

North West Faculty for Advancing Practice



Annual Report 2021 - 22

Highlights 2021/22

Commissioning 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
studies from
ACPs

Regional Leadership and Team Development

Strategic Objectives	Delivery Objective
Develop and optimise HEE's ACP Leadership capacity and expertise	Provide ACP workforce advice, expertise, and assurance to HEE work programmes across the region

Area	Achievements/ Outcomes	RAG
Governance	<p>A governance structure and reporting lines were established</p> <p>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.</p>	Green
ICS Maturity and Leadership	<p>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.</p>	Green
	<p>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</p>	Yellow

22-23 Regional Objective	Outputs/deliverables	Achievements/Outcomes Commentary	RAG
All (16) AP Faculty posts will be recruited by summer 2021	<p>1 Project Support Officer</p> <p>2 Administrator</p> <p>10 Training Programme Directors</p>	All staff recruited except 1 Training Programme Director due to no successful candidates for a speciality that include two different workforces: Cancer / Diagnostics.	Green

Finance

Strategic Objectives	Delivery Objective
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.	
Programme budget	<p>19-20 final trainee ACP investment was £2,172,000</p> <p>21-22 £3,000,000 investment.</p> <p>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.</p>	

Workforce Planning, Modelling and Intelligence

Strategic Objectives	Delivery Objective
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.	Ensure workforce needs at a system level are identified, understood, prioritised, captured and shared with the Programme/other National Programmes (population needs, key pathways and whether an advanced practitioner is the most appropriate solution).

Area	Achievements/ Outcomes	RAG
National Collaborative Group	The NW region developed and are leading on a national working group to develop a consistent understanding of workforce planning, modelling and intelligence. The purpose of the group is to provide expertise to influence national decisions to improve and ensure that there is consistency for the Advancing Practice workforce. The group has provided expertise to the NHS Digital Workforce Intelligence Group to gain a change specification for the workforce coding of Advance Practitioners.	Green
NW WP&I Sub Group	A NW workforce intelligence group has been established to work collaboratively with the workforce planners, data analysts to support each ICS with the training of advanced practitioners for population need and service transformation	Green
Primary Care Scoping Project	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	Green

22-23 Regional Objective	Outputs/deliverables	Achievements/Outcomes Commentary	RAG
The NW AP Faculty will provide a report by the end of 2021 evidencing the baseline of Advance Practice workforce including where they sit across the system, specialities and professions. It will also evidence education needs for the current workforce	Baseline report	<ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> General practice 701- Advanced Clinical Practitioners . PCN - 12 Advanced Clinical Practice (this reporting is new and will increase. 	Green

Data/Activity Monitoring and Reporting	Strategic Objectives	Delivery Objective
	Demonstrate an accurate understanding of regional ACP activity levels.	Establish and maintain a national minimum dataset and monitoring system to record, review and report to the Centre learners in training (including by HEI, by Region and the numbers of ACP learners entering employment 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.	Yellow
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	Yellow
Current Trainees	<ul style="list-style-type: none"> <input type="checkbox"/> There has been a total of 2,140 students starting on an AP course in the North West in the last 5 years. There was a large increase from 2017 to 2018 (+83%), and then a slight decline in 2019, however the numbers have been steadily increasing since 2019; with 533 new starters in 2021. <input type="checkbox"/> At the time the data was collected which was October 2021, there were 1,218 active students on an AP course in the NW. <input type="checkbox"/> There are 195 number of trainees that have signed up database to receive communication from the Faculty 	Green

22-23 Regional Objective	Outputs/deliverables	Achievements/Outcomes Commentary	RAG
By summer 2021 a robust AP credential tracking system that will evidence if trainees have commenced on a MSc Pathway within the stipulated timeframes.	AP Credential Tracking System	The Midlands Faculty led this work and the NW Faculty utilised the tracker to monitor trainees for the 22/23 commissioning process for the learning disability and autism credential.	Green

Workforce Growth, Education and Commissioning

Strategic Objectives	Delivery Objective
Support the continued growth of ACPs in partnership with HEIs, practice education leads, DoNs, Chief AHPs and other partners and contributing to national targets.	Achieve regional proportion of growth of the HEE's 2021/22 Mandate Target (tbc) Recover overall ACP growth to at least 2019/20 baseline levels

Area	Achievements/ Outcomes	RAG
Summary	The investment in advanced practice in the region has been significantly higher than other regions. The return of investment has been demonstrated with low attrition rates, implementation, and retention of ACPs in the workforce with a multi-professional representation. There is a continued need to support growth and to target areas of particular risk which the faculty is leading in collaboration with the system facing teams.	
Organisational Readiness	An organisational readiness checklist has been provided to all organisations to support the implementation and supervision of trainees.	

22-23 Regional Objective	Outputs/deliverables	Achievements/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)	The NW is supporting 436 trainees for 2021/22 (195 yet to be validated) which exceeds the baseline of 350. Key areas such as mental health and primary care 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	A commissioning transition plan was signed off by RMT September 2021. This is to ensure the NW implement the national commissioning framework by 2023/24 which will see a reduction in the training grant currently used to support ACP trainees. This will be implemented from 2022/23. Details are within the Commissioning Principles Paper as part of the commissioning 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 EoI Flow Chart	The demand led process for expressions of interest was reviewed and developed a functional process map with recommendations. The new process was implemented for 22-23 with feedback received which has been positive demonstrating a reduction in functional team involvement with the Faculty leading this process. ICS team involvement and expert panels were utilised to support the decision making.	

Quality

Strategic Objectives	Delivery Objective
Ensure the quality of practice learning for ACPs is fully understood and improved on across Region	

Area	Achievements/ Outcomes	RAG
Collaboration with Quality Team	The Faculty is a representative on the NW Quality Local Oversight Group and is part of a Multi Professional Quality group	
NETS	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 Quality Oversight Group, TPD's and the Quality review processes following Centre accreditation.	
SDCT	It has been identified that the data coming through from the SDCT has a high level of inaccuracies when validating trainees for financial payment. A QI project will occur during 22-23 to improve this. This has been put on hold due the improvements	
TPD Projects	A number of projects are being undertaken that include quality improvements for trainees and supervisors.	

22-23 Regional Objective	Outputs/ deliverables	Achievements/Outcomes Commentary	RAG
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.		All 10 Higher Education Institutions (HEIs) that provide ACP training 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 next two years.	

Innovation and Modernisation

Strategic Objectives	Delivery Objective
Optimise the impact of ACP through innovation and modernisation	

Area	Achievements/ Outcomes	RAG
Credentials	<ul style="list-style-type: none"> - 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. 	
E-portfolio	<p>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.</p> <ul style="list-style-type: none"> • 127 applicants from the North West have been allocated to an education provider 	

22-23 Regional Objective	Outputs/deliverables	Achievements/Outcomes Commentary	RAG
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	Primary Care	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.	
	Mental Health	<ul style="list-style-type: none"> - 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 	
	Cancer	<ul style="list-style-type: none"> - 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 	
	Diagnostics	<ul style="list-style-type: none"> - No national target for growth in Diagnostics workforce - Engagement with NW Imaging academy and the Society and College of Radiographers. 	

Stakeholder Engagement and Communications

Strategic Objectives	Delivery Objective
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. 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, primarycare 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 represent different professions and specialties 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.	<ul style="list-style-type: none"> - Stakeholder Mapping and Engagement Plan - Communication Plan 	<ul style="list-style-type: none"> - 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. 	

Recruitment, Assessment and Supervision

Strategic Objectives	Delivery Objective
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 recruitment, assessment, and supervision

Area	Achievements/ 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.	Yellow
	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.	Green
National minimum standard of supervision document	The regional Supervision and assessment lead has worked with the national team to implement the minimum standards for supervision which is to be rolled out across the region in 22-23	Green
Best Practice Guidance	Commenced the development of co-producing a best practice guide for the recruitment of trainees, supervisory provision and escalation processes has been explored with the NW HEI network and will be written for implementation in 22-23.	Green

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	<p>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.</p> <ul style="list-style-type: none"> - The urgency for the implementation of the national minimum standard of supervision document. - Collaborate of national bank of resources of supervision training. 	Green

Sustainability

Strategic Objectives	Delivery Objective
	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.	Green
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 Advancing Practice.	Green