



England

NHSE North West Faculty for Advancing Practice

Presented by:

Liz Reilly – Training Programme Director Primary Care

Overview

Background

Centre for Advancing Practice

ARRS & Digital Badges

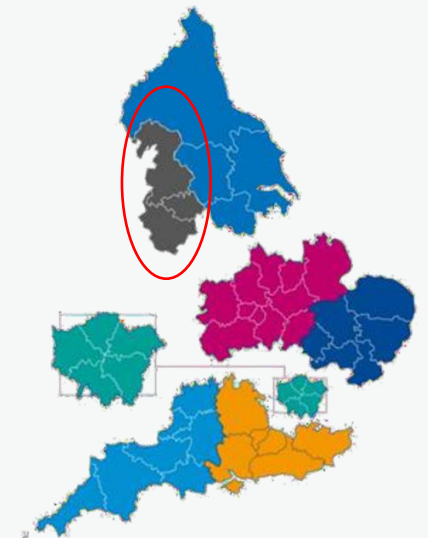
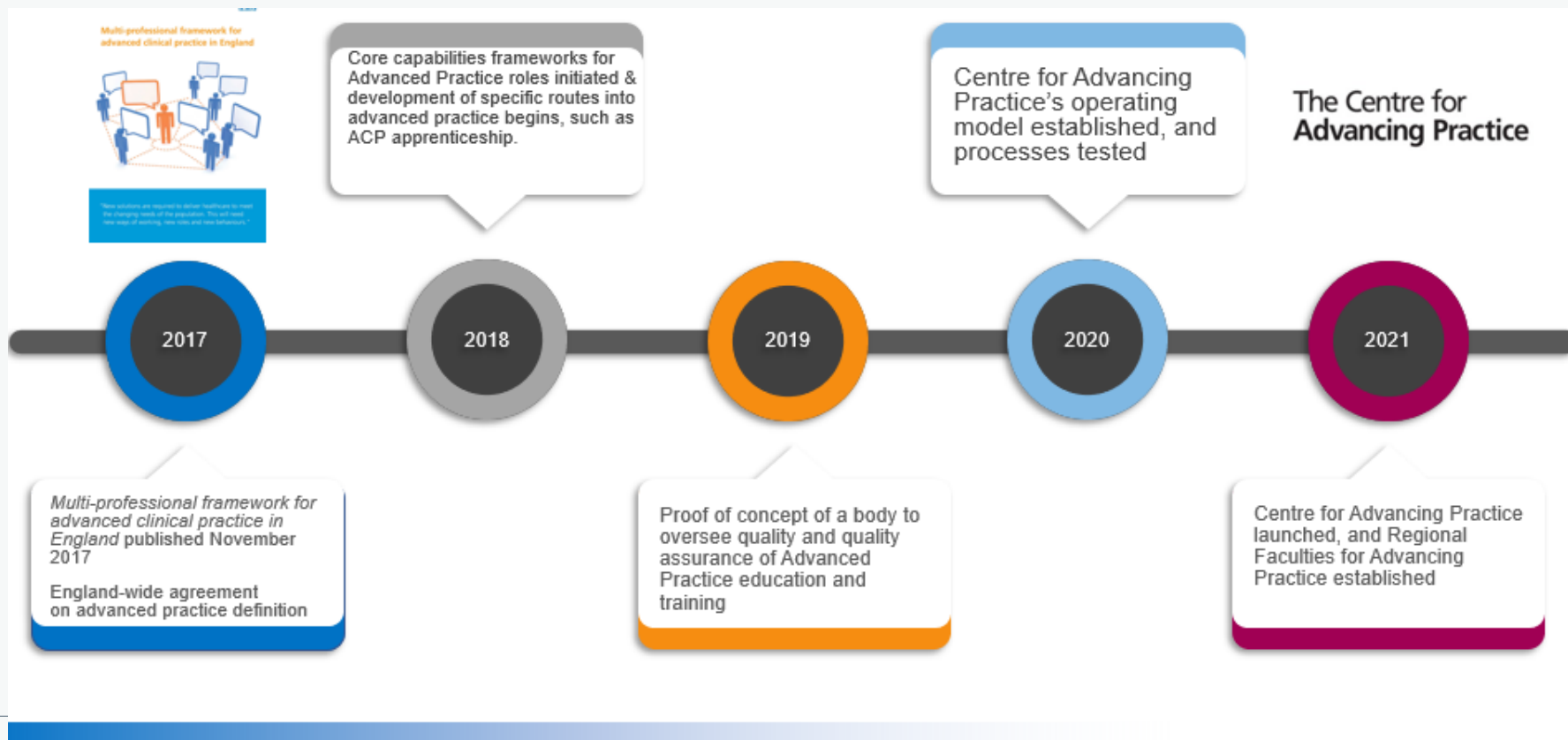
Regional Vision and Strategy

NHSE funding routes and support frameworks

e-Portfolio

Background

HEE (now NHSE) established a Faculty for Advancing Practice to drive the change in Advanced Practice signalled in the Long Term Plan. The Faculty leads and promotes on utilising advanced practitioners as part of the workforce solutions that support service changes and works with local systems to identify demand, commission high quality education and training and vitally to support the supervisory needs of learners.

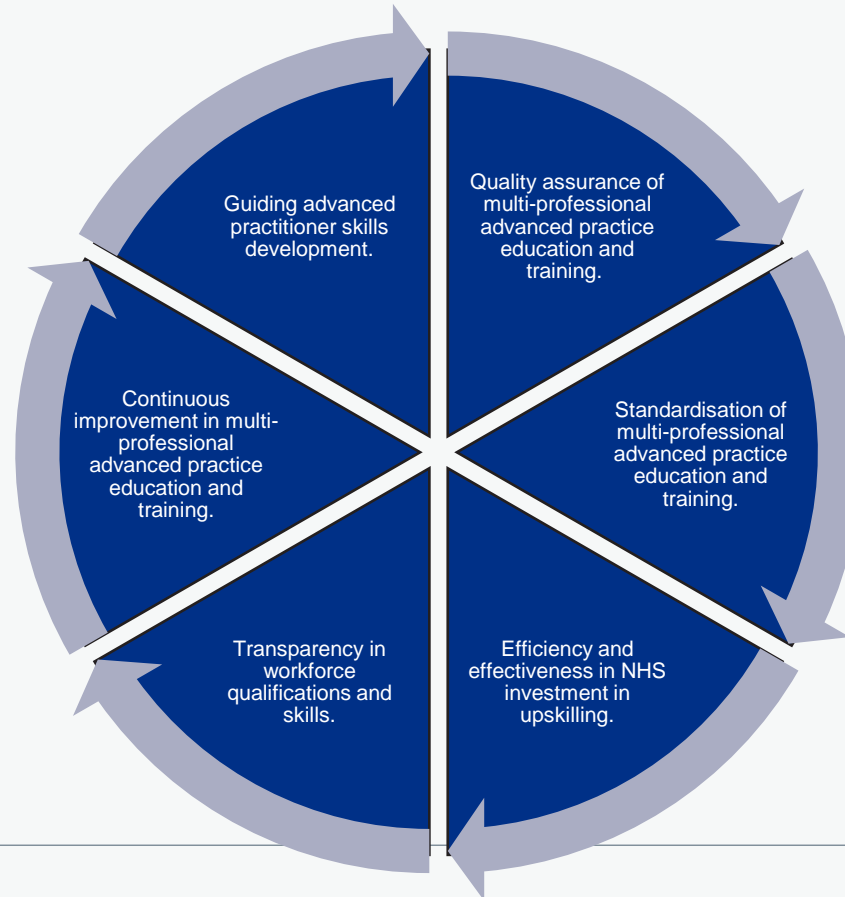


Background

- Advanced Clinical Practitioner



Centre for Advancing Practice



Faculties for Advancing Practice



HEE / NHSE merger



On 1st April 2023 HEE ceased to exist. A year long National Programme to transition and merge the HEE workstreams into the NHSE WT&E directorate was finalised earlier on this year.

In line with the [NHS LTWP](#), the focus for our new WT&E directorate remains on expanding enhanced, advanced and associate roles to offer modernised careers, with a stronger emphasis on the **generalist** and **core skills** needed to care for patients with **multimorbidity, frailty or mental health needs**.

Advanced Practice training set to increase by 46%.

There is to be a **shift of skills and capacity into the community** and **expansion of existing programmes to demonstrate the benefits of generalist approaches**



Welcome to The Centre for Advancing Practice

Multi-professional framework for
advanced clinical practice in England



"New solutions are required to deliver healthcare to meet the changing needs of the population. This will need new ways of working, new roles and new behaviours."

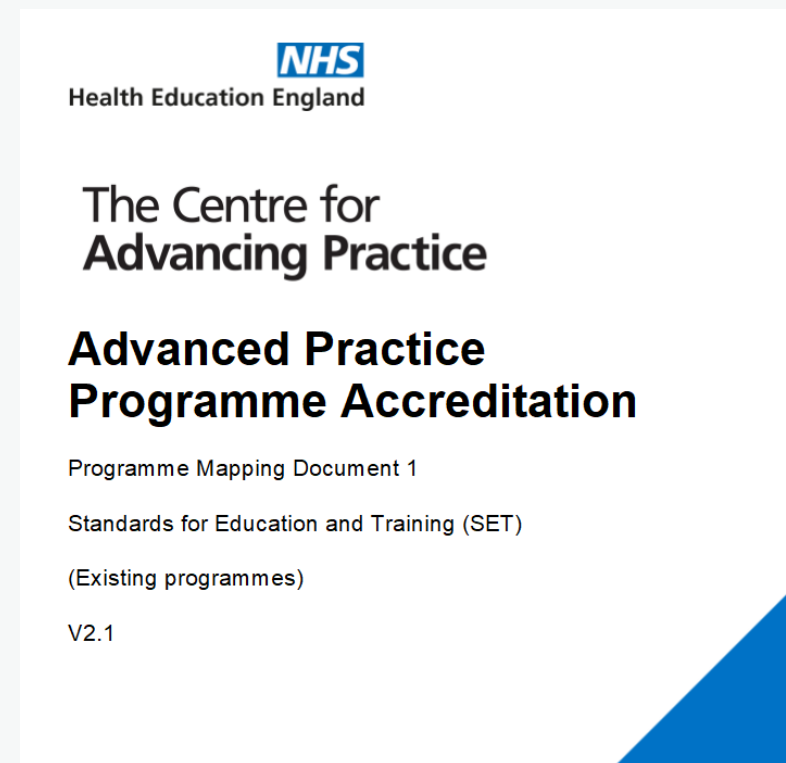
Building a recognised and visible advanced practitioner workforce is a priority for the NHS; there is a clear and identified need for highly experienced clinicians who are trained to an advanced level of practice.

Health Education England has established the Centre for Advancing Practice to oversee the workforce transformation of advanced level practice, by establishing and monitoring standards for education and training,



Digital Badges and NHSE accreditation

- Verification of completing an NHSE Accredited Programme
- Digital link to verification



ARRS and Advanced Practitioner

Classification: Official



Network Contract DES

Contract specification 2024/25 – PCN requirements and entitlements

1 April 2024



Publication reference: PRN01035_1

AHPs & Pharmacists APs

AHPs: Physiotherapists;
Dieticians; Podiatrists;
Occupational Therapists;
Paramedics

Clinical Pharmacist

Must have:

- Masters degree or equivalent level accreditation in relevant area of expertise
- Work at Masters level in a role encompassing the four pillars of AP practice and core and area specific competencies

Nurse APs

To be eligible for ARRS reimbursement, Advanced Clinical Practice Nurses (ACPNs)

must have either:

- Graduated from a Centre for Advancing Practice Accredited MSc AP Programme

Or

- Completed the Centre for Advancing Practice's e-Portfolio (supported) Route

The NW Faculty for Advancing Practice



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Vision

Vision

A future where advanced practitioners are integral to the design and delivery of every care pathway and system where they can make a positive contribution to transforming services and improving patient care

Purpose

- To provide system-level leadership for advanced practice workforce development
- To grow and support the development of a multi-professional workforce by funding and assuring high quality education and training
- Support effective advanced practice workforce planning in the short and longer term, at system, regional and national levels, through timely access to accurate advanced practice workforce supply and demand data and intelligence
- Commission high quality education and training in partnership with HEIs and other partners contributing to national targets
- Optimise workplace training, supervision and assessment
- Availability of accurate data and activity monitoring of regional advanced practice activity
- Ensure quality of practice learning is fully understood and assurance of all commissioned programmes, supporting accreditation by the Centre for Advancing Practice

Our Priorities / Areas of Work

Regional Leadership



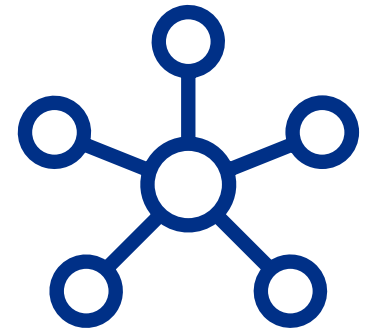
**Workforce
growth/
Education
commissioning**



**Workforce
intelligence,
planning and
modelling**



Quality



**Innovation and
modernisation**

NW Regional Faculty for Advancing Practice highlights 2021 - 2024



Critical Care

Upskilling of ACCPs
Investment of £97K for
86 ACCPs



ESR / AP upskilling

Identification of AP workforce
& coding changes in ESR
Quality audits in
32 Trusts



Projects

Radiography Advanced and
Consultant workforce
Community ACP Advisors
TPD projects



Trainee information

Regional Database to
monitor progress and track
changes
736 active trainees



Employer support

£7m investment
for new ACP training
736 new trainees
started Sept 22 – to
March 24



Quality

Trainee AP Steering
group
TPD support
Supervisors
CiC / Quality concerns
AP Conference



Data

NW AP workforce
Areas of inequity
Equality Impact Assessment



Centre accreditation

8 HEIs accredited
with Centre
2/10 working
towards
accreditation



Communication

Regional web page
Case studies
Monthly updates
Webinars: Trainee,
employers &
research



Leadership

Trusts / PCTH AP
leads
HEI's quality
meetings
ICS AP support



E-Portfolio (supported) route

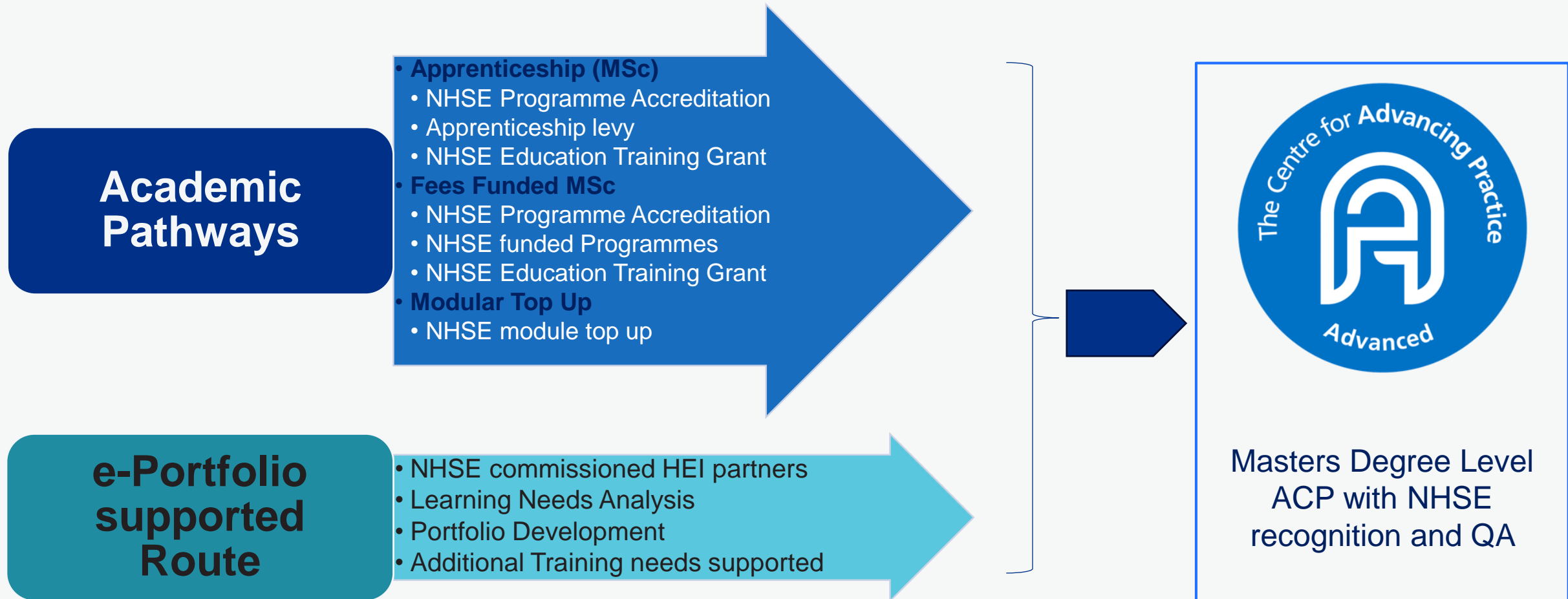
Cohort 1: 127
Cohort 2: 45
Cohort 3: 28



National priorities

ACCP
LD&A
Cancer & Diagnostics

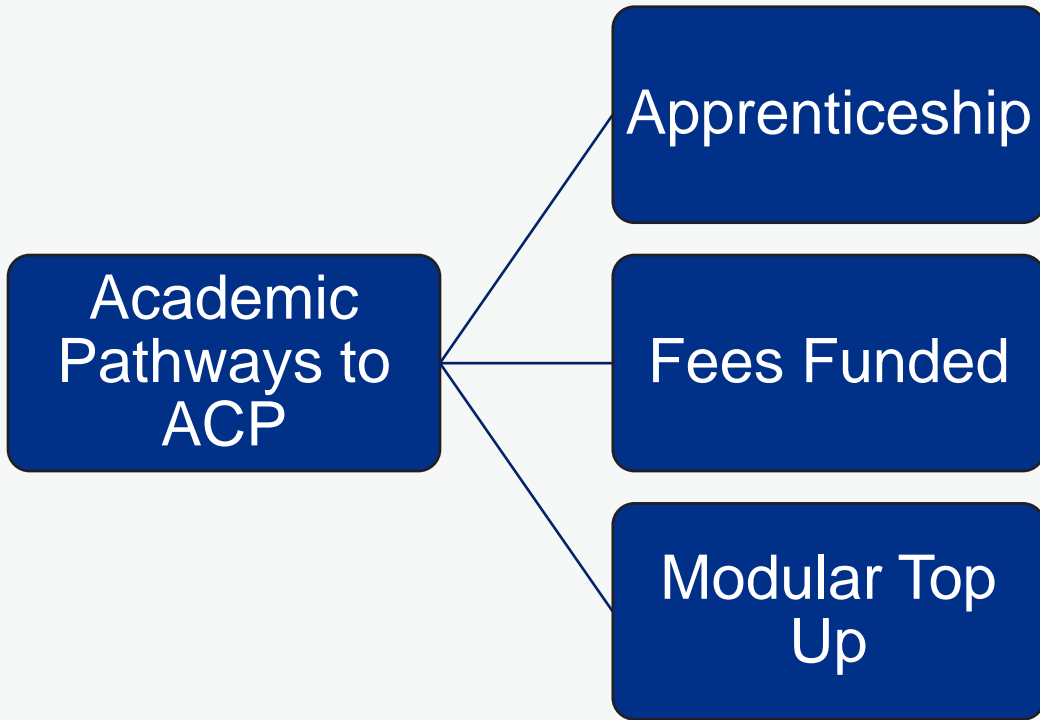
Routes to Advanced Practice



Annual funding timeline

Milestone	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	Jul 2024	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025
NHSE NW Faculty for Advancing Practice launch funding															
Funding application closes															
Funding application request being reviewed - Queries sent to organisations															
Offer letter sent from original applications															
Late submission launch - This will be targeted at speciality areas															
Deadline for organisations to accept / decline offer from original applications															
Organisations recruitment process in place															
Late submission funding application closes															
Offer letter sent for late submission															
Request for trainee information (Autumn intake)															
Waiting list launch this will be targeted for priority areas that have not yet submitted)															
Deadline for trainee information to be submitted (Autumn intake)															
Welcome email including trainee data collection form (Autumn trainees)															
Waiting list deadline															
Offer letter sent for waiting list															
Request for trainee information (Spring intake)															
Deadline for accept / decline offer (waiting list)															
Deadline for trainee information (Spring intake)															
Welcome email including trainee data collection form (Spring trainees)															

NHSE funding - NW



Accredited MSc Programmes



NHS England

Workforce, training and education

Advanced Practice

Search

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Funding for MSc Advanced Clinical Practice Programmes across the North West

The North West Faculty for Advancing Practice support the vision for advanced practice education and workforce development which is consistent with the National definition of Advanced Clinical Practice (ACP) detailed in the [multi-professional framework](#) for Advancing Clinical Practice in England.

