Background

Advanced clinical practice is core to the transformation of service delivery and better meeting local health needs by providing improved capacity, capability, expertise and efficiency within multi-professional teams.

The expectation regarding increased use of advanced practice roles is threaded throughout workforce policy including

- A Healthier Wales: our plan for Health and Social Care 2018
- The Health and Social Care Workforce Strategy 2020
- The National Clinical Framework 2021
- The NHS Quality and Safety Framework 2021

Thus advanced clinical practice is a key part of the workforce transformation required to deliver the care needed for the population of Wales.

To ensure that advanced practitioners’ skills are consistently recognised, and better enable those skills to be deployed across healthcare settings we must now ensure that the NHS workforce accurately reflects the breadth of the modern clinical workforce.

Being able to recognise those working at advanced levels of practice, gather information regarding numbers and base profession and geographical location allows health boards, trusts, employers and Education providers to recognise needs and deficits regarding levels of practice.

Since 2015 The Directors of NHS Workforce and Organisational Development, NHS Therapies Directors and NHS Nurse Directors in Wales requested that those using the Advanced Practice and being able to demonstrate evidence of meeting the 4 pillars of advanced practice should be recorded on ESR.

This guidance is intended to clarify the correct coding of ‘Advanced’ and ‘Trainee Advanced Practitioner’ across professions, and will be useful for human recourse directors, workforce analytical teams, professional and service leads, and anyone with responsibility for ensuring accuracy of NHS workforce data.

This guide should be used in conjunction with the existing ESR guidance published by NHS Digital, which can be found here National Workforce Data set guidance documents

For further information contact your Health Board or organisation ESR lead. Every organisation has an ESR lead.

Coding changes for Advanced Practice

Following the annual publication of the Information Standards Notice - v3.4 in February 2023 there have been additional amendments to the national workforce dataset (NWDv3.4).
This follows a significant change to the job role coding for Advanced Practitioner and Trainee Advanced Practitioner in ESR in NWD3.3 in February 2022 providing more specific job roles than the current generic advanced practitioner for Nursing and Midwifery Registered and Allied Health Professional staff groups.

All the following ESR fields must be completed correctly. For detail refer to National Workforce Data Set (NWD) guidance documents - NHS Digital and NHS Occupation Codes - NHS Digital

<table>
<thead>
<tr>
<th>Staff Group</th>
<th>Profession</th>
<th>Job Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing and Midwifery Registered</td>
<td>Registered Nursing</td>
<td>Nurse - Advanced Practitioner</td>
</tr>
<tr>
<td></td>
<td>Registered Midwifery</td>
<td>Midwife - Advanced Practitioner</td>
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<td></td>
<td>either Nursing or Midwifery</td>
<td>Trainee Advanced Practitioner</td>
</tr>
<tr>
<td>Allied Health Professionals</td>
<td>Art, Music &amp; Drama Therapy</td>
<td>Art Therapist Advanced Practitioner</td>
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<tr>
<td></td>
<td></td>
<td>Music Therapist Advanced Practitioner</td>
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<td></td>
<td></td>
<td>Drama Therapist Advanced Practitioner</td>
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<td></td>
<td>Chiropody or Podiatry</td>
<td>Chiropodist or Podiatrist Advanced Practitioner</td>
</tr>
<tr>
<td></td>
<td>Dietetics</td>
<td>Dietitian Advanced Practitioner</td>
</tr>
</tbody>
</table>
### Staff Group | Profession | Job Role
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Occupational Therapy | Occupational Therapist Advanced Practitioner |
Operating Department | Operating Department Practitioner Advanced Practitioner (Requires foot note to say they are classed as Health Care Scientists in NHS Wales) |
Orthoptists | Orthoptist Advanced Practitioner |
Orthotics | Orthotist Advanced Practitioner |
Osteopathy | Osteopath Advanced Practitioner |
Paramedic | Paramedic Advanced Practitioner |
Physiotherapy | Physiotherapist Advanced Practitioner |
Radiography (Diagnostic) | Radiography – Diagnostic, Advanced Practitioner (Requires foot note to say they are classed as Health Care Scientists in NHS Wales) |
Radiography (Therapeutic) | Radiography – Therapeutic, Advanced Practitioner (Requires foot note to say they are classed as Health Care Scientists in NHS Wales) |
Prosthetics and Orthotics | Prosthetist Advanced Practitioner |
Speech and Language Therapy | Speech and Language Therapist Advanced Practitioner |
Multi-Therapy | Multi Therapist Advanced Practitioner |
Any AHP profession | Trainee Advanced Practitioner |
Additional Professional Scientific and Technical | Additional Professional, Scientific & Technical | Advanced Practitioner |
| | | Pharmacist Advanced Practitioner |
| | | Trainee Advanced Practitioner |
Healthcare Scientists | Healthcare Science Practitioner | Healthcare Scientist Advanced Practitioner (HCPC Registered only) |
| | Any HCS profession | Healthcare Science Practitioner Advanced Practitioner |
| | | Trainee Advanced Practitioner (not currently in use in Wales) |

### Future National Workforce Data Set – recoding

All eligible professions under the Additional Professional, Scientific and Technical and Healthcare Scientists staff groups will be coded within the generic Advanced Practitioner job roles. However, specific coding is available for Pharmacist from end June 2023. If future additional Advanced Practice Job Roles are required, please contact your local ESR lead in the first instance. The development request can then be raised with NHS Digital for potential development in the National Workforce Dataset.
Acknowledgements

This document is adapted from the Guide to ESR coding for Advanced Practitioner Roles published by Health Education England (2022). We acknowledge and thank them for this work. HEIW would also like to acknowledge and thank the following for access to, and use of photographs and illustrations. They retain the copyright for these images.
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