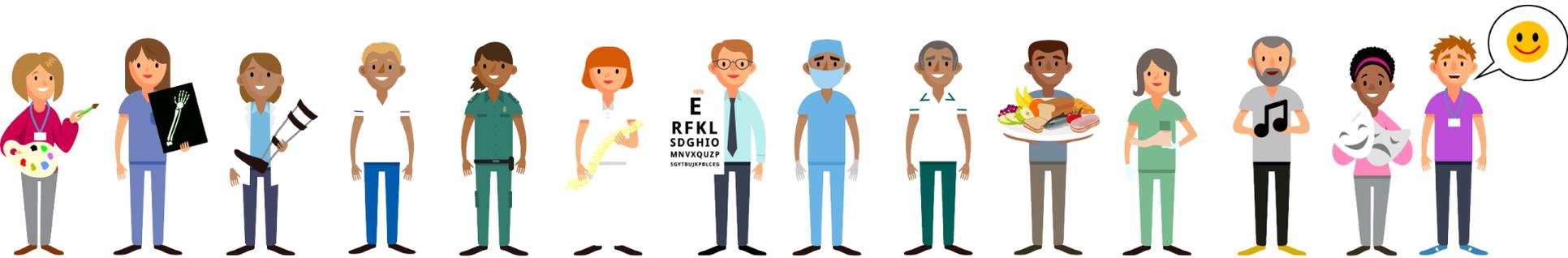


Chartered Society of Physiotherapy London Regional Network 2 November 2020



Developing people
for health and
healthcare

Laura Leadsford
AHP Lead, Health Education England
London Region

London

16,681*
registered AHPs in
NHS in London

3,834 Physios
(FTE)
4,362 (HC)

50% of physios
in London are
under 35

Band 5 = 577
Band 6 = 1370
Band 7 = 1252
Band 8+ = 609

2,966 AHP
support
workers (HC)

10
physiotherapy
HEI programmes

Student physiotherapy
numbers >915+
(July 2020)



Key AHP workforce issues in London

Future workforce	Current workforce	Quality and patient safety
<p>Increasing supply to deliver Long Term Plan</p> <p>Attracting to professions</p> <p>Small and vulnerable professions</p> <p>Attracting to NHS</p> <p>Geography: spread, cost of living</p>	<p>Vacancy rates</p> <p>Low career ceilings</p> <p>Access to CPD and ACP roles</p> <p>Variation in AHP leadership</p> <p>Primary care AHP roles</p>	<p>Placement quality & culture</p> <p>Role emerging placements</p> <p>Multi-professional quality visits</p> <p>LTLC – London Transformation & Learning Collaborative</p>
Apprenticeships – breadth & complexity		

Key policy developments

NHS Long Term Plan	NHS People Plan	AHPs into Action
Non-medical prescribing	Primary care and First contact practice	Research & innovation
Digital	Education transformation	Apprenticeships
Equality and diversity	NHS bursary changes	Leadership

AHP headlines - NHS People Plan

Future supply

Undergraduate
applications

Shortage professions

Placement capacity

Post-grad training
and education

Retention

Primary care - FCPs

AHP faculties

SIHED

HEE mandate – highlights for AHPs

RePAIR – preceptorship, culture of care

Applications to undergraduate education

AHP faculties – clinical placement capacity

Apprenticeships

Cancer - 300 reporting radiographers

Data

National AHP High Impact Actions

Vision

Deliver an effective supply of AHPs, ensuring robust deployment and development of staff, whilst placing a focus on the retention of the workforce, across professions and geography, to ensure the system has the right workforce with the right skills in the right place to deliver high quality care by 2024.

FUTURE SUPPLY POSITION

BRIDGING THE
GAP
BETWEEN
EDUCATION
AND
EMPLOYMENT

ENABLING THE WORKFORCE TO DELIVER AND
GROW

STIMULATE
DEMAND

INCREASE
CAPACITY

SUPPORT AND
PATHWAYS

EFFECTIVE
DEPLOYMENT

SUPPORT
DEVELOPMENT

RETENTION

Key national HEE action on AHPs

Future supply	Bridging the gap	Deliver and grow
<p>Clinical Placement Expansion/AHP faculties</p> <p>Routes into AHP careers resource</p> <p>AHP careers</p> <p>Return to Practice</p> <p>International Recruitment</p>	<p>Apprenticeship standards and local & national procurement</p> <p>RePAIR Implementation programme (preceptorship)</p> <p>Return to Practice</p>	<p>Advanced clinical practice framework & funding</p> <p>AHP careers resource</p> <p>HEE Fellowship opportunities</p> <p>NETS</p>

Covid-19 London

£1,199,633 Clinical
Placement
Expansion Funding

AHPs are agile

> 700 students out on
placement

Collaboration with
HEIs

Greater focus on
educational
infrastructure

Digital innovation

Education
transformation

AHP Faculties
emerging and
gaining strength

Equality and diversity

Research &
innovation

AHP Leadership

Current state:

- **Restart and new normal**
 - placement capacity, placement catch up, service recovery
 - Planning for second surge
 - Significant innovation being driven by all
- **Growth**
 - 27k+ growth suggested need by 2024 across professions
- **Advancing Practice**
 - Highly skilled, need opportunity to realise potential – translate well advanced roles
 - Credentials will support recognