

Allied Health Professionals

October 2021 Newsletter



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



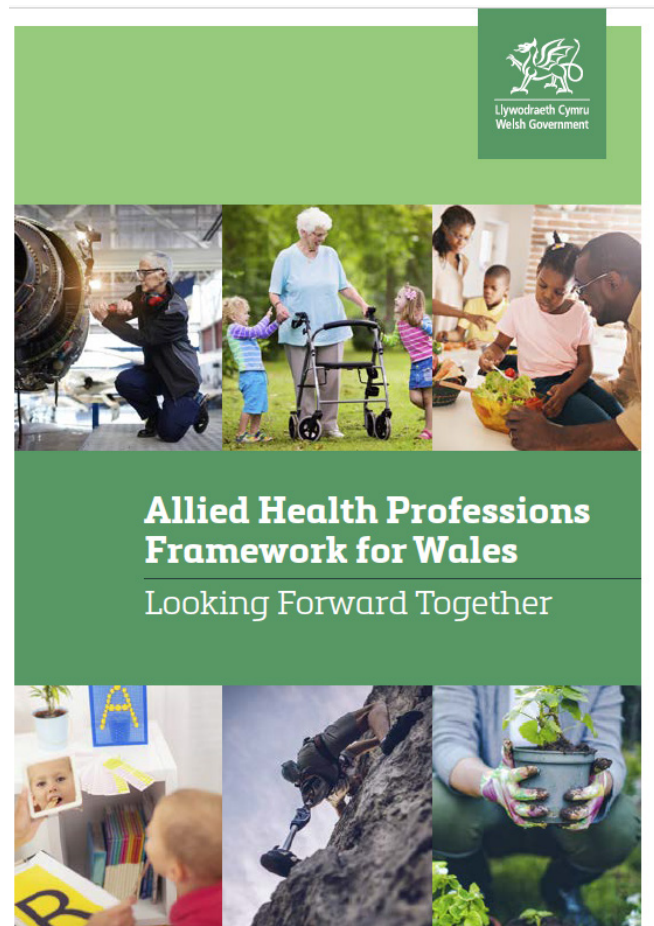
Introduction

Welcome to the Autumn 2021 edition of our National Allied Health Professions (AHP) Programme Newsletter.

On 1 April 2021, Health Education Improvement Wales (HEIW) officially launched the implementation of the Allied Health Professions (AHP) Programme. This ambitious programme of work aligns priorities and aims from Welsh Government's [Allied Health Professions Framework: Looking Forward Together \(2019\)](#) with key policy and strategy.

'Looking Forward Together' sets out our vision and direction of travel for AHPs in Wales. Our AHP workforce has a reputation for improvement, innovation and creativity. There is strength in our diverse skillset and professional offer, as well as power in our adaptability and partnership working in delivering the ambitions of the Framework, we will work collaboratively with our rich and diverse range of AHPs to transform AHP practice across health and social care in Wales.

HEIW was commissioned to lead the coordination of this complex programme of work. We are delighted to have now recruited our Programme Management team. In September we were joined by the first two AHPs to take up the Welsh Clinical Leadership



1. Inspiring and enabling people to lead healthier lives
2. Building resilience in the population
3. Accessibility and responsiveness
4. Strong identity and presence
5. Visible and transformational leadership
6. Working at the top of their professional licence

Fellowship Training programme offered by HEIW. You can hear more about the fellowship opportunities at our Autumn National Allied Health Professionals (AHP) Webinar on 18 November 2021 at 12:00. The fellowship projects are one way we strive to achieve the vision for AHPs described by the AHP Framework.

Vision Statement 2021 – 2030

Together AHPs 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.

We are developing digital avatars to represent and raise awareness of the valuable roles of each of the Allied Health Professions within materials produced by the programme. If you have a flare for the creative please get in touch with us to share your expertise.

Meet our team

AHP Programme Manager

Hi! I'm Versha Sood, I am the new Allied Health Professions Transformation Programme Manager with HEIW.

I qualified as a nurse from a university hospital in India and came to Wales over 18 years ago! It was in care homes, owned by a national private company, where I grew a passion for elderly care, especially for people living with dementia. Along with going to university and working, over the next decade I developed as a practitioner and as a leader leading to my last National role of Dementia Lead. This area of practice continues to intrigue me, where every meaningful contact counts and every team member, clinical or non-clinical is that integral piece of the puzzle to the holistic picture of the individuals in care.

When I read the Allied Health Professions (AHP) Framework it resonated with me and many colleagues I worked with. In almost 25 years of my career in health and social care, I have always felt a void between the person and their health needs and well-being, and that is not just

medicine (acute/long term). We needed to think about chronic conditions like dementia, diabetes, depression, and their impact not only on services but the individual themselves. Many more illness that come with age

needed changes in lifestyle, rehabilitative and preventative input and not just a reactive "one size fit all approach". It meant a personalised profession based on a single pathway approach. It is time that we think outside the box, be creative with our perception of what a modern healthcare professional needs as part of their professional toolkit. AHP Framework accelerates this thought process.

