are Female. In each of the ICS areas, Female ACPs make up at least **three quarters** of the total ACP workforce.

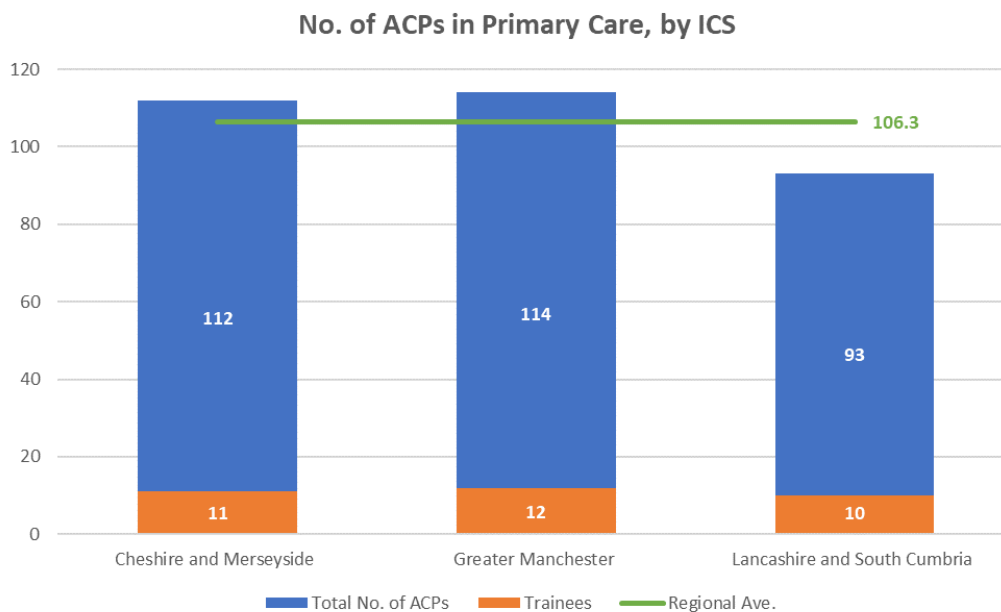
## Appendix B – Advanced Clinical Practitioners in Primary Care – Scoping Survey

HEE Faculty for Advancing Practice across the North West and the three Primary Care Training Hubs are working collaboratively to achieve the vision that Primary Care Nurses, Allied Health Professionals and Pharmacists practicing at an advanced level across the North West will have access to development opportunities and support in credentialing over the next 3-5 years to ensure standardisation of knowledge skills and behaviours at this level of practice.

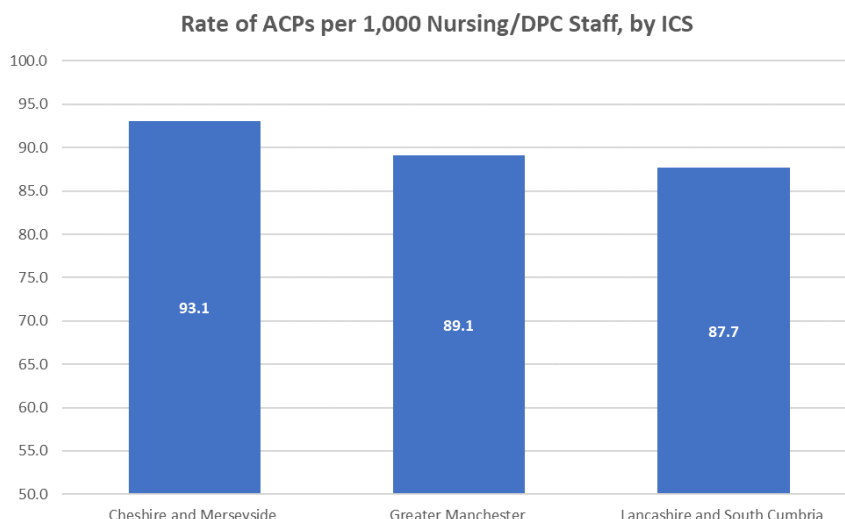
To achieve this during August to September 2021, the ICS Primary Care Training Hubs reached out to all NHS primary care providers with a survey. The purpose of the survey was understanding the current primary care workforce who identify themselves as an advanced practitioner and understand how their experience and qualification/s align to the multi-professional framework for advanced clinical practice for England.

