

Faculty of Advanced Practice Programme Update - September 2021

Highlighting the work of the Humber, Coast and Vale Faculty of Advanced Practice over the last quarter.

Advanced Clinical Practitioner (ACP) Recruitment 2021/22

The third round of ACP recruitment for 2021/22 has now commenced. A total of 64 of applications for funding have been received to date in 2021, with all but a few exceptions selecting the apprenticeship route. Levy transfer support is now being provided to employers that cited a need for it. Employers have already been made aware of this and how they can apply but for further information, please contact [Carly McIntyre](#), Senior Project Support Officer.

Shared Online Learning Sessions

In late 2020 ACPs and Physician Associates (PAs) were surveyed and a subsequent suite of specialty-specific monthly online learning sessions were developed. The aim was to ensure ACPs and PAs received ongoing training support in spite of the restrictions brought about by COVID19. Delivered by experts in fields ranging from cardiology through to mental health



covering difficult issues such as suicide, the bite-sized training sessions have been well-attended with excellent engagement and feedback. The training will continue throughout 2021, with further dates being arranged. The Faculty is now also working with other regional faculty leads to explore how this training can be widened on a regional footprint with the opportunity to obtain expertise from other areas. If you anyone would like to suggest topics for future sessions, please contact [Carly McIntyre](#), Senior Project Support Officer.

Leadership Webinar for ACPs and PAs

NHS

Leadership Academy

In July two webinars were delivered in partnership with the NHS Leadership Academy and academics from the University of Hull and Sheffield Hallam. The aim was to promote the leadership pillar of practice to Advanced Practitioners and Physician Associates in HCV and support the development of their leadership skills. The target audience was those working at or towards Advanced Practice or Physician Associate level in HCV; 55-60 attended both sessions.

The session objectives were:

- To contextualise the intrinsic role of leadership for advanced level practice
- To develop an understanding of what leadership skills are required for the credential and portfolio routes to registration
- To explore where the leadership 'gaps' may be and how these could be addressed
- To support how an Advanced Practitioner can integrate leadership into practice

A range of learning approaches were used including a mixture of taught content and breakout groups to explore individual experiences and facilitate peer learning.

The feedback was overwhelmingly positive. One of the common themes was the value to peer-peer learning and networking. So the HCV Faculty will be exploring this as part of on-going learning opportunities and retention work.



Thanks to its success in HCV, the next steps for the Clinical Leadership Development team are to take this to HEE Regional Advanced Practice leads to explore opportunities for these to run regionally across the North East and around the other six regions. For further information or to provide further feedback, please contact [Danielle Hook](#), Programme Manager.

ACP Retention work

As part of the ACP Task and Finish Group, work is underway to develop a retention strategy for employers who employ ACPs. This will include recommendations from recent research findings around ACP emotional wellbeing during the pandemic and will feed into the region-wide retention project led by NHS England and Improvement. It will also incorporate local evidence on ACP reasons for staying/leaving. For further information or to get involved, please contact [Danielle Hook](#), Programme Manager.

November Workshop - Working together to shape our local education for Advanced Practice

In collaboration with the University of Hull and the University of York, the HCV Faculty is seeking employer perspectives on our local Advanced Practice education offer. We want to ensure local education provision is locally shaped and, consequently, that HEIs our region naturally become the first choice for employers. It is also a chance to open up the conversation and do some myth-busting – i.e. how and why are certain things not delivered by the HEIs in our region but appear to be delivered by out-of-area HEIs? We aim to do this via a survey and workshop.



We just need you to do two things to enable this to happen:

1. **Complete this short survey [here](#)** - this is anonymous and will enable us to draw out themes from our region.
2. **Complete the Doodle Poll [here](#)** so we can select the most suitable date for a workshop. This workshop will be delivered online and the agenda will be based upon the themes determined from the survey.

We are keen for as many employers as possible from Primary Care, Secondary Care, Community and Mental Health to contribute to this to ensure the data is representative of employers in our region. Please get in touch if you have any queries.

