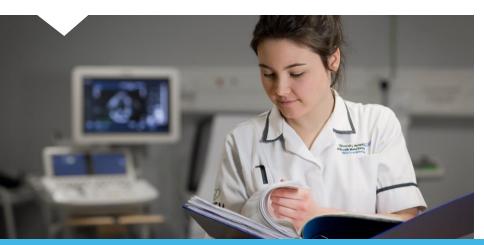


North West Faculty for Advancing Practice





Annual Report 2021 - 22

Highlights 2021/22

Commissioning process Faculty led process

Faculty led process
Transition plan

Baseline information

NW ACP data
Primary care
Supervision practice
LD&AAP workforce

Infrastructure

Establishment of Faculty
9 TPD's
Governance
AP steering group

National accreditation

3 HEIs accredited
with Centre
7/10 working
towards
accreditation

Employer support



£3m investment for new ACP training 436 new trainees

Leadership



NW MH AP Leads NW HEI network Organisational Readiness toolkit

System support



C&M ICS ACP project lead GM and L&SC ICS AP lead strategic groups

National priorities



27 MH trainees 10 trainees LD&A credential

Communication



Launch of regional web page Monthly updates

Single point of contact



679 individual responses from our email in 6 months

Events



5 webinars 754 registered for events

Exemplars 8 regional case



8 regional case studies from ACPs

and Team
Development

Area

Governance

Regional Leadership

Strategic Objectives Develop and optimise HEE's ACP Leadership capacity

Achievements/ Outcomes

Outputs/deliverables

10 Training Programme Directors

1 Project Support Officer

2 Administrator

and expertise

A governance structure and reporting lines were established

assurance to HEE work programmes across the region

RAG

Provide ACP workforce advice, expertise, and

Delivery Objective

Achievements/Outcomes Commentary

workforces: Cancer / Diagnostics.

All staff recruited except 1 Training Programme Director due to no

successful candidates for a speciality that include two different

	The Faculty have representation on appropriate groups both nationally and regionally including: Quality, Primary Care School Board and Faculty lead representation at Strategic Oversight Group nationally.	
ICS Maturity and Leadership	There are 3 Integrated Care Systems (ICS) within the NW: Greater Manchester, Cheshire and Merseyside, Lancashire and South Cumbria. L&SC and GM have established an AP leads network but currently C&M do not have a network to work collaboratively across the ICS. The Faculty have invested £102K into this ICS to address this gap.	
	C&M AP Lead Project –the project aim is to initiate and propose how to establish a Cheshire and Merseyside leadership structure to support the transformation of Advancing Practice across the ICS. This project was proposed to commence November 2021. However this was delayed due to funding arrangements and recruitment process. With the planned start date to be June 2022	

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22-23 Regional Objective

All (16) AP Faculty posts will be

recruited by summer 2021

n	a	n	1

Programme budget

Finance	Demonstrate financial accountability and value for money	Provide an audit trail for the utilisation of national programme funds	
Area Achievements/ Outcomes / Commentary			RAG
Infrastructure	£600,000 infrastructure budget with an underspend due to the delays in recruitment of the Faculty team including the TPDs.		

Underspend realised due to financial modelling within METiP which did not account for 2- and 3-year programmes in the NW and different financial models in the NW: fees funded and apprenticeship delivery.

Strategic Objectives

21-22 £3,000,000 investment.

19-20 final trainee ACP investment was £2,172,000

Delivery Objective

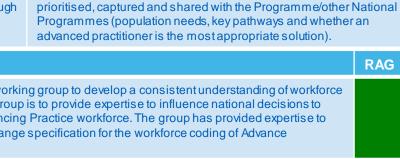
Workforce Planning Modelling and Intelligence	
Area	
National Collaborative Group	
NW WP&I Sub Group	
Primary Care Scoping Project	

Strategic Objectives	
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.	
Achievements/ Outcomes	
The NW region developed and are leading on a national working planning, modelling and intelligence. The purpose of the group improve and ensure that there is consistency for the Advancing the NHS Digital Workforce Intelligence Group to gain a change Practitioners.	is Pi

