



Introduction

Welcome to the Allied Health Professional (AHP) transformation programme's final email newsletter of 2022. It's been a year full of change and taking on new challenges for the programme, and for the thousands of AHPs working across Wales.

A huge thank you goes out to colleagues working over the Christmas period, often sacrificing celebrations with family and friends to care for people. May you still find time and space for fun and relaxation however hectic your work schedule over the next few weeks – and know that your work is really appreciated!

As 2022 draws to a close, this newsletter also takes a little look forward to some plans for 2023. The programme team all look forward to working with you in the coming year!



Do they know it's rehab?

On 5 December, HEIW launched a fun campaign with a serious message 'Do they know it's rehab? The campaign illustrates the many ways that AHPs and healthcare scientists are involved in rehabilitation, sharing a new video every day for 10 days.

The AHPs and healthcare scientists featured in the videos all explain the impact they have on people needing rehabilitation support. The campaign features videos from the following professions: assistant psychologist, physiotherapy technician, clinical scientist (rehabilitation engineering), dietitian, physiotherapist, occupational therapist.

There is at least one video from each of the health boards in NHS Wales, with a range of specialist areas covered as well. It illustrates the huge breadth of staff working in the field of rehabilitation.

Follow HEIW on [Twitter](#), [Facebook](#) and [LinkedIn](#) to see the 'Do they know it's rehab?' campaign.

A new Associate Director for the transformation programme



In November Dr Sarah Elliott joined HEIW as the Associate Director for Workforce Transformation (Allied Health Professionals). Sarah will be leading the AHP programme team responsible for the implementation of the AHP Framework.

Sarah has had a long clinical career specialising in critical care as a consultant physiotherapist. She has also enjoyed a portfolio career including time as Head of Therapies, honorary lectureships and as principal investigator for several research trials.

Sarah completed her Master's degree and Doctorate on practice education, and has shared her findings to a worldwide audience, travelling to Europe, Australia and New Zealand to present at conferences. She was seconded as a clinical education improvement fellow

with Health Education England where she developed a practice placement sustainability framework and self-evaluation tool.

In her most recent role before joining HEIW, Sarah worked for Kent and Medway Integrated Care Board as the Strategic AHP Workforce Lead. She managed the AHP Faculty and Placement Expansion team alongside chairing the AHP Council. Her work portfolio was centred on ensuring AHP workforce provision now and in the future, including promotion of the AHP professions as a career of choice, supporting practice placements and maximising student success, early career support and developing and retaining the workforce across the system.

We know all AHPs in Wales will give Sarah a warm welcome as she starts this role.

What's going on

New AHP Frameworks Launched on AHP Day 2022

On 14 October 2022, two new supporting frameworks were launched by Welsh Government to support best practice in rehabilitation and in dementia care.

The frameworks were officially launched at a virtual event called 'involving people, driving change: How AHPs can lead on delivering person-centred care' delivered by the AHP Programme team. Laura Braithwaite and Ross Nowell, who developed the frameworks during a year as Welsh Clinical Leadership Training Fellows with the AHP team in HEIW, both outlined how the principles and examples of best practice in the frameworks would help AHPs deliver person-centred services.

The event included important insights from people with lived experience. Dr Andrew Woodhead, who is living with a diagnosis of dementia and is part of the Lleisiau Dementia Voices, contributed the foreword to the AHP Dementia Framework.

At the launch event, Andrew explained the difference this framework would make to him and the thousands of other people living with a dementia diagnosis in Wales.

Mary Cowern from Cymru Vs Arthritis, gave her perspective on the revised rehabilitation framework, welcoming the emphasis on person-centred care.

Ross also highlighted the new workforce modelling resource for rehabilitation services that is now available for teams across Wales to use. It's a useful way of seeing where services can be adapted to align with the needs of people.

The sessions from the launch events are being edited and will be made available soon. In the meantime there are several ways for you to engage with these programme areas:

- [Read the Allied Health Professionals Dementia Framework for Wales](#)
- [Read the All Wales Rehabilitation Framework: Principles to achieve a person-centred value-based approach \(2022\)](#)
- [Find out more about the workforce modelling resource](#)
- [Ask to join the AHP Dementia Network and the AHP Rehabilitation Network on Gwella](#)

'Early Years' focus for new public health and prevention project

Lucy Smothers, one of the programme's Welsh Clinical Leadership Training Fellows is working with the AHP Public Health and Prevention Leads, Judith John and Catherine Pape towards achieving the goals set out in the [UK AHP Public Health Strategic Framework](#).

Lucy's project aims to co-produce a practitioner friendly toolkit summarising the

evidence for AHP involvement in universal, population and targeted provision in the early years. The project work will also build on [guidance from the Kings Fund about the role of AHPs in tackling health inequalities](#).

The toolkit will help:

- inform AHPs about health inequalities
- support AHPs to maximise their role in universal, population and targeted provision in early years
- share good practice of addressing health inequalities, including examples from Wales
- support conversations around investment in prevention in the early years.