Do you know the readiness within your organisation? Please see our readiness checklists:

- [Primary Care – Readiness Checklist](#)
- [Organisation – Readiness Checklist](#)

[Funding for MSc Advanced Clinical Practice Programme – 2024 / 2025](#)

[Funding for MSc Advanced Clinical Practice Programme – 2023 / 2024](#)

Governance of Advanced Practice

The Centre for Advancing Practice Governance Maturity Matrix

Purpose

This matrix is designed to support providers to put anticipatory governance arrangements in place, to keep their effectiveness under review, and to actively plan for strengthening arrangements to optimise how advanced practice roles contribute to workforce development and deployment, service delivery, and patient care.

The matrix is aimed to be utilised by those who lead or are influencing the advanced practice agenda. It is designed to foster discussion and constructive challenge, before a consensus on the current self-assessment and future aspirations can be reached. Importantly, a provider may not necessarily be at the same stage for each of the key elements identified.

The matrix represents 8 themes (Figure 1) each with their own set of associated aims and underpinning criteria representing the graduations of maturity an organisation may align in regards to the governance within that theme. The themes are all inter-dependant of each other, so progress and benefits in one area is often dependant on progress in another. Once completed the results can be utilised to inform ongoing advanced practice strategic development within the provider.

Each theme gives examples of resources which could be utilised by a provider to help support their journey in implementing or further developing their advanced practice teams.

This is the first iteration of the maturity matrix and any feedback and suggestions on how to improve the content would be welcomed please email: advancepractice@hee.nhs.uk

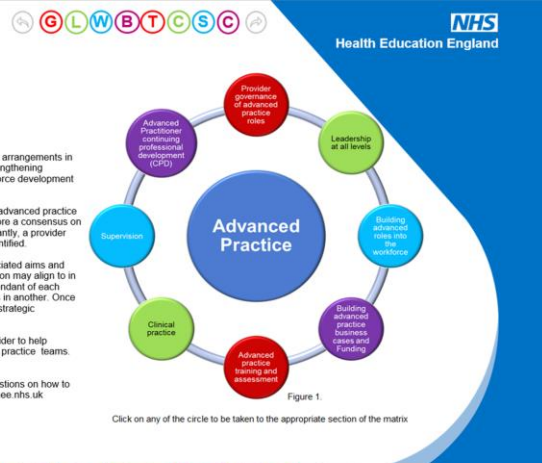


Figure 1.

Click on any of the circle to be taken to the appropriate section of the matrix.

Primary Care Readiness Checklist

Readiness Checklist for Primary Care

The North West Faculty for Advancing Practice are supporting PCN's, Practices and other primary care organisations to develop Advanced Practice roles in primary care.

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

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 senior education lead responsible for Advanced Practice, this may be a GP, Practice Manager or an ACP lead. When considering the development of an Advanced Practice role this checklist will assess your readiness.

How do I complete this checklist?

Rate your extent of readiness on a scale of 1 to 5, as detailed below:

Rating score	1	2	3	4	5
Rating description	Nothing yet planned	Planned	Developing	Progressing	Ongoing monitoring
Rating summary	Emerging		Developing	Maturing	

Area to check	Examples of evidence	Rating	Actions for Improvement
Organisational Leadership and Strategy			
There is clear commitment and understanding of Advanced Practice roles at senior level	Named executive/senior manager sponsor (eg AP Lead, PM, GP partner)		
Advanced Practice has been identified as a service/population need in your workforce strategy	Organisational strategy / workforce plans		
Practice or organisation has been signed off as a unified learning environment	Recent audit carried out with you Primary Care Training Hub		
Clearly identified budget for ACP development	Budget / Finance reports		
Engagement with your local Primary Care Training Hub for Advanced Practice	Evidence of engagement with the Training Hub		
Workforce planning and recruitment			
A business plan or case to underpin the workforce requirement of a multi-professional Advanced Practice role	<ul style="list-style-type: none"> Confirmed funding for a substantive ACP post on completion of their training Job description covers all four pillars, purpose and scope or practice and a speciality capability framework mapped to the role has been identified 		
Robust processes for recruitment and selection	<ul style="list-style-type: none"> Appropriate job description Equitable recruitment process There is a specific role during training and once qualified 		
Suitable candidate meets the university entry requirements and are prepared for the demands of education and training.	ACP recruitment and selection strategy		