My role in HEIW is AHP Programme Manager and this role sits under HEIW's Nursing Directorate. As this is a new role



working to create a new framework my workplan is evolving. In the few weeks I have been working in HEIW, I have had the opportunity to talk about the diverse offer that AHPs bring to the multi-disciplinary team when dealing with complex, long term and uncertain situations. To support the teams in practice, we have collated to share some practical peer success stories of how a role can go above and beyond with skills to work at the top of their licence.

Some of the expected successes already exist albeit on a small local level. It's about creating space to share these and inspire others to follow suites, perhaps more creatively in some cases. And still be there to support through the transition and any learning and development opportunities that HEIW can offer. In other words, drive the change from within the teams who live and breathe excellence!

This paragraph is from the blog of my line manager, Wendy Wilkinson. It absolutely resonates with me, "The career paths available to us, is limited only by the limits of our own imagination. If COVID-19 has taught us anything it is that we have the potential to be braver than we think! Our professionals and our public have embraced new ways of working together, such as virtual consultation faster than could've been predicted."

AHP Programme Support Officer

Hi! My name is Abigail James, and I have recently joined the Allied Health Professionals Programme Team in HEIW as AHP Programme Support Officer. My role, as part of the team, is to work on the communications strategy and support the various workstreams to achieve the programme outcomes.

I joined NHS Wales in 2017 as part of the Payroll & Pension Team for NHS Wales Shared Services Partnership (NWSSP), this role gave me an understanding of the vastness and breadth of the NHS in Wales and gave me insight into the various directorates and departments. From here

I moved to Cardiff & Vale University Health Board (UHB) in 2018 to join the Medical Education Team, my time spent here was invaluable. My role involved the utilisation of many IT systems and clinical portals in order to ensure IT access was provided to junior doctors and medical students. I also developed my communication and creative skills, using various software to create marketing materials to circulate event information and achievements both internal to the directorate and health board wide.

Prior to starting my career with the NHS, I completed a degree in English Literature and German at Cardiff University. As part of my degree, I spent a year studying in Germany, and then went on to spend six months in Italy working for a publishing company. I have also had the opportunity to spend time at different newspapers in West Wales and have been a tour guide for the National Trust.

Since joining HEIW in August 2021, I have been able to see how this relatively new organisation has already had an impact on transformation. I hope to continue to be a part of this positive development.



Clinical Leadership Fellows

We are excited to have two AHP Welsh Clinical Leadership Fellows join us this year both undertaking projects which support the underpinning work of the AHP Programme:



Ross Nowell is a Physiotherapist who graduated from Cardiff University in 2005. Since qualifying Ross has worked in many different hospitals across both Cwm Taff Morgannwg and Aneurin Bevan University Health Boards,

gaining experience in various specialities. These experiences led him to focus on rehabilitation, becoming a Clinical Specialist in this area three years ago. Completion of an MSc in Ageing, Health and Disease at Cardiff University has further increased his enthusiasm to help develop rehabilitation services especially for older adults here in Wales.

Outside of work, Ross enjoys spending time with his family as well as fitting in running and cycling. He plans to be a better swimmer this year too.

This year Ross will be working with HEIW and Welsh Government to revise and update the rehabilitation guidelines. The aim will be to transform and establish rehabilitation as a key part in the planning of health and social care across Wales. Ross is looking forward to promoting AHP work and returning to clinical practise to help lead and manage change.

Laura Braithwaite is a clinical-academic Speech and Language Therapist working with people with dementia in North Wales



within Betsi Cadwaladr University Health Board. Laura completed her undergraduate training at Manchester Metropolitan University where, from the beginning, it was clear that her direction was to work with adults with communication and swallowing needs.

Laura began her career working in older people's mental health services, in memory services and community mental health teams for older people in the south of England before moving onto generalist posts supporting people with a wide range of acquired conditions such as stroke, Parkinson's disease, brain injury and voice disorders. However, it was her passion for improving the lives of people with dementia and their families that drew her back to a more specialist post.

Laura is particularly interested in promoting evidence-based practice and it was this drive to continue academic learning that motivated Laura to pursue postgraduate studies to achieve an MSc in Dementia Studies at the University of Stirling.

Alongside her clinical work, Laura is currently completing a part-time PhD at Bangor University in Ageing and Dementia. Using qualitative methods, Laura is investigating the family response to communication difficulties that occur as a result of dementia. It is hoped that her work will influence novel approaches to

speech and language therapy interventions in this client group.