The survey results are restricted to those that responded. Response rates were measured by the NHS Digital data collection tool for Primary Care that indicated that there were 642 Advanced Nurse Practitioners in July 2021. Where the survey requested responses from all professions working at an advanced practitioner.

At the time of the survey, there were **321** ACPs working in Primary Care in the North West that responded to the survey. Just over **10% (33 in total)** of these were trainee ACPs. The breakdown in numbers by ICS (where specified – as in 99% of responses) is as follows:

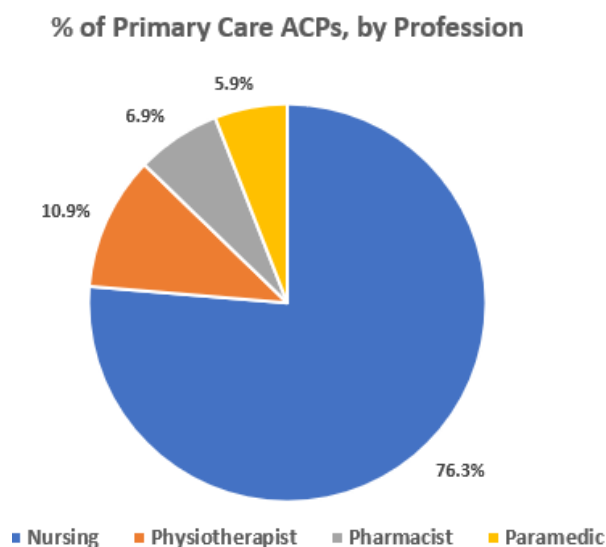


When we consider the rate of Advanced Practitioners per 1,000 Nursing/Direct Patient Care staff in Primary Care, we get a better and fairer understanding of the numbers across the ICS areas:



Whereas Cheshire and Merseyside have less Advanced Clinical Practitioners by headcount when compared to Greater Manchester, it actually has the highest rate per 1,000 Nursing/Direct Patient Care staff in the North West, at **93.1 per 1,000**.

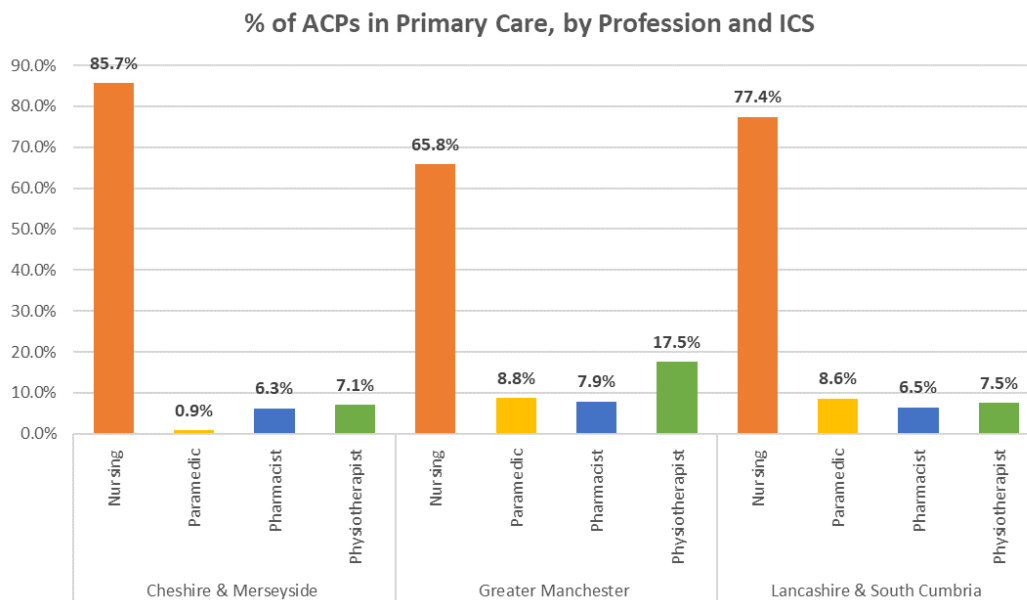
### ACPs in Primary Care, by Profession



As illustrated in the chart above, over three quarters of ACPs working in Primary Care in the North West have a role within Nursing (**76.3%**).

