Allied Health Professional (AHP) practice placement sustainability Self-evaluation and improvement framework

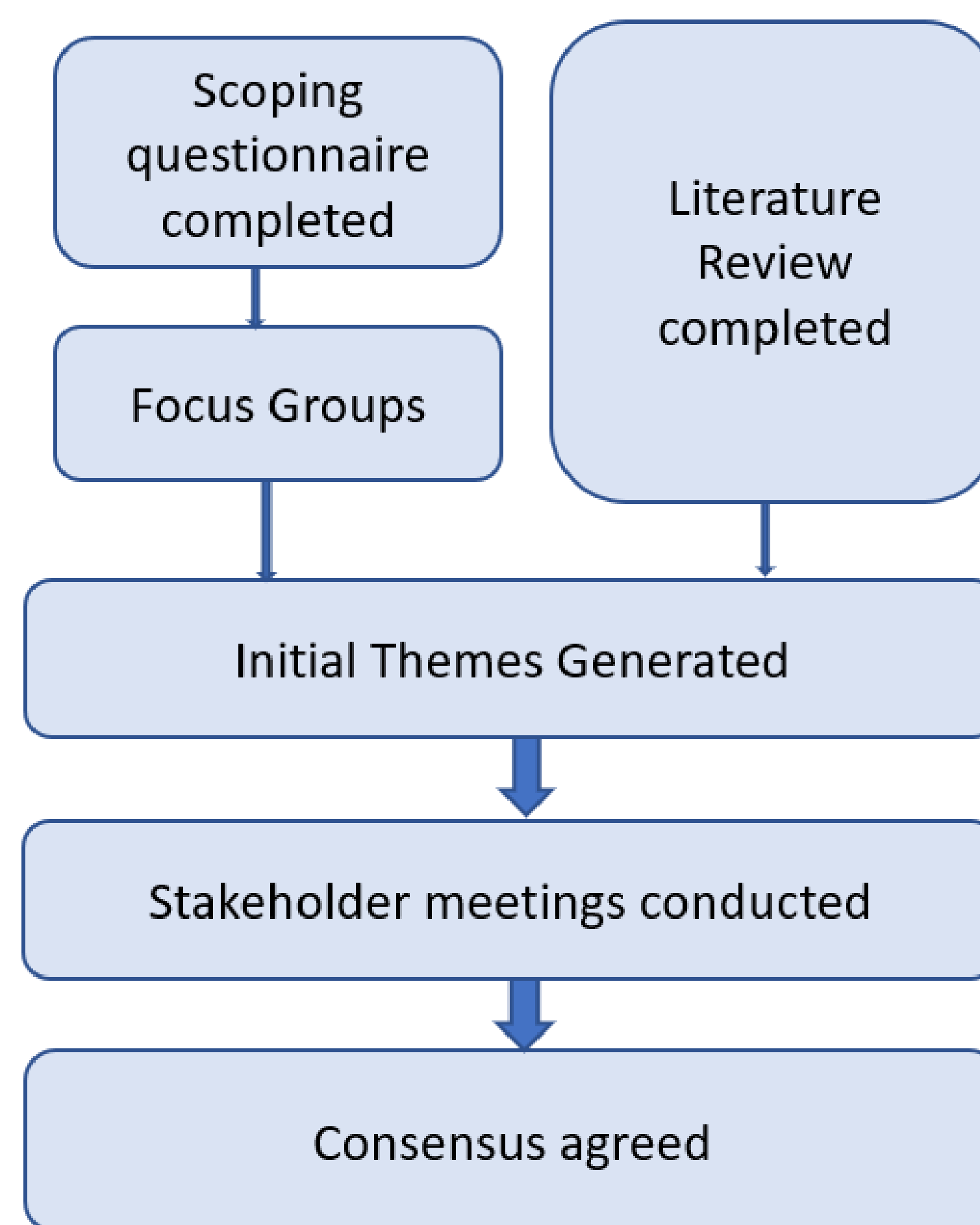## Dr Sarah Elliott & Professor Chris Burton

Introduction

Background

The Florence Nightingale Foundation in partnership with NHS England's International Recruitment Nursing team have provided small grant applications for International Nursing and Midwifery Associations (INMA's) who have come together to support and connect nurses and midwives and their families who live outside their shared country of origin. All nurses and midwives were ethically recruited through partnerships with the country of origin.