When not at work, Laura has a passion for interior design and the outdoors, including walks with her dog and gardening. Spending time with family and friends over tea and cake is also a favourite pastime.

Over the coming year, Laura will be working on a project to develop an evidence-based framework that will be provide strategic direction for the AHP workforce, co-produced with people with lived experience of dementia and their families.

Compassionate Leadership Principles



Following the launch of the [Compassionate Leadership Principles for Health and Social Care in Wales](#) earlier this year, HEIW have created '[Interactive Compassionate Leadership Principles for Health and Social Care in Wales](#)', allowing users to navigate a range of digital resources, bringing the compassionate leadership principles to life. This includes a '[Principle Spotlight Series](#)' whereby each compassionate leadership principle, is 'spotlighted' and a range of resources such as podcasts, Ted Talks, digital learning resources, masterclasses and virtual events are made available to all health and social care staff. This commenced in June and the next principle spotlight focuses on the principle 'Manage behaviour positively, openly, courageously and ethically' and is due to launch over the next few weeks.

We also saw the release of 'Compassionate Leadership – Sustaining Wisdom, Humanity and Presence in Health and Social Care' a book authored by Professor Michael West and published in partnership with HEIW. A range of digital resources lifted from the book are being created and made available via the [Gwella Resource Library](#). Recently completed was the first HEIW Internship programme where five interns from Cardiff University were invited to co-design the programme which was then successfully piloted throughout the summer by seven interns. The interns worked on projects across the organisation, completed training in Quality Improvement Skills and were supported by managers and mentors. The programme concluded with a presentation to our Chief Executive, Alex Howells, who commented on the high quality of the presentations, the wider organisational benefits and the opportunity to reflect and learn.



AHP Webinars

Summer webinar

Our first Allied Health Profession (AHP) Webinar took place on 28 June 2021. It was fantastic to have over 160 attendees take part and engage with the session. It was encouraging to see 85% of participants of the webinar were already aware of the AHP Framework at the start of the webinar.

The session was chaired and introduced by Wendy Wilkinson, Head of Allied Health Professional Transformation.

Presentations were delivered by:

- **Ruth Crowder**, Chief Allied Health Professions Advisor on the Framework Policy in All Wales Context.
- **Kerrie Phipps**, National AHP Lead for Primary and Community Care on Innovations in Primary Care.
- **Lisa Williams**, All Wales Nutrition Training Facilitator on Innovations in Public Health.
- **Natalie Elliot**, National Consultant AHP Lead for Dementia and **Rebecca Hanmer**, Senior Improvement Manager Improvement Cymru on Innovations in Dementia.

Don't worry if you weren't able to join our first summer webinar, you can still catch up! Just head over to the HEIW website to check out the [recording](#).

Save the Date

Make sure you mark the date in your diaries for our Autumn 2021 Webinar. The next webinar will take place on 18 November 2021 at 12:00 – 14:00. [Sign up now for the event](#) - we look forward to seeing you there!

To make sure you don't miss any future events or newsletters, sign up to [our mailing list](#).



The banner features a collage of images: a close-up of a medical device, an elderly woman, a woman and child, and a group of people. Overlaid on this is a teal semi-transparent box containing text and logos.

Allied Health Professionals (AHPs)

November 18

12:00-14:00

AHP live webinar - Autumn 2021

The agenda includes presentations on:

- You said, we did
- Programme news
- Sharing best practice & innovations
- Introducing an AHP
- Q&A discussion
- Upcoming events & news

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Meet the Allied Health Professional



In each edition of our newsletter, we will be shining a spotlight on one of our amazing AHPs. In our first AHP newsletter we introduced you to a fantastic Specialist Speech and Language Therapist. In this edition, we're looking at a different AHP profession as we meet Emily McCarthy, an Occupational Therapist (OT) based in the Memory Assessment Service, Keir Hardie Health Park in Cwm Taf Morgannwg University Health Board.

My job role as an AHP is:

To provide occupational therapy assessment and intervention to people within primary care who have concerns with their memory or loss of cognitive functional skills. To support the multi-disciplinary team (MDT) in providing an individual occupational profile to inform diagnosis. To work with people to engage in strategies to support their cognitive and memory concerns. This can be achieved by developing individualised programmes utilising resources such as digital technology, whiteboards, memory clocks and prompted practice to reinforce learning and promote retention of knowledge.

What I enjoy about my job:

Working with patients, listening to their needs and being able to support them to reach their goals around their memory. Being able to work with families also to provide objective information around the person's occupational profile and performance, seeing improvements with occupations that are valuable to the person and maintaining skills important to them.

My career ambitions:

I wish to continue to develop skills and knowledge in working with people with memory difficulties. I would like to study for a Masters to deepen my knowledge and understanding.