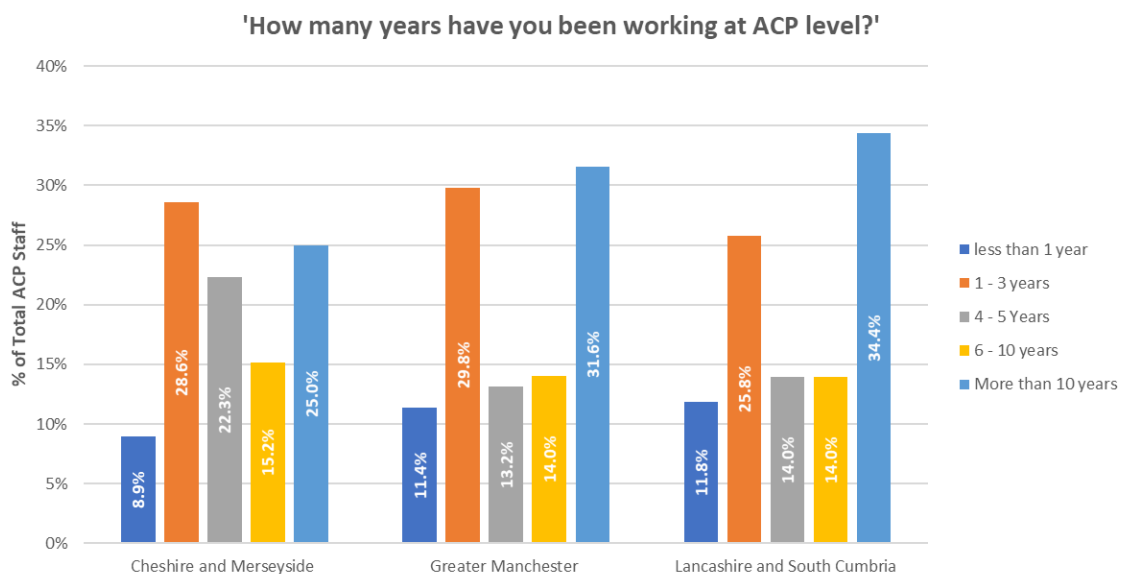
**80.4%** of ACPs in primary care work with both adults and children, with **19.3%** working with adults-only, and **0.3%** working with children-only.

The following chart breaks down the profession percentages by ICS area:



As expected, Nursing accounts for the highest proportion of staff in all ICS areas, but as the chart above illustrates, there are discrepancies between the percentages, ranging from **85.7%** of all Primary Care ACPs in Cheshire & Merseyside, to **65.8%** in Greater Manchester.

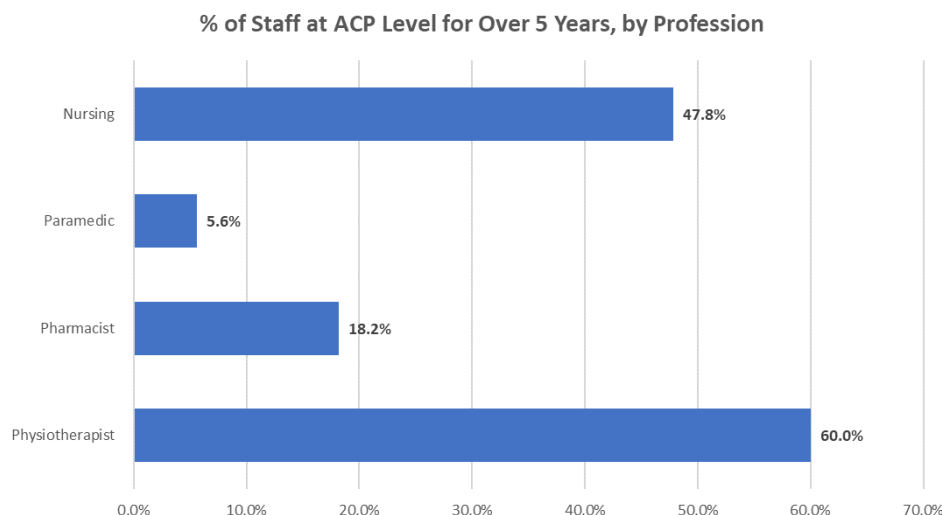
### Length of Time Working at Advanced Practitioner Level in Primary Care



