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Addysg a Gwellu Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

HEIW's AHP Transformation Programme Annual Report

2021-22

Foundations for success

Welcome to the first annual report for the Allied Health Professions Transformation Programme - which is bringing the Looking Forward Together Framework for Allied Health Professionals (AHPs) to life in several ways across health and social care services in Wales.

The framework lays out some high level ambitions for the allied health professions, which will transform the way staff work, the places where people access care from AHPs, and the structure of training to create vibrant services that deliver high value to the people who rely on them.

In this report you will read about some of the successes of the first year. There has been progress developing key workstreams that will enhance the contribution of AHPs in Wales, bringing expertise and compassionate care closer to home for people needing support with rehabilitation or living with dementia.

You will also read about the first AHP Cymru Conference, which was delivered in February and March 2022. The feedback from AHPs who attended has been hugely positive and the team are going to take the learning from the conference forward as future events are planned.

Alongside all this success, we have also had some challenges to navigate. Our Director, Wendy, who worked incredibly hard to establish the programme moved to a new role at the end of March. This was shortly after our Programme Manager, Versha, moved to a different job as well. Wendy and Versha both left with our gratitude and thanks for all they had achieved as the programme launched.

So, we enter the second year of the programme in a period of transition. Expectations have been set high and there are great foundations to build on.

We would like to thank everyone involved in the programme, especially our colleagues in Health Education and Improvement Wales (HEIW) for their willing support and encouragement, and we look forward to our future collaboration turning the Looking Forward Together Framework into reality.



Claire Madsen

Director of Therapies, Powys Teaching Health Board
Co-Chair of the AHP Transformation Programme Board



Lisa Llewelyn

Director of Nursing and Health Professional Education, HEIW
Co-Chair of the AHP Transformation Programme Board



AHPs inspired to “extraordinary” practice

Vision Statement 2021-30

Together the Allied Health Professions lead transformational change. Their diversity inspires creativity and innovation in practice, education and research. Their multi-professional partnerships across health and social care empowers and enables the people of Wales to live healthier lives.

The Allied Health Professions Transformation Programme held the inaugural AHP Cymru Conference - Extraordinary Practice, Extraordinary Times - in February and March 2022. Over 200 AHPs from across Wales attended one hour sessions spread over 13 days.

Eluned Morgan, Minister for Health, greeted the attendees in the opening address, noting how the conference provided "a wonderful opportunity to share learning". The Minister also highlighted the importance of AHPs to deliver value based care as part of the transformation of services.

Other presenters included Julie Roger, Deputy Chief Executive of HEIW, who outlined the strategic context for the transformation culture that AHPs are experiencing.

Lisa Llewelyn, Director of Nurse and Health Professional Education and co-chair of the Allied Health Professions Transformation Programme Board provided a call to action for AHPs to build on achievements to date and help to realise the vision within the framework.

Participants took an active part in discussions using Mentimeter questions and Jamboards. This captured how participants felt the sessions improved their knowledge of the given topic and their reflections and understanding of workstreams within the Allied Health Professions Transformation Programme.

Feedback for the conference was positive with many praising the format as this enabled them to attend single sessions and to catch up on those that they missed at a time convenient to them.

The conference created a springboard for collaboration between AHPs. The engagement and awareness of the transformation programme also developed during these two weeks with an uplift in social media followers and mailing list registrations.

[Experience and rediscover the AHP Cymru Conference online](#)

AHPs confidence in applying value based outcomes in rehabilitation rose by over 150% following the 2022 AHP Cymru Conference.

Source: Mentimeter

Topics covered at the AHP Cymru Conference

- Progress report on 'Looking Forward Together Framework for AHPs'
- The role of AHPs in the dementia action plan
- AHPs, public health and prevention
- The Rehabilitation Framework and its value-based approach to measuring outcomes
- Using technology in practice – building digital skills for AHPs
- Overcoming imposter syndrome – advice for leaders
- Quality improvement and research – creating a culture of inquiry
- Introducing the National Clinical Framework
- Three introductory sessions to strategic programmes (Primary Care; Planned Care; Urgent and Emergency Care)
- Two seminars on staff wellbeing

Key learning

The conference had a short planning timescale, requiring the team to develop the programme and publicise it in a flexible dynamic way. However, more notice and publicity could generate higher attendance levels in future. This learning is being taken forward into programme plans for 2022-23.



Laura and Ross have been part of the Welsh Clinical Leadership Fellowship since September 2021, based in the transformation programme team. Their work programmes will inform service transformation across Wales.



