

Director Of Nursing Report - Appendix 1

Allied Health Professions- Workforce Achievements and Priorities

Allied Health Professions (AHPs) form the second largest clinical workforce in Leicestershire Partnership Trust. With over 600 AHPs working across clinical directorates and enabling teams they work to deliver high quality and compassionate care and the Step up to Great priorities. Alongside their multi disciplinary colleagues, they are fundamental to the delivery of the strategic priorities within the NHS Long Term Plan and the Leicester, Leicestershire and Rutland Ten Principles. Out of the 14 different AHPs professional groups LPT employs, Occupational Therapists, Dietitians, Physiotherapists, Podiatrists, Speech and Language Therapists and Art Therapists and their associated support workers. This report provides an overview of:

- Leicestershire Partnership Trusts AHP response to the COVID -19 pandemic.
- Key workforce priorities for the AHP professions.
- AHP leadership development

AHPs Responding to COVID -19

During 2020, LPT AHPs have responded to the global pandemic by adapting clinical service delivery, providing capacity to support clinical colleagues and through responsive clinical leadership. Some of the key highlights though not exhaustive include:

- Extending service delivery by the Home Enteral Nutrition Service to ensure patients are not admitted unnecessarily to the acute setting
- Adapting to deliver virtual therapy appointments in speech and language therapy and musculoskeletal therapy reducing the risk of transmission of COVID-19
- Podiatrists supporting district nursing to reduce duplication of appointments and risk of infection.
- Providing clinical leadership capacity into the Incident Control Centre, Trust wide Clinical Reference Group and for surge capacity to ensure safety and responsiveness.
- Working with system health and social care partners to support patient flow through safe discharge and 'Home First'.
- Continuing to provide urgent care to patients with a variety of clinical needs including respiratory physiotherapy, management of eating and drinking, urgent equipment provision and high risk podiatry.
- Working with system partners to develop effective rehabilitation pathways for Long Covid Syndrome.
- Working with education partners to ensure children's needs are met through Education Health and Care Plans

Priorities for the AHP workforce

The NHS People's Plan and NHS Long term Plan place an expectation that AHPs will be required to support the system through development of new roles. This includes First Contact Practitioner roles supporting primary care such as Musculoskeletal Physiotherapists, Occupational therapists and dietitians. Developing clinical apprenticeships and advanced clinical practitioner roles will be fundamental to ensure a clear career progression and retention of clinical expertise and expansion of roles. Within LPT we have degree level clinical apprenticeships in OT, Physiotherapy and would want to explore extending this to speech and language therapy and dietetics and podiatry in the future. LPT were successful in being a pilot site for Health Education England to support this development work and this will be an ongoing priority.

Alongside new role development there is also an expectation that the pipeline for AHPs will be expanded and as consequence more training places be made available including provision of student placements. LPT have been successful in obtaining 45K to support the clinical placement expansion programme with Health Education England. We have successfully recruited to the leadership for this programme and are looking forward to working across the professions in LPT and our key stakeholders to develop new and innovative placement models offering increased capacity and a high quality learning experience. This work will also inform the Leicester, Leicestershire and Rutland AHPs Council which is chaired by LPT clinical leader who also sit on the LLR Peoples Board. This enables a system approach to responding to the workforce priorities.

AHP Leadership

Professionally diverse leadership increases the likelihood of organisations and systems meeting the complex challenges facing the NHS and social care. Ensuring LPT has professionally diverse leadership arrangements with a clear infrastructure and support for the development is essential to this. LPT already embraces professional diversity and AHPs both lead and are represented at Trust Board as well as within a variety of clinical forums both within LPT, across the wider Leicester, Leicestershire and Rutland Forum and national AHP forums. The next priorities will be to ensure there is sustainable clinical and professional leadership for AHP services across the organisation from ward/service to Board in line with expectations from NHSEI outlined in 'AHPs into Action' and 'Clinical leadership — a framework for action' publications. This includes ensuring BAME representation of AHP leaders in line with national and LPT WREs priorities.

Conclusion

This paper has outlined a number of key achievements and future priorities for the AHP workforce including:

- Response to the COVID -19 pandemic
- Ensuring delivery of the Step up to Great priorities.
- Opportunities for new roles within LPT and wider system.
- Ensuring a future pipeline of AHPs through student placement capacity and retention.
- Developing sustainable AHP leadership capacity and capability.

Governance table

For Board and Board Committees:	Public Trust Board	
Paper sponsored by:	Dr Anne Scott	
Paper authored by:	Deanne Rennie	
Date submitted:	20/02/2021	
State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	NA	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:		
State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	Monthly	
STEP up to GREAT strategic alignment*:	High Standards	x
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	x
	Single Patient Record	
	Equality, Leadership, Culture	
	Access to Services	
	Trust wide Quality Improvement	x
Organisational Risk Register considerations:	List risk number and title of risk	1
Is the decision required consistent with LPT's risk appetite:	Yes	
False and misleading information (FOMI) considerations:	NA	
Positive confirmation that the content does not risk the safety of patients or the public	Yes	
Equality considerations:		