One of the questions posed in the survey was 'How many years have you been working at Advanced Practitioner level?' The chart above illustrates that Primary Care staff in Lancashire & South Cumbria have, on average, been working the longest at this level, with **48.4%** of staff stating they have been at ACP level for over five years. This compares with **40.2%** in Cheshire & Merseyside.

The following chart breaks this down by profession:





**60%** of Physiotherapists in Primary Care in the North West stated that they have been working at Advanced Practitioner level for more than five years, compared to just **5.6%** of paramedics.

## Appendix C – Advanced Clinical Practitioner ESR Naming Definition

### Methology

Advanced Practitioners do not have an explicit coding system to identify them in ESR. Therefore Position Title and Job Role are used to generate an **estimation** of the Advanced Practitioner workforce.

The steps used to estimate the Advanced Practitioner workforce are:

1. Identify anyone with the Job Role of "Advanced Practitioner"
2. Identify anyone with the words "Advanced", "Clinical" and "Practitioner" in their Position Title that do not have the Job Role of "Advanced Practitioner"
3. Identify anyone with the words "Advanced" and "Practitioner" in their Position Title that do not have the Job Role of "Advanced Practitioner"
4. Identify anyone with the words "Emergency" and "Practitioner" in their Position Title who do not have the Job Role of "Advanced Practitioner"
5. The above also includes where the word "Advance" instead of "Advanced" has been entered in the Position Title

## Appendix D – Student Data Collection Tool Definitions

### SDCT Attrition definition

*THIS IS WPI NORTH CALCULATION: Attrition rate calculated in two ways: For active cohorts it is based on the activity to date taking into consideration the number of students commencing at the start of the cohort, joining part way through and the number of students leaving the course. It also takes into consideration final attrition rates for fully completed*



cohorts. For fully completed cohorts it is based on the number of students completed in comparison to starters and late joiners. This is a proxy attrition rate and should be used as a guide as each cohort is different and could result in higher or lower attrition. Following each data collection, the % will be refreshed. This provides an estimate forecast of what the attrition is likely to be at the end of the cohort when every student has got a recorded outcome

## Forecast Supply

*THIS IS PART OF WPI NORTH CALCULATION: Total headcount forecast of students expected to output the cohort taking into account the number of starters and those who have joined later in the cohort and the forecast attrition rate. Once again, this should only be used as a guide and could be higher or lower depending on activity / movement within the cohort*

## Appendix E – Additional Roles Reimbursement Scheme Data Collection

The following tables show the PCN WTE workforce planning submissions from 31<sup>st</sup> October 2021, for the Additional Roles Reimbursement Scheme (ARRS), by ICS area. These are recruitment intentions for Advanced Practitioners, and therefore should not be considered actual staff in post numbers. These intentions would need to be cross-referenced with PCN ARRS claim data in order to see if the numbers were realised.

### Cheshire & Merseyside

| Role   | Quarter 1  | Quarter 2  | Quarter 3   | End Quarter | Financial year | Financial year |
|--|------------|------------|-------------|-------------|----------------|----------------|
|  | April-Jun  | Jul-Sept   | Oct-Dec     | 4 Mar 22    | 2022/23        | 2023/24        |
| Advanced Practitioner (Clinical Pharmacist)    | 1.8        | 3.3        | 5.8         | 5.8         | 4.8            | 4.8            |
| Advanced Practitioner (Dietitian)              | 0.0        | 0.0        | 0.0         | 0.0         | 0.0            | 0.0            |
| Advanced Practitioner (Occupational Therapist) | 0.0        | 0.0        | 0.0         | 0.0         | 0.0            | 0.0            |
| Advanced Practitioner (Paramedic)              | 0.0        | 1.0        | 1.0         | 1.0         | 3.0            | 5.0            |
| Advanced Practitioner (Physiotherapist)        | 2.0        | 3.4        | 3.9         | 3.4         | 0.0            | 5.0            |
| Advanced Practitioner (Podiatrist)             | 0.0        | 0.0        | 0.0         | 0.0         | 0.0            | 0.0            |
| <b>Grand Total</b>                             | <b>3.8</b> | <b>7.7</b> | <b>10.7</b> | <b>10.2</b> | <b>7.8</b>     | <b>14.8</b>    |