Faculty of Advanced Practice Webpages

We are continually updating our webpages with the latest news and guidance; it can be found here. If you have anything you would like us to share on our website, please contact [Carly McIntyre](#), Senior Project Support Officer.



Governance and Quality Assurance Framework

Work has been underway to deliver the Governance & Quality Assurance Framework that was developed in late 2020. The purpose is to provide employers of ACPs within the HCV region with guidance on issues which should be addressed within their own governance policy or processes; from identifying the need for an ACP to post-qualification support. The aim is to provide a set of quality standards and support mechanisms to enable employers to recruit, grow and retain ACPs safely and effectively. Quality surveys and self-assessments were distributed to trainee and qualified ACPs and their respective employers in May. Analysis of these helped the faculty to ascertain where there may be variation in quality across the region; themes were identified and are shown in the table below:

Cohort	Theme 1	Theme 2	Theme 3	Theme 4
Trainee ACPs/ACPs	Supervision <ul style="list-style-type: none"> Perceived lack of supervisor time Perceived lack of ACP time Inconsistency in delivery Training/development of supervisors - <i>"My clinical supervisor has fed back that he is now too specialised to be able to support many of the generic competencies"</i> System/process issues - <i>"Trainees have little support in practice and end up playing the role of a junior doctor"</i> 	ARCP model <ul style="list-style-type: none"> Some inconsistencies within and across organisations - <i>"Only took place twice and each one was different"</i> ACPs would find process helpful within organisations without ARCP - <i>"Yes, a detailed framework/checklist would provide structure and allow for formal assessment of progression/development"</i> 	Management structures and appraisal processes <ul style="list-style-type: none"> Perceived role misalignment - <i>"Line management is difficult as it is by staff who are unfamiliar with the ACP/ACCP"</i> Systems/process issues - <i>"Management structures and appraisal processes are poorly defined"</i> 	Achievement of Four Pillars <ul style="list-style-type: none"> ACP time issues for achieving 4 pillars - <i>"I have no additional time as my clinical role is extremely busy and demanding"</i> Process issues - <i>"Mainly left to us to self-determine"</i>
Employers	Governance/training policy 50% of organisations do not have a policy in place specific to Advanced Practice. ARCP support	ARCP development 50% stated that Faculty support in establishing an ARCP process would be helpful.	Workforce planning and management/appraisal support 33% organisations highlighted issues/required further support with accessing and using workforce planning tools/models and developing management and appraisal processes.	Establishment of bridging modules/experience 33% of organisations felt a bridging-module/system-wide experience might help prepare staff for advanced study.



The framework highlighted largely positive findings and illustrated the different stages that organisations are at in terms of ACP implementation and development. These themes will be explored by the faculty with individual organisations as part of a tailored approach to quality improvement.

In addition to this, the framework has been well-received regionally as an area of good practice. Work is scheduled for it to be adopted by HEE for use across other ICS areas in the North of England. **For further information or to provide further feedback, please contact [Danielle Hook](#).**

Physician Associate Ambassador Update

PA Supervision Event - As part of a team of Yorkshire and Humber PA Ambassadors, Emily, our PAA helped successfully deliver an event this week on the challenges of PA supervision to PA supervisors from across the region. This event was positively received and learning from local PAs and PA supervisors was shared.

PA Virtual Conference - Planning is underway for the first Humber, Coast and Vale Physician Associate virtual conference. This event will be held on Wednesday 1st December. This will be an educational event and also allow for PAs across the HCV region to network. You can register for the event [here](#). For further information, or if you would like to deliver a teaching session at the event, please contact [Emily](#).

Promotion of the PA Role - Emily will be giving a talk on 29th September to the Medical, Health & Social Care Academy at St Mary's College in Hull, explaining the role of a Physician Associate to local sixth-form students who are interested in a career within healthcare.

Retention - Our PAA is also working alongside other Yorkshire and Humber PAs on a retention project that aims to provide valuable local data for the HCV Faculty and Health Education England.

To get involved in our work or for further information, please contact the [workforce team](#)