Outputs/deliverables

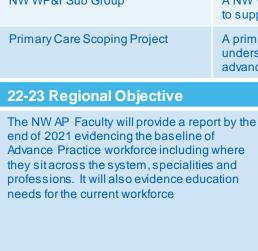
Baseline report

tunto alla Oblinativa



Ensure workforce needs at a system level are identified, understood,

Delivery Objective



to support each ICS with the training of advanced practitioners for population need and service transformation A primary care scoping project has been undertaken to explore the multi-professional workforce in primary care with an understanding of the workforce, specific training needs, profession specific data, and the diversity and inclusivity of the advanced practitioner workforce. 349 responded to the survey. It was identified that 321 Advanced Practitioners **Achievements/Outcomes Commentary** WP&I team developed a tableau dashboard with the ESR data based on a search criteria. Identifies workforce that are errors. Co-produced a draft baseline report taking out identified errors of workforce. It is known that the search criteria does not capture all Advanced Practitioners and this is a requirements from Trusts to complete a cleansing exercise. Secondary Care; As of September 2021 there were 1870 Advanced Practitioners working across 33 Trusts Primary Care; As of March 2022 there were: General practice 701 - Advanced Clinical Practitioners. PCN - 12 Advanced Clinical Practice (this reporting is new and

will increase.

A NW workforce intelligence group has been established to work collaboratively with the workforce planners, data analysts

RAG

Data/Activity	Strategic Objectives Delivery Objective		
Monitoring and Reporting	Demonstrate an accurate understanding of regional ACP activity levels. Establish and maintain a national minimum dataset a monitoring system to record, review and report to the Centre learners in training (including by HEI, by Regionand the numbers of ACP learners entering employments as advanced practitioners)		
Area	Achievements/ Outcomes		RAG
Collection of Trainee data	Currently the NW only track trainees from a financial process and attrition rates from Student Data Collection Tool (SDCT). The NW are wanting to monitor trainees and their supervisors from a quality perspective and therefore collaboratively working with the other 6 regions to ensure the collation of trainee and supervisor information from September 2022 cohort onwards is captured consistently and the correct Information Governance is in place for GDPR. Due to nuances in each region this is taking longer than planned.		
TIS	Currently there is no system / database that maintains a national minimum dataset and monitoring system to record, review and report to the Centre learners in training. The Faculty are working with the national team to implement Trainee Information System (TIS) in summer 2022. Due to capacity within the national TIS team and the requirements to utilise a system that is unable to change this is taking longer than planned		
CurrentTrainees	 There has been a total of 2,140 students starting on an AP course in the North West in the last 5 ye large increase from 2017 to 2018 (+83%), and then a slight decline in 2019, however the numbers increasing since 2019; with 533 new starters in 2021. At the time the data was collected which was October 2021, there were 1,218 active students on an NW. There are 195 number of trainees that have signed up database to receive communication from the 		
22-23 Regional Objective	Outputs/deliverables	Achievements/Outcomes Commentary	RAG

Stratogic Objectives

Doto/Activity

on a MSc Pathway within the stipulated timeframes.

been steadily course in the

Dolivory Objective

commissioning process for the learning disability and

autism credential.

AP Credential Tracking System The Midlands Faculty led this work and the NW Faculty

RAG By summer 2021 a robust AP credential tracking system that will evidence if trainees have commenced utilised the tracker to monitor trainees for the 22/23

Workforce Growth, Strategic Ob		pjectives		Delivery Objective	
Education and Commissioning	Support the continued growth of ACPs in partnership with HEIs, practice education leads, DoNs, Chief AHPs and other partners and contributing to national targets.		HPs and	Achieve regional proportion of grow th of the HEE's 2021/22 Mandate Target (tbc) Recover overall ACP grow th to at least 2019/20 baseline levels	
Area	Achievements	/ Outcomes			RAG
Summary	The investment in advanced practice in the region has been sign investment has been demonstrated with low attrition rates, imple multi-professional representation. There is a continued need to so the faculty is leading in collaboration with the system facing team		trition rates, imp intinued need to	mplementation, and retention of ACPs in the workforce with a do support growth and to target areas of particular risk which	
Organisational Readiness	An organisational readiness checklist has been provided to all of trainees.		n provided to all o	organisations to support the implementation and supervision	
22-23 Regional Objective		Outputs/deliverables	Achievement	s/Outcomes Commentary	RAG
The NW Advanced Practice Faculty will deliver the METIP Investment of 350 new Advanced Practitioners to commence MSc Advanced Clinical Practice (ACP) by 21/22		350 new AP trainees to commence MSc Advanced Clinical Practice (ACP)	which exceeds	opporting 436 trainees for 2021/22 (195 yet to be validated) s the baseline of 350. Key areas such as mental health and have been prioritised.	
By Autumn 2021 the NW AP Faculty will write a commissioning transition plan against the Advanced Practice Commissioning and Investment Principles to ensure Advanced Practice is commissioned consistently across England by 2024.		Transition plan	This is to ensu framework by currently used	ning transition plan was signed off by RMT September 2021. The tree the NW implement the national commissioning 2023/24 which will see a reduction in the training grant all to support ACP trainees. This will be implemented from the reduction in the Commissioning Principles Paper as part of princip process.	
By using quality improvement methodology/tools the NWAP Faculty will make recommendations by August 2021 to streamline the Advance Practice commissioning cycle for 2022/2023		Functional Process Map Commissioning Eol Flow Chart	developed a for process was in been positive with the Facul	ed process for expressions of interest was reviewed and unctional process map with recommendations. The new mplemented for 22-23 with feedback received which has demonstrating a reduction in functional team involvement ty leading this process. ICS team involvement and expert tillised to support the decision making.	