### Greater Manchester

| Role   | Quarter 1  | Quarter 2  | Quarter 3  | End Quarter | Financial year | Financial year |
|--|------------|------------|------------|-------------|----------------|----------------|
|  | April-Jun  | Jul-Sept   | Oct-Dec    | 4 Mar 22    | 2022/23        | 2023/24        |
| Advanced Practitioner (Clinical Pharmacist)    | 0.0        | 0.0        | 1.0        | 1.0         | 2.0            | 3.0            |
| Advanced Practitioner (Dietitian)              | 0.0        | 0.0        | 0.0        | 0.0         | 0.0            | 0.0            |
| Advanced Practitioner (Occupational Therapist) | 0.0        | 0.0        | 0.0        | 0.0         | 1.0            | 1.0            |
| Advanced Practitioner (Paramedic)              | 1.0        | 1.0        | 2.0        | 3.0         | 5.0            | 9.0            |
| Advanced Practitioner (Physiotherapist)        | 0.0        | 0.0        | 0.0        | 1.0         | 2.0            | 2.0            |
| Advanced Practitioner (Podiatrist)             | 0.0        | 0.0        | 0.0        | 0.0         | 1.0            | 2.0            |
| <b>Grand Total</b>                             | <b>1.0</b> | <b>1.0</b> | <b>3.0</b> | <b>5.0</b>  | <b>11.0</b>    | <b>17.0</b>    |

### Lancashire & South Cumbria

| Role   | Financial year | Financial year | Financial year |
|--|----------------|----------------|----------------|
|  | 2021/22        | 2022/23        | 2023/24        |
| Advanced Practitioner (Clinical Pharmacist)    | 7.6            | 8.6            | 16.6           |
| Advanced Practitioner (Dietitian)              | 0.0            | 1.0            | 1.0            |
| Advanced Practitioner (Occupational Therapist) | 0.0            | 0.0            | 0.0            |
| Advanced Practitioner (Paramedic)              | 4.0            | 6.0            | 8.0            |
| Advanced Practitioner (Physiotherapist)        | 2.0            | 3.0            | 2.0            |
| Advanced Practitioner (Podiatrist)             | 0.0            | 1.0            | 1.0            |
| <b>Grand Total</b>                             | <b>13.6</b>    | <b>19.6</b>    | <b>28.6</b>    |

## Sources

### Current Workforce – Secondary Care

- ESR extract from September 2021, utilising coding definition noted above in Appendix C. Cleansed by Faculty for Advancing Practice.
- Uncleansed ESR extract from September 2021, taken from the 'Advanced Practitioner SIP and Data Quality' dashboard  
<https://tableau.hee.nhs.uk/#/site/NAT/workbooks/7839/views>
- 2019 IPSOS MORI Advanced Clinical Practice survey, carried out on behalf of the national Advanced Practice programme team

### Current Workforce – Primary Care

- ACPs within General Practice Workforce: <https://digital.nhs.uk/data-and-information/publications/statistical/general-and-personal-medical-services/31-march-2022>
- ACPs within PCN: <https://digital.nhs.uk/data-and-information/publications/statistical/primary-care-network-workforce/31-march-2022>
- September 2021 Primary Care Training Hubs Survey

### Supply

- Student Data Collection Tool – extract as of 13/02/2022  
<https://healtheducationengland.sharepoint.com/sites/NWIH-NWNEY/SitePages/Supply-Data.aspx>

### ARRS Recruitment Intentions

- 31st October 2021 ARRS Recruitment Intentions - data accumulated from the PCN Workforce Planning Submission templates