“The initial phase of the project has looked at the evidence-base and work across other nations as well as initial discussions with a variety of stakeholders,” explains Lucy.

“We need to have ongoing discussions and involvement from AHPs working in early years to ensure this toolkit is useful and valuable. We want it to shine a spotlight on the amazing work that is already happening in Wales.”

“Public health and prevention is everyone’s business. Many AHPs are already trailblazers within the wider public health workforce agenda. Your experiences and knowledge is needed to help lead the way in maximising the contributions of AHPs to tackle health inequalities and to develop more prevention-focused services.”

If you work or have an interest in early years you are invited to join the ‘AHP Early Years Inequality Interest Group’.

The group will meet bi-monthly with the first meeting on 18 January 2023, 10 – 11am. This is your opportunity to network, share good practice and contribute to early years resources and policy documents. Please get in touch if you’d like to be involved by emailing HEIW.AlliedHealthProfessions@wales.nhs.uk.

Person-centred rehabilitation – what next?

The updated All Wales Rehabilitation Framework: Principles to achieve a person-centred, value-based approach was launched in October. The AHP programme is helping to move this framework forward to influence and improve rehabilitation services across Wales.

Rhian Harrington is one of the programme’s Welsh Clinical Leadership Training Fellows and her year-long project is working on the next steps for the Rehabilitation Framework.

“Part of my role is to scope what rehabilitation services are available in Wales and identify what “good” looks like.” explains Rhian.

“We need to make sure that Wales is providing equitable and inclusive rehabilitation

services to the entire population. This means benchmarking these services to ensure we can raise standards and enable Wales to provide a world class health service. Within this project, we want to ensure that the principles of rehabilitation are taken into consideration, to help inform what we are benchmarking."

"It is also a way to identify good practice, share innovations and encourage services to try new delivery approaches."

"My project will benefit AHP's by ensuring they are providing the best, evidence-based service to the populations of Wales, enabling optimisation and self-management by people receiving support with rehabilitation."

Get involved by joining the All-Wales AHP Rehabilitation Network on the Gwella Leadership Portal. Email HEIW.AlliedHealthProfessions@wales.nhs.uk to request to join the Network.

Event Review: AHPs addressing the cost of living crisis

In October AHPs were invited to a virtual event hosted by Judith and Cath, the AHP programme leads for public health and prevention.

AHPs and the cost of living crisis: optimising what we can offer was a 90 minute virtual event presenting some ground-breaking approaches by AHPs to addressing health inequalities.

The event opened with a presentation by Ciarán Humphries, the Director of the Wider Determinants of Health Unit in Public Health Wales, briefly outlining the issue of health inequalities in Wales. The rest of the programme included inspiring case studies from AHPs working in diverse environments including the prison service and the fire and rescue service, and colleagues from Northern Ireland presenting about their experiences.

A key theme in the feedback from AHPs and the cost of living crisis was a greater awareness of the diversity of areas that AHP's can work within, encouraging creativity and looking at the bigger picture. One attendee said they found it "exciting to see a variety of AHPs that were in non-traditional roles or settings and how they are having a positive impact."

Attendees were also asked about future learning needs. Accessing and understanding population health data was one theme that emerged regarding what AHP's felt they needed to support service improvements. The programme team is really grateful for the contributions and feedback from people who attended the event and will be looking to build on it to inform the public health workstream in future.

Presentations from AHPs and the cost of living crisis will be available on the HEIW website in the New Year. In the meantime, all AHPs in Wales are invited to join the AHP

Public Health and Prevention Network on the Gwella Leadership Portal to get involved in this work and be kept up to date with the latest developments.

Email HEIW.AlliedHealthProfessions@wales.nhs.uk to request to join the AHP Public Health and Prevention Network.

Coming your way in 2023

On the cusp of the New Year here are some of the exciting things that are planned:

- You'll be invited to meet the AHP Programme team in your area with a series of events hosted around Wales.
- AHP leaders at all levels are invited to join the AHP networks on the Gwella leadership portal – bringing together AHPs from across Wales to keep you up to date with opportunities and give you a space to communicate with colleagues and share ideas.
- You will have an opportunity to apply to become a Welsh Clinical Leadership Training Fellow located in the AHP programme team – [check out the WCLTF prospectus for more information](#).

Here's to a Happy New Year!

Wales Health Student Forum membership

The [Wales Health Student Forum \(WHSF\)](#) is a multidisciplinary forum, comprising of pre-registration students from healthcare courses being delivered in Wales, with a passion for shaping the learning experiences for current and future students.

Fforwm Myfyrwyr
Iechyd Cymru
Wales Health
Student Forum



Sign up for the forum online or by scanning the QR code.

You'll get:

- access to online resources
- have continuous professional development (CPD) opportunities
- hear from inspiring speakers
- network
- engage with high profile figures in the NHS, universities and Welsh Government
- discuss education issues and much more.



Attendance at the forum meetings will be counted as placement hours for eligible professions.

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