Name: Laura Braithwaite Stuart

Occupation:

Speech and Language Therapist

Where were you working before becoming a clinical fellow:

In Betsi Cadwaladr University Health Board supporting people living with dementia and their families.

Fellowship project: Development of an evidence-informed strategic workforce framework to maximise the impact of AHPs in dementia prevention and care in Wales.

What difference will your project make for AHPs?

The strategic framework will define the offer and contribution of AHPs working across Wales in brain health, dementia risk reduction and dementia care to transform practice in dementia care across Wales.

What difference will your project make for people receiving care / using services?

People living with dementia and their carers will be able to access care and support that they need, earlier in their dementia journey, regardless of age or location, wherever they live in Wales.



Name: Ross Nowell

Occupation: Clinical Specialist

Physiotherapist in Rehabilitation

Where were you working before becoming a clinical fellow:

In Aneurin Bevan University Health Board working in St Woolos Hospital on the rehabilitation wards.

Fellowship project: Revise and update the Rehabilitation and Recovery Framework and Guidance for Wales.

What difference will your project make for AHPs?

It will promote Rehabilitation and Recovery as a speciality and increase the numbers of AHPs working in this area. It will promote AHPs as leaders in rehabilitation and recovery teams, and help AHPs develop and create new services, working collaboratively with people and workforce outside NHS Wales.

What difference will your project make for people receiving care / using services?

It will improve access to rehabilitation and recovery options close to home. People will be involved in designing services from the beginning and evaluating throughout. People won't have to tell their story more than once and will access a seamless service.

Highlights

These avatars representing the 13 allied health professions in Wales have been developed to raise the profile of professionals working in all care contexts.



In the first year of the Transformation Programme...

Eight clinical leadership networks including over 400 AHPs established on the Gwella leadership portal - providing access to Quality Improvement resources to transform services.

The easy read version of the framework has been published improving the accessibility of the keys aims and objectives of the Transformation Programme.

Development and piloting of the digital competency framework and self-assessment tool for healthcare professionals.

The HEIW workforce planning toolkit was completed with 14 allied health professions and healthcare science service leaders in June 2021, offering insights into team and service structure for improving care.

Towards the end of the first year of the programme new clinical leads were appointed to oversee workstreams on rehabilitation and recovery, and public health and prevention. The new leads presented sessions in the AHP Cymru Conference very shortly after taking up their roles.

Listening to AHP voices

Responses from AHPs at the AHP Cymru Conference, February and March 2022

What's holding NHS Wales back from offering direct access to AHPs in Wales?

- Risk aversion
- Unclear pathways of care
- Staffing
- Capacity to manage demand
- Unsure about the role of AHPs

What prevents AHPs from doing things differently?

- No time to plan and implement change
- Limited resources – mainly staffing
- Personal confidence
- Processes and protocols - lots of hoops to jump through
- Fear of getting it wrong

What would help AHPs overcome obstacles and work at the top of their licence?

- Strong working relationships and interprofessional working
- Support from leaders
- Clearly defined best practice
- Support with the admin burden
- Freedom to make changes

Looking ahead to 2022-23

Here are some of the priorities for the coming year...

The current clinical fellows will complete their year-long work programmes, and two new clinical fellowships will begin. The new fellows will continue the work around rehabilitation and a new project will focus on supporting children in the early years.

The programme will begin implementing the UK Allied Health Professions Public Health Strategic Framework, revolutionising the way that AHPs interact with people and helping to improve the health and wellbeing of people and communities across Wales.

A priority for the programme is recruiting a new director to lead the team – this process will take place in summer 2022.

The programme will develop new tools to raise the profile of AHPs, encouraging people to train as AHPs and to boost the careers of the existing workforce.

There are plans to engage the AHPs through tailored events addressing issues affecting people delivering care across health and social care services in Wales.

The Allied Health Professions Transformation Programme has been set up to lead the implementation of the 10-year vision described in the Allied Health Professions Framework: Looking Forward Together (2019).

On 1 April 2021 HEIW officially took leadership of the programme. This work is supported by the 'whole systems' opportunities described within A Healthier Wales (2018), the person-centred symptom-based approach in the National Clinical Framework (2021), and the seven themes of the Workforce Strategy for Health & Social Care (2020).

Together, we will help the people of Wales to understand the important contribution that AHPs make to health and social care, to see our diverse roles as rewarding career choices and help us lead the future of person-centred multi-professional practice.

Contact us

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Social media

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