Area
Collaboration with QualityTeam

22-23 Regional Objective

@NHS_HealthEdEng

Quality

NETS

SDCT

TPD Projects

improvements A number of projects are being undertaken that include quality improvements for trainees and supervisors.

Strategic Objectives

across Region

Quality group

Ensure the quality of practice learning

Achievements/ Outcomes

for ACPs is fully understood and improved on

Throughout 2021/22 (April to March), the NW AP Faculty

will support all 10 NW Higher Education Institutes (HEIs) offering the Advanced Practice programme to go through the Centre of Advancing Practice accreditation process.

Outputs/ deliverables

All 10 Higher Education Institutions (HEIs) that provide ACP training

next two years.

The Faculty is a representative on the NW Quality Local Oversight Group and is part of a Multi Professional

Achievements/Outcomes Commentary

Quality Oversight Group, TPD's and the Quality review processes following Centre accreditation. for financial payment. A QI project will occur during 22-23 to improve this. This has been put on hold due the

programmes have been positively engaged with discussions and are all

working towards programme accreditation with the Centre for Advancing

Practice. Three HEIs are currently accredited including one legacy programme with the remaining working towards accreditation within the

Delivery Objective

The Faculty is working with the regional Quality Team to evaluate the NETS survey to improve the data being collected for ACPs with a pilot project with plans for wider dissemination. The Faculty are collating quality data from NETs survey, Local It has been identified that the data coming through from the SDCT has a high level of inaccuracies when validating trainees

RAG

RAG

	Strategic Object	tives
nnovation and Modernisation	Optimise the impa modernisation	ct of AC
Area	Achievements/ O	utcom
Credentials	- The NW Faculty I funded by the national control of the Centre endorsement process.	onal tea e's stak
E-portfolio E-portfolio	The procurement f process. The aim i and training is equ an Education Prov gaps will be provid 127 app	s for in ivalent ider to ed.
22-23 Regional Objective		Outp
By March 2022, the AP Faculty will evidence the changes they have delivered across the national priority areas including primary care, mental health, cancer, diagnostics		Prim
		Ment
		Cano

WINDS_HEARTHEUETTY

	Optimise the impact modernisation	ct of ACP through innovation and	d			
	Achievements/ Outcomes					
	- The NW Faculty have supported the implementation of the Learning Disability and Autism Credential with 49 places being funded by the national team of which 10 were from the NW and 5 commencing the full master within 22/23. - Due to the Centre's stakeholder engagement the Credential programme was paused to re-evaluate the Centre's endorsement process.					
	The procurement for the ePortfolio (Supported) Route was awarded with Faculty Lead involvement in the commissioning process. The aim is for individuals who are working at or in advanced practice roles to demonstrate that their education and training is equivalent to the Advanced Practice level. The applicants who have been successful have been paired with an Education Provider to undertake a Learning Needs Analysis to identify any gaps. Opportunities to address identified gaps will be provided. • 127 applicants from the North West have been allocated to an education provider					
	Outputs/deliverables		Achievements/Outcomes Commentary			
vidence the Primary Care		Primary Care	The scoping project identified a cohort of individuals suitable for the			

Mental Health

Cancer

Diagnostics

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	- Nor

the NW and 5 commencing the full master within 22/23. Credential programme was paused to re-evaluate the Centre's
at every active was awarded with Faculty Lead involvement in the commissioning at or in advanced practice roles to demonstrate that their education level. The applicants who have been successful have been paired with eds Analysis to identify any gaps. Opportunities to address identified
been allocated to an education provider
Achievements/Outcomes Commentary
The scoping project identified a cohort of individuals suitable for the e-portfolio route. It has also developed a collaboration between the Faculty and the Primary Care Training hubs.
 Exceeded target (25) for Mental Health trainees.30 trainees in total Developed a NW Mental Health AP Leads Network Employment of a Mental Health Training Programme Director
 No national target for growth in Cancer Workforce Recruitment of a Radiography and Cancer TPD was unsuccessful due to candidates only have one or the other expertise. Engagement with ICS's Cancer Alliances
 No national target for growth in Diagnostics workforce Engagement with NW Imaging academy and the Society and College of Radiographers.

