

## ACP Community Advisers: Expressions of Interest - Guidance Document

### Funding to support community ACP development North West

This guidance document details the process in the North West for Advanced Practitioners within the community to apply for the opportunity to be a ACP Community Adviser (between September 2022 to March 2023) supporting the Faculty for Advancing Practice to develop ACP roles across community services. Individuals should read the following guidance in full before submitting an expression of interest (EOI).

Please submit an expression of interest via the online submission [form](#).

Please ensure you have full support from your organisation before submitting your expression of interest and read Appendix 3 which provides a list of criteria requirements.

The closing date is 12pm Monday 29 August 2022.

### Introduction

Health Education England (HEE) exists for one reason only: to support the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

The growth, development and utilisation of the advanced practice workforce is an essential component in meeting current and future service needs and delivering the NHS Long Term Plan and People Plan.<sup>12</sup>

HEE's North West Faculty for Advancing Practice supports work across local systems to support transformation in practice by:

- Providing strategic support, advice and intelligence on ACP workforce supply, training, education and transformation to national and regional stakeholders.
- Working with others to implement national and regional priorities to support improvements in service delivery, population health and patient outcomes.
- Working in partnership with stakeholders to develop and support ACP leadership for improvement in the North West.

The NHS has an opportunity during 23-24 to address the continuity for patients from secondary care to the community through advanced practice roles and ensuring staff retention and career progression for those professions working in the community.

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<sup>1</sup> <https://www.longtermplan.nhs.uk/>

<sup>2</sup> <https://www.england.nhs.uk/ournhspeople/>

## Summary

Advanced Clinical Practitioners working in the community setting across the three defined ICS area of the North West are invited to submit expressions of interest to act as an ACP Community Adviser to support the growth of advanced practice roles within community services.

The ACP Community Adviser roles will offer the suitably experienced ACP the opportunity to contribute to healthcare workforce transformation and the successful implementation and growth of ACP roles across community services in the North West, working closely with HEE, provider organisations across an Integrated Care System and wider North West region.

The ACP Community Adviser will identify key stakeholders and enhance their knowledge of advanced practice roles, how they can transform community services and the preparation required to train an ACP in community.

Health Education England will commit to support costs to your organisation for your time.

## Background

The NHS have an opportunity during 23-24 to address continuity for patients from acute to community through ACP roles and ensuring career progression for those in the community.

Previous engagement by Health Education England strongly suggests that ICSs, providers and the associated infrastructure is not currently in a state of readiness to identify and support staff ready to take up advanced practice training and roles across the professions and services, at the scale needed. Furthermore, the training programmes are not in all cases, tailored to the needs of the different professional requirements of community staff.

## Benefits to systems, patients and the workforce

The ACP Community Advisers will provide multi professional leadership to:

- Advise a range of stakeholders on high quality ACP care in community.
- Support sustainable workforce supply, training and education.
- Support providers to identify staff already working at an advanced level of practice that may be supported to undertake the HEE e-portfolio (supported) route
- Prepare providers to transform services and to aid the implementation of advanced practice roles across the North West within the community services.

## Scope of contract: HEE investment

An ACP Community Adviser will be expected to identify at least one geographical place<sup>3</sup> across the North West with a maximum of three places.

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<sup>3</sup> Integrated care Systems bring together 'Places' coterminous with individual local authority boundaries. The full list of Places is in appendix 2.

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It is expected that ‘one place’ would be the equivalent of 10 days contact time, to be delivered between 1<sup>st</sup> October 2022 – 31<sup>st</sup> March 2023 and includes the production of a summary report of activity.

A budget of £3,333 will be allocated to each place with a maximum of £10,000 per Adviser being awarded to an organisation.

A Memorandum of Understanding will be developed between HEE, the employer and the ACP Community Advisor, and funding paid to the organisation through the HEE education contract.

**Timeframes** – ACP Community Adviser to be available from late September 2022 and all work delivered by 31 March 2023.

### Scope of contract ACP Community Adviser role and responsibilities

The ACP Community Adviser will:

- Identify and engage with key stakeholders<sup>4</sup> to act as a source of specialist advice and support on ACP roles in community, including employment models, workforce supply, preceptorship, supervision and mentoring, training and education.
- Work collaboratively with other ACP Community Advisers, HEE and stakeholders to support ICS knowledge and understanding of the diversity and breadth of ACP roles within community settings.
- Work closely with other ACP Community Advisers to lead and support the development of practical tools and resources for providers, including the support of business case writing to gain financial support for these roles.
- Work collaboratively with HEIs to scope existing provision and readiness to implement community credentials and ACP programmes for community ACPs.
- Developing understanding of the existing challenges for community ACPs
- Advise how Advanced Practitioners may transform community services, the commitment required to train, training requirements including supervision and pathways available.
- Report back the number of contacts informed, and additional support provided

**The adviser may also carry out other duties including (but not limited to):**

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<sup>4</sup> Stakeholder mapping will be specifically aligned to, but not exclusively to support:

- Urgent Community Response (UCR inc. Crisis Response).
- Virtual Wards (VW)
- Effective discharge from hospital (Discharge to assess / HomeFirst) (i.e. *Intermediate Care Services for Adults*).
- Admission avoidance and anticipatory care planning.
- Community MSK & Podiatry.
- Rehabilitation for adults.
- AHP for Children & Young Peoples’ waiting lists.
- Care of older people/frailty/long term conditions including older people mental health / dementia.
- End of life care.