Aim

The purpose of the small grants project was to provide INMA members with advance pastoral support, improved health and wellbeing and professional support to newly arrived and already established international nurses who are working within NHS England. Small grants ranged

Methodology

Scoping questionnaire completed

Literature Review completed

Focus Groups

Initial Themes Generated

Stakeholder meetings conducted

Consensus agreed

Co- designed and collaboration

This framework drew on the first-hand experiences of practice education stakeholders, and reflects a consensus across all Allied Health Professions, their professional and regulatory bodies, health care education providers, Health Education England, NHS provider organisations, charity and voluntary sector, practice educators and students generated through surveys, focus groups and other stakeholder engagement activities and reference to the literature.
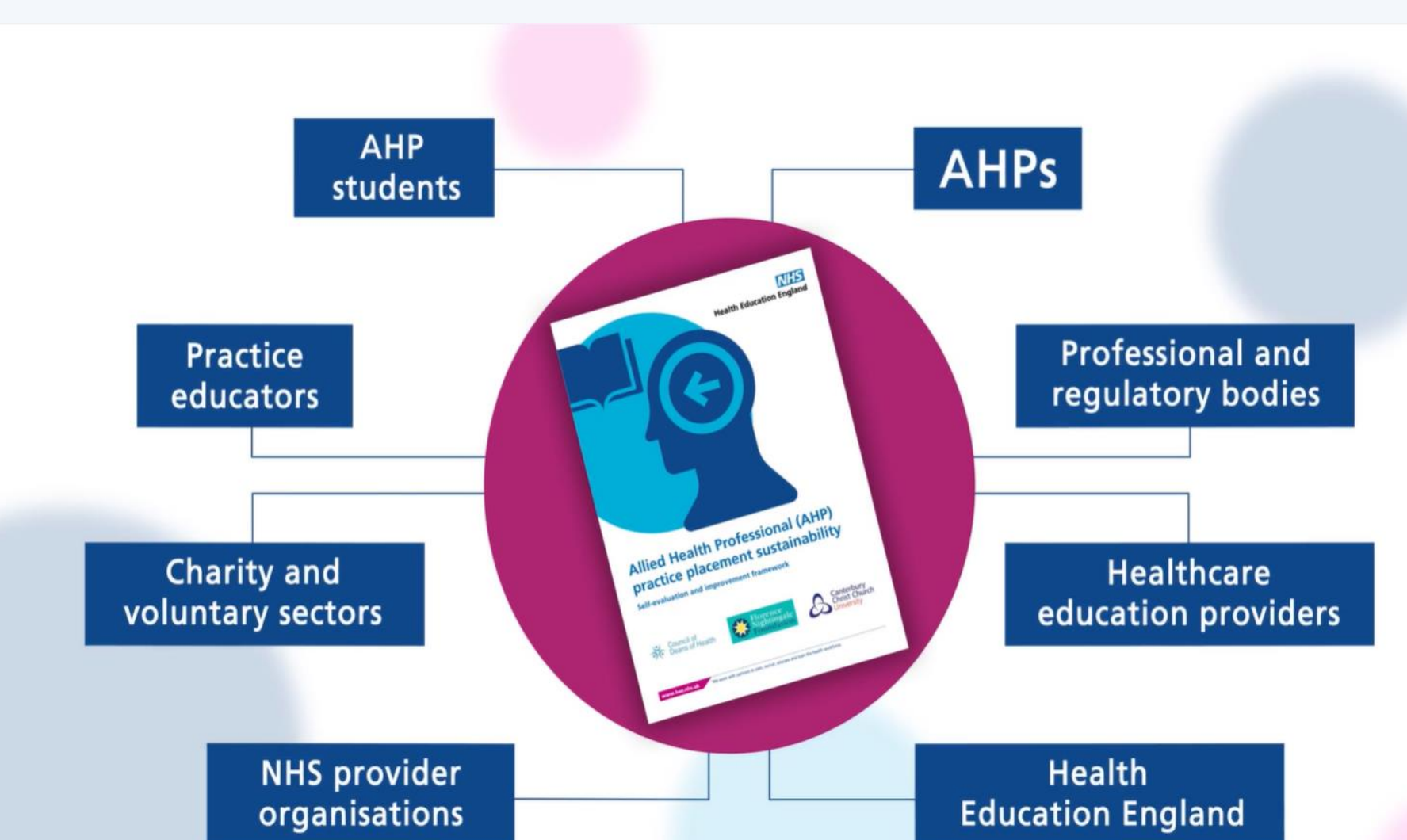
The Guiding Principles

The framework offers six guiding principles to assist stakeholders to consider in the provision of AHP practice placements. They are designed to be applied in any environment and at any level

'A sustainable system for AHP practice placements is a flexible and agile entity, that will balance the capacity and demand, ensuring sufficient placements, that meet quality requirements, to deliver AHP workforce requirements, now and in the future.'