Delivery Objective

RAG

RAG

0	Strategic Objec	tives	Delivery Objective		
Stakeholder Engagement and	delivery and service	ACPs are promoted as innovative solutions to patient care delivery and service transformation and opportunities to talent spot, train and deploy advanced practitioners are optimised.	Faculty staff to act as a two-way information conduit between the Centre and STP/ICS's/employers.		
Communications	the state of the s		Support the understanding and delivery of national communications requirements across systems to support high quality consistent and accurate understanding of advanced practice.		
Area	Achievements/ Outcomes			RAG	
Monthly Updates	A regional database has been established with a 'sign-up' form for opting in, of which 641 have signed up for the dissemination of regional and national update				
Webinars	5 Regional webinars have been delivered for trainee and qualified ACP's, employers, mental health, primary care and pharmacy.				
Webpage	A regional webpage has been developed through the national Centre for Advancing Practice website. A monthly update is available on the regional webpage with information shared to all stakeholders. A project has been initiated to review the content of the pages.				
Networks	A NW Education Provider ACP Network and a NW Mental Health AP Leads Network have been established				
External Events	The faculty have presented at various regional events including an ICS People Summit, organisation ACP networks, national HEE conference, with the faculty lead as a keynote speaker at a NW ACP Conference in September 2021				
Case Study	The Faculty are building a library of case studies from the NW of ACPs to represented different professions and specialty are as which are then shared with our stakeholders.				
22-23 Regional Objective		Outputs/deliverables	Achievements/Outcomes Commentary	RAG	
By March 2022 the NW AP Faculty will have delivered 100% of their stakeholder engagement and communication plan. To enable the newly formed Faculty to identify stakeholders and their needs, set up identified networks and commence workforce transformation.		- Stakeholder Mapping and Engagement Plan - Communication Plan	- The Faculty identified their key stakeholders, what their current relationship was and desired relationship. Including how the faculty will engage to reach the desired relationship. - A communication plan was developed and supported by the NW Communication team. All was delivered except the pausing of the ICS AP Leads Network due to the delay in the C&M ICS project.		

Deamiltonant	Strategic Objectives		Delivery Objective	
Recruitment, Assessment and Supervision		Ensure ACP trainees have access to a high- quality recruitment, assessment and supervision Work with other Faculties to support the development of a standardised strategy and system for advanced practice r assessment, and supervision		
•				
Area	Achievement	ts/ Outcomes		RAG
Training for Supervisor	Discussions are occurring with ACP leads in organisations and HEIs to embed supervision training as part of ACP programmes. One ICS is leading a project to explore clinical supervision for the trained ACPs and how this could be delivered to support ongoing professional development.			
	GM Training Hub have offered to the NW region supervision training within primary care. The Faculty has supported the communication of this offer to the wider audience.			
National minimum standard of supervision document		pervision and assessment lead has wards for supervision which is to be rolle	orked with the national team to implement the ed out across the region in 22-23	
Best Practice Guidance	supervisory pro		practice guide for the recruitment of trainees, eeen explored with the NW HEI network and will be	
22-23 Regional Objective		Outputs/deliverables	Achievements/Outcomes Commentary	RAG
By December 2021 the AP Faculty will write a gap analysis report providing recommendations and proposed implementation in how the north west supervision will align to The Centre for Advance Practice - Workplace Supervision for Advanced Clinical Practice.		Gap Analysis report	A gap analysis was undertaken to explore the supervision arrangements for trainees with a plan to implement a standardised model across the NW based on national guidance. - The urgency for the implementation of the national minimum standard of supervision document. - Collaborate of national bank of resources of supervision	

training.

Sustainability	Work with other Faculties to ensure the long-term sustainability of Regional Faculties	
Area	Achievements/ Outcomes	RAG
Maturity Matrix	The faculty have undertaken a self-assessment against the Faculty maturity matrix and shared this with the AP steering group.	
AP Faculty Leads Network	Work with national programmes within HEE to deliver national mandates has been ongoing during 21-22.	
	Sharing best practice across regions to embed the Faculties to be the go-to place regarding	

Delivery Objective

Strategic Objectives

Advancing Practice.