How did I get here:

I was an electronic engineer for eight years from leaving University. I left my job to have my children and then retrained as an OT at the age of 35 by studying a PGDip in Occupational Therapy at Cardiff University.

What kind of person does your job suit?

Is passionate about providing person centred care and understands how to consider a person holistically. Someone who enjoys creative thinking and problem solving and values the importance of promoting independence. Someone who works well in a multi-disciplinary team and can be autonomous and promote the core values of the profession of occupational therapy.

If you would like to share your role and experience within the NHS, you can still complete the [AHP Job Profiles Survey](#). You will also soon be able check out some of the fantastic job profiles that we have already received from colleagues across all AHP disciplines on our [webpages](#).

2021 Cymru Advancing Healthcare Awards

The work of AHPs will be celebrated in Wales on 26 November with the Advancing Healthcare Awards (AHA) Wales ceremony, organised by Chamberlain Dunn. Entries for the Awards closed on 10 September, with shortlisting announced at the end of September. The live judging panels will be taking place the week of 18 October. For more information on the AHA Awards, [visit their website](#). The awards follow directly on from the Welsh Allied Health Professions Committee (WAHPC) and Welsh Scientific Advisory Committee (WSAC) one-day virtual conference on Thursday 25 November: 'All Wales' Conference: A Healthier Wales: Moving

forward together. The conference is free to attend and is open to those working in healthcare science and AHPs across Wales. As part of the virtual conference the submission of abstracts for conference presentations are encouraged to showcase the innovative that work that has been undertaken and visions for the future.

You can submit conference abstracts now via the [conference website](#).

To register your attendance at the conference, visit the [registration website](#).

September was World Alzheimer's Month

September is World Alzheimer's Month, an opportunity to be raising the profile of dementia and the role of AHPs in dementia support. Across Wales the month of September was broken down into weekly themes.

Royal College of Psychiatrists Wales virtual event 'Brain health and effective, early diagnosis of dementia'.

The event took place on the 17 September and included AHPs from the AHP Dementia Network for Wales presenting

on the dietetic role and the physiotherapy role in brain health and post diagnostic care. [Presentations were recorded](#) and have been made available to registered delegates after the conference.

On **World Alzheimer's Day**, 21 September, Alzheimer's Disease International (ADI) launched [World Alzheimer Report 2021, 'Journey to a Diagnosis of Dementia'](#)

ADI held a webinar to launch their report which is available to view [on their website](#).

October is Breast Cancer Awareness Month

October is Breast Cancer Awareness Month. In support of this The Breast Centre from University Hospital Llandough will be taking part in the many events taking place during the month. On October 9 The Breast Centre will be participating in the Cancer Research UK SHINE 10k Night Walk starting from Cardiff Castle. You will be able to spot them wearing The Breast Centre t-shirts and glowing accessories! For more information on events go to the [Cancer Research UK website](#).

Patients from the Centre have also been challenged to choose their own virtual 2k, 5k, 10k, half marathon or full marathon challenge for October as part of Breast Cancer Now's breast cancer awareness month challenge via www.racethedistance.com.

On 23 and 24 October, Splash Central in Cardiff will be opening their centre for a full weekend of breast cancer awareness and fundraising activities for The Breast Centre Appeal. Activities will include sampling the different exercise classes available as part of our exercise prescription programme (pilates, aqua-aerobics, HIIT, functional fitness circuits), as well as dance classes, sponsored swim events, kids activities and food!

The Breast Centre will also be back at Tremorfa Parkrun for their 5kYourWay support group on Saturday, 30 October, handing out breast check reminder cards to raise awareness.

International Stress Awareness Week in November

International Stress Awareness Week takes place 2 – 5 November. Looking after our mental health and well-being has never been more important. Data published by the Health and Safety Executive (HSE) states that in 2019/20 stress, depression or anxiety accounted for 51% of all work-related ill health cases. As an organisation we recognise the importance of the role of work when supporting well-being. HEIW has a wealth of [well-being resources](#) available to all NHS staff from clinical teams to managers. AHPs can support

people staying in work and returning to work through their use of the Health and Work Report. If you have had the opportunity to use the [Health and Work Report](#) we would like to [hear about your experience](#). Alongside this, rehabilitation is also key in supporting individuals remain in and return to work. Especially during recent time, the need for rehabilitation has never been more vital; check out this resource for [health and social care professions](#) who are supporting individuals with rehabilitation needs.

The AHP Programme is developing a calendar of events, if you have any information you would like us to add or simply to keep informed please contact us.

New and Current Students

We would like to welcome the new cohort of students starting their journey to becoming AHPs this autumn.

Don't forget to join the Wales Health Student Forum!

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.

The WHSF is open to all healthcare students and empowers 'students to support students'.

Join the Forum by filling in the following form, [Wales Health Student Forum registration](#) or by scanning this QR code.



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