A sustainable system;

Will generate sufficient resources and use them effectively to support education and learning.

Is governed by accountable and inclusive leadership, and all individuals understand and value their own contribution to education and learning, and their contributions are valued within their organisations.

A sustainable system is underpinned by robust and transparent strategies for capacity modelling and utilises data effectively to influence change.

A sustainable system has a governance arrangement for shared collaboration with a clear communication pathway between professional and regulatory bodies, hosts, providers, ICSs and education providers.

A sustainable system will increase the priority, visibility and value of learners within day-to-day service delivery and ensure that they are part of the current and future workforce strategy, vision and planning.

A sustainable system will facilitate quality AHP placements that reflect and align with healthcare practice and incorporates all pillars of practice.

Self – Evaluation Tool

For each guiding principle there are a selection of quality indicators that were identified as relevant for the sustainability of AHP practice placement provision. A self- assessment proforma allows individuals or systems to record their self-evaluation. It uses a progression model, recognising that systems will not develop all guiding principles at the same pace and will therefore have varying levels of maturity. By doing this, the system can gain further insight into where they may require further development or support and may facilitate partnership working.

Conclusion

This self-evaluation and improvement framework is offered as an evidence-based, co-designed guide and helpful tool for those contributing to AHP student placements who aim to assure the sustainability of AHP practice placement provision, capacity and diversity. It can be utilised to stimulate dialogue, identify enablers and influencers which may facilitate future action plans to ensure the sustainability of practice placements.

Self evaluation tool and evaluation framework

Guiding Principle	Emerging	Developing	Maturing
A sustainable system will generate sufficient resources and use them effectively to support education and learning	Identify and define existing and available resources including digital technology. Identify performance metrics and influencing mechanisms to clarify how resources are being used effectively. Explore the use of HEE tariff and how that is utilised to promote, support, influence and develop AHP practice placement provision. Explore ways to utilise spaces and barriers to hosting student placements and consider other models of supervision. Have an awareness of Public Sector Equality Duty (PSED). Consider workforce as a resource and how innovative approaches or incentivisation may be utilised.	An increasing range of resources, including digital technologies have been defined, identified and are being used to support AHP practice placement provision with use of performance metrics to monitor. HEE tariff has been identified and is beginning to be utilised to influence AHP practice education. More diverse models of supervision are being trialled and evaluated for sustainability. The PSED is beginning to be evaluated and evidenced. Workforce as a resource has been identified and processes are being developed to measure and monitor effectiveness and processes for incentivisation are being developed through a sense of belonging and safety.	A system can evidence the effective use of available resources through performance metrics, including digital technology that enables a system to create diverse learning opportunities that may be delivered virtually or face to face. Other resources and innovations continue to be sought. The HEE tariff is utilised in an effective way to have maximum impact and influence on AHP practice learning. Different models of supervision or hybrid working are adopted. The environment or learning plan is adapted to learners needs. Previous barriers are being addressed, to enable and facilitate AHP placement provision. The system can uphold their PSED by ensuring resources are used in a way that is customised for individuals who need it. Workforce is recognised as a resource, and this can be evidenced as belonging to the body of AHPs.

Self-evaluation: evidence and actions for improvement

Guiding Principle	How are we doing?	What evidence do we have? How does this relate to local and national strategies?	Action Plan
A sustainable system will generate sufficient resources and use them effectively to support education and learning	Developing Emerging Maturing 1 2 3 4 5 6 7 8 9 10 Comments:		
A sustainable system is governed by accountable leadership, and all individuals understand and value their own contribution to education and learning, and their contributions are valued within their organisations	Developing Emerging Maturing 1 2 3 4 5 6 7 8 9 10 Comments:		
A sustainable system is underpinned by robust and transparent strategies for capacity modelling and utilises data effectively to drive and implement changes as necessary	Developing Emerging Maturing 1 2 3 4 5 6 7 8 9 10 Comments:		