Readiness to become a Supervisor and trainee ACP

NHS
Health Education England

The Centre for Advancing Practice

Supervisor readiness checklist

Guidance for supervisors

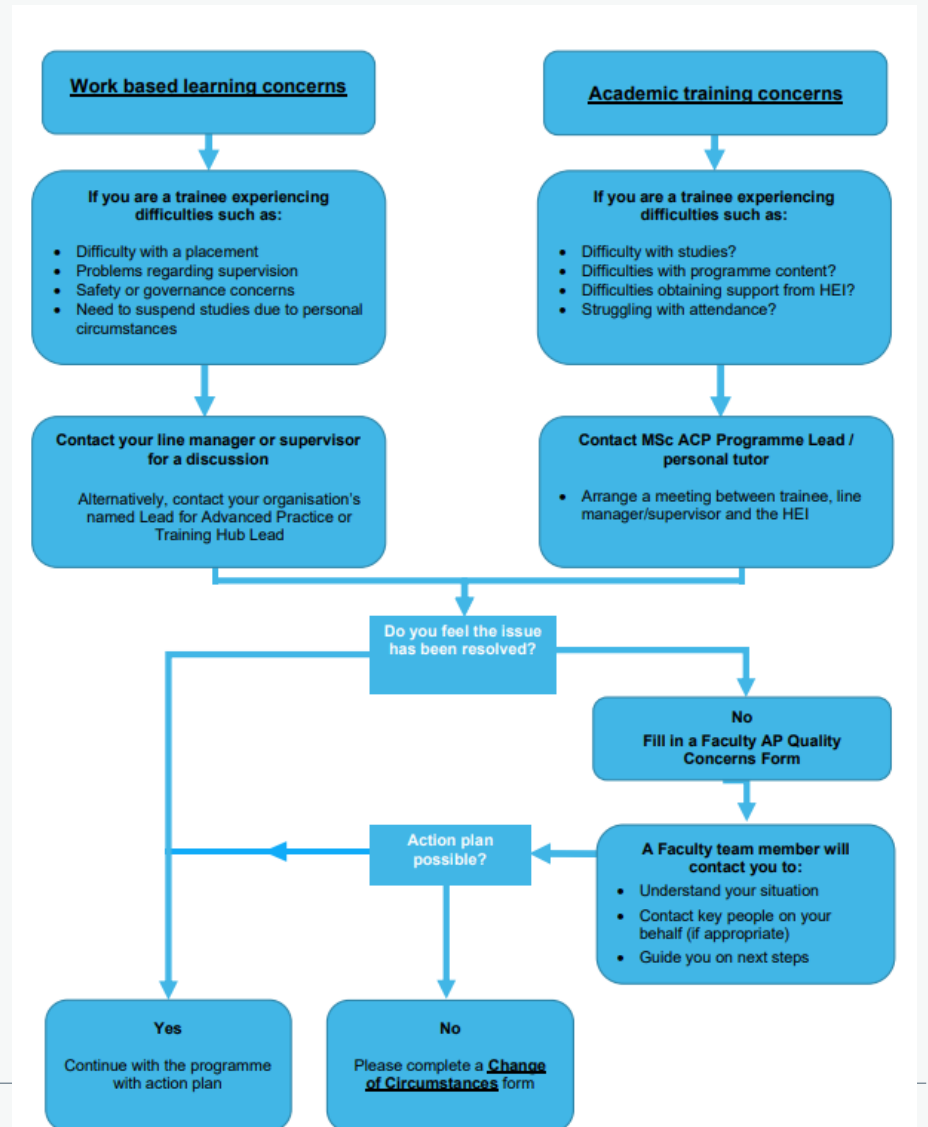
NHS
Health Education England

The Centre for Advancing Practice

Readiness to become an advanced practitioner

Expectations and support for trainees

- Registration survey
- End of year and completion of programme
- NETS
- Practice support guide
- Training Programme Directors – speciality and general support
- Changes in circumstances
- Quality concerns
- Supervisor support
- Regional newsletter
- Regional and national updates
- Showcase innovation & impact of Advanced Practice



NETS survey – open from 1st October



Supporting Supervision

Minimum standards

- 1 hour a week
- Protected time
- Co-ordinating Education Supervisor
- Associate Workplace Supervisor
- Covers all 4 pillars
- Recorded and reflected upon
- Checklists for trainees, supervisors, organisations

NHS
Health Education England

Advanced Clinical Practice Workplace supervision

Minimum standards for supervision

Introduction

High quality supervision for health-care professionals moving into trainee [advance practice](#) roles is essential for supporting the development of confidence and capability and underpins patient and practitioner safety.