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- Identifying innovative projects for supporting the growth of the community ACP workforce at local and regional levels.
- Identify and share career development opportunities for ACPs in community.
- Identify, develop and share good practice case studies across the North West region.

### Employing Organisation – responsibilities and expectations

Employing organisations must demonstrate:

- Ensuring protected time for the role for the life of the contract term, as described above
- Support to undertake the duties described above across both an ICS and North West regional footprint.
- Commitment to support and develop ACPs in community.

### HEE – responsibilities

HEE commits to:

- Funding the organisation to enable release of the ACP Community Adviser for the agreed work as defined in the scope of contract.
- Ensuring this work connects with, and informs, wider regional and national work in relation to ACP roles in community.
- Professional development and leadership support via members of the NW Faculty for Advancing Practice, and regular support and advice to advisers.
- Supporting community services with future ACP workforce through recruiting, training and retaining ACPs.

Milestone	Dates
EOIs open	05/08/2022
EOI closing date	29/08/2022
Panel review	30/08/2022
Interviews	15/09/2022
Decision letter out to individuals	19/09/2022
Education contract payment	To be confirmed

### Contacts

For further information please email [acp.nw@hee.nhs.uk](mailto:acp.nw@hee.nhs.uk)

## Appendix 1 - Useful Resources

- [HEE Quality Framework](#)
- [NHS England » Community health services](#)
- [NHS England » Community nursing](#)
- [NHS RightCare » Community rehabilitation toolkit \(england.nhs.uk\)](#)
- [NHS England » Enhanced health in care homes](#)
- [NHS England » Urgent community response services](#)
- [NHS England » Virtual wards](#)
- [Understanding intermediate care, including reablement | Quick guides to social care topics | Social care | NICE Communities | About | NICE](#)
- [community-mental-health-framework-for-adults-and-older-adults.pdf \(england.nhs.uk\)](#)
- [British Society of Rehabilitation Medicine \(BSRM\) 2021 Standards for specialist rehabilitation for community dwelling adults](#)
- [Nursing Workforce Standards | Professional Development | Royal College of Nursing \(rcn.org.uk\)](#)
- [District and Community Nursing: Subject Guide | Library | Royal College of Nursing \(rcn.org.uk\)](#)
- [NHS England » General Practice Nursing](#)
- [Primary Care and General Practice Nursing Career and Core Capabilities Framework](#)
- [NHS RightCare \(england.nhs.uk\)](#)
- [Capabilities Frameworks SfH Capabilities Frameworks - Skills for Health](#)

## Appendix 2 – North West – list of Places

### Cheshire & Merseyside ICS

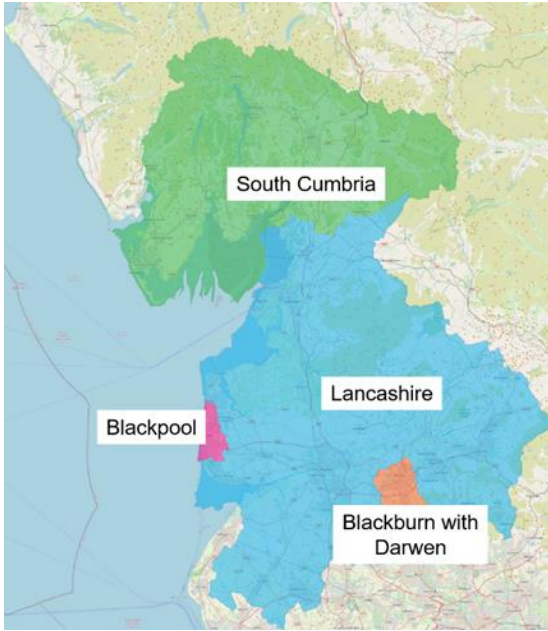


### Greater Manchester



### Lancashire & South Cumbria

## NW ACP Community Adviser – guidance document



**Please note: Lancashire will count as funding of two places**

### Appendix 3: EOI scoring criteria

	Area	Criteria	Max. score
1.	Experience	<ul style="list-style-type: none"> <li>• Experience of working as an Advanced Practitioner or Consultant level role within a community service.</li> <li>• Experience of Business Case writing to support the development of new roles evidencing impact and value</li> <li>• Experience of working collaboratively across professions and organisations</li> <li>• Experience of developing and implementing new systems and services</li> <li>• Experience of assessing and demonstrating the value and impact of roles and services</li> </ul>	5
2.	Knowledge	<ul style="list-style-type: none"> <li>• Understanding of how community services</li> <li>• Understanding of the long-term plan and people plan in relation to Advanced Practitioners and community services</li> <li>• In-depth knowledge of the multi-professional advancing practice framework and the role/opportunity of roles within community services</li> </ul>	5
3.	Skills	<ul style="list-style-type: none"> <li>• Excellent communication and interpersonal skills, ability to engage and build effective relationships at all levels in stakeholder organisations</li> <li>• Ability to present to large and small groups of people</li> <li>• Ability to Influence and negotiate</li> <li>• Excellent organisational skills</li> <li>• Excellent time management skills</li> <li>• Competence in Microsoft Office suite</li> </ul>	5
4.	Personal Attributes	<ul style="list-style-type: none"> <li>• Ability to work flexibly and under pressure and to meet priorities and deadlines</li> <li>• Consistently high attention to detail and quality of work</li> <li>• High level of credibility within community</li> <li>• Ability to establish and maintain good working relationships with people from a wide range of personal and professional backgrounds</li> <li>• Ability to travel across the region</li> </ul>	5