

# Employer Readiness for Advanced Practice

## Introduction

### What is Advanced Practice?

Advanced practice is delivered by experienced, registered health and care practitioners, characterised by a high degree of autonomy and complex decision making within their area of practice. Advanced practice is underpinned by a Master's level/academic level 7 award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific competence. Professionals working at the level of advanced practice will exercise autonomy and decision making in a context of complexity, uncertainty, and varying levels of risk, holding accountability for decisions made.

Currently, there is a lack of consistency in how the title 'Advanced Practitioner' is used. In this document the term Advanced Practitioner/ Practice is used when relating to individual practitioners. NHSE's National Centre for Advancing Practice is therefore looking to:

- Set agreed national training standards across England for advanced level practice.
- Standardise and regulate the definition of an Advanced Practice.
- "Kitemark" training courses for advanced level practice

NHSE regional faculties have been set up to work with local systems (ICSs, Hospital Trusts, and NHS providers) to identify demand, commission high quality education and training and support the supervisory needs of learners.

### Useful links

The [HEE AP Toolkit](#) provides general information about advanced practice for employers, educators, and employees

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

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

Many employers have expressed a wish for support to develop Advanced Practice roles and this **Advanced Practice Readiness Checklist** has been developed to enable employers to self-assess their readiness for advanced practice and identify possible next steps. The checklist is based on the key principles of the [Multi-professional framework for Advanced Clinical Practice in England](#) and should be carried out by the Advanced Practice lead (or other senior education lead responsible for Advanced Practice at an organisational, departmental/practice level and individual supervisee and supervisor level. Organisations should rate their extent of readiness on a scale of 1 to 4, where 1 signifies there is no evidence and 4 signifies that the factor is fully embedded within the organisation.

An action plan with SMART objectives should then be developed by the organisation, co-ordinated by the Advanced Practice lead (or other senior education lead) in conjunction with colleagues and the executive sponsor. The London regional faculty would welcome the opportunity to discuss the readiness checklist to both understand advanced practice within systems and organisations and to offer support and advice.

The self-assessment is a tool available to help organisations to establish their organisational readiness and will not have an impact on any future funding an organisation will receive to support advanced practice. Please also refer to the [HEE AP Toolkit](#) when completing the checklist. This provides general information regarding advanced practice for employers, educators, and employees.

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

Factors suggesting readiness for Advanced Practice	Examples of evidence in your organisation	Extent to which these are in place 1-4 *	Explain your decision
<b>Organisational/NHS Provider level</b>			
There is clear support and commitment for Advanced Practice roles at executive and director level of the organisation	Named executive sponsor, director? – <i>Not sure who this is</i>		
The title of Advanced Practice is defined and used consistently	Mapping exercise, current job descriptions and/or job plans		
To ensure patient safety, we have clear governance and support arrangements for Advanced Practice	Governance systems, policies, strategies		
There is commitment to work strategically with NHSE and HEIs to ensure robust and appropriate implementation of Advanced Practice training	Regular strategic planning meetings with NHSE/HEIs		
We have surveyed our staff to establish where enhanced and advanced roles already exist and have mapped existing roles against the Framework to establish where development is needed for transition to Advanced Practice roles	Workforce reviews, local Advanced Practice database, Advanced Practice mapping tool		
Advanced Practice is actively promoted across the organisation	Plan for Advanced Practice communication and engagement in place, led by Advanced Practice lead and includes support for Advanced Practice forum		
There is understanding of advanced practice (across the 4 pillars) and the value these roles bring at ICS, PCN, Trust and service manager level. There is understanding of advanced practice across medical and non-medical professionals involved with the process	Stakeholders engaged in the planning, development, and support of Advanced Practice roles, including utilisation of the skills offered across the 4 pillars		
There is a commitment to (minimum annually) review regularly the readiness for advanced practice as an organisation.	Advanced Practice Readiness Checklist, supporting action plan		
There are mechanisms for evaluating the impact of Advanced Practice roles	Service evaluation, patient evaluation,		

There is a budget identified for ongoing Advanced Practitioner costs (inc. salary, supervision, training, and development)	Budget/reports include ongoing Advanced Practitioner costs		
We have discussed our plans for Advanced Practitioner with our ICS and Local Workforce Action Board, People Board (LWAB) partners	ACP strategy document		
We have opportunities for trainee Advanced Practitioner to develop capability across the four pillars via placements or rotations in other areas, supported by skills-specific supervision	Communications, minutes of meetings		
There is a planned approach to supporting those seeking Advanced Practice status via portfolio or credentialling	Individual learning plans, business cases		
It is clear how the supervision fee will be used	Budget/reports include ongoing Advanced Practitioner costs		

**\*Key:**

1. No evidence of this | 2. Limited evidence in place | 3. Evidence is in place but not embedded across the whole organisation | 4. Fully embedded within the organisation

Departmental or General Practice level	Examples of evidence in your organisation	Extent to which these are in place 1-4 *	Explain your decision
The purpose and scope of Advanced Practice roles in patient pathways are clearly articulated	Job descriptions, workforce plans		
We have in-house training pathways for Advanced Practitioners, with speciality-specific curricula or core and specialist capabilities that encompass all four pillars of the Framework	Training pathway documents, curricula, competencies		
There is a commitment to provide protected study time/leave for all trainee Advanced Practitioners	Contracts of employment, job plans		
Each Advanced Practice trainee has a named Co-ordinating educational supervisor and an associate workplace supervisor who is familiar with the requirements of Advanced Practitioner trainees	Workforce reviews, local Advanced Practice supervisor database		



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