Health Education England's [Workplace Supervision for Advanced Clinical Practice](#) provides further in-depth, evidence based information and recommendations on how to develop quality supervision in the workplace.

The following guidance is for supervisors, managers, employers, and trainee ACPs to advise of HEE Centre of Advancing Practice minimum expected standards of supervision.

The Centre for Advancing Practice
Workplace Supervision for Advanced Clinical Practice
An integrated multi-professional approach for practitioner development
Ensuring world-class health and wellbeing
www.hee.nhs.uk

www.hee.nhs.uk We work with partners to plan, recruit, educate and train the health workforce.



Supervision Framework for trainee ACPs

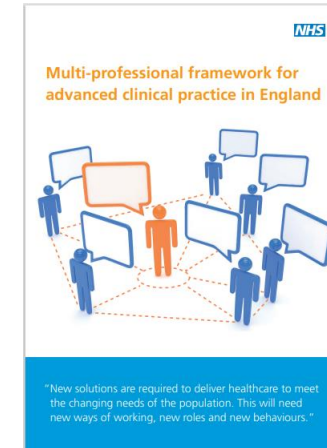

Health Education England

The Centre for
Advancing Practice

Workplace Supervision for
Advanced Clinical Practice:

An integrated multi-professional
approach for practitioner
development

Developing people health and healthcare
www.hee.nhs.uk



Advanced Practice Supervisor Capabilities



Range of COTs and WBPAs



Verify certificates and portfolio advice



LNA and support learning opportunities



Debrief sessions/Pastoral support

e-Portfolio (supported) Route

‘An opportunity for existing ACPs to gain recognition of their level of practice from the Centre for Advancing Practice’.

For:

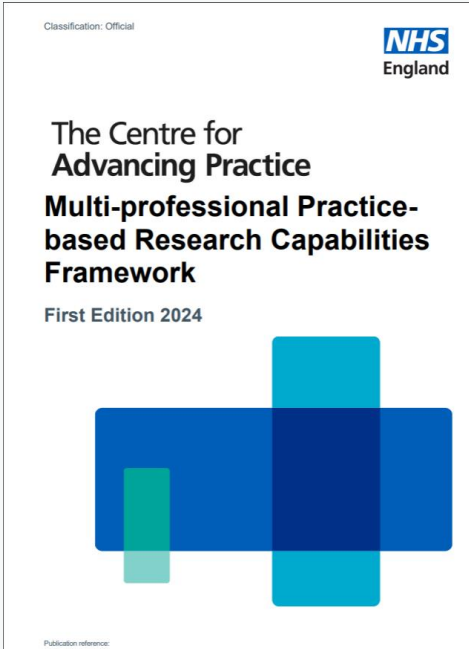
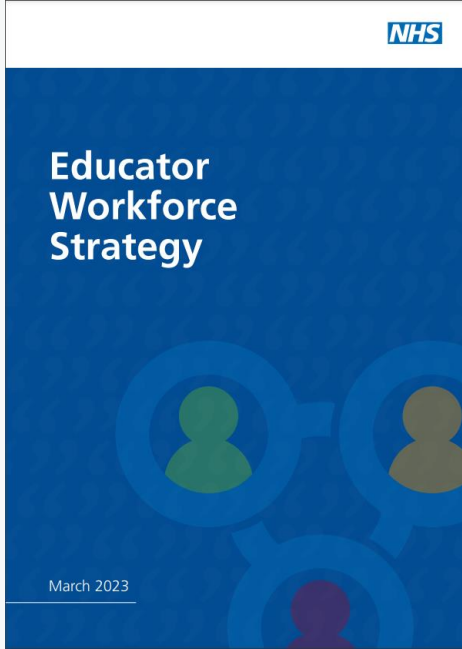
- Experienced Advanced Clinical practitioners already working in an ACP role providing NHS commissioned services
- Practitioners need to have completed AP experiential and educational learning and have a substantial portfolio of evidence that fully/ significantly ‘maps’ to the Multi-professional Framework of AP (2017).
- Practitioners need the support of their line managers
- Practitioners need to be currently registered with a Statutory Regulator – eg NMC, HCPC

[Application/ EOI Form](#)



Next steps

A future where advanced practitioners are integral to the design and delivery of every care pathway and system where they can make a positive contribution to transforming services and improving patient care



Any Questions?

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Thank You

A future where advanced practitioners are integral to the design and delivery of every care pathway and system where they can make a positive contribution to transforming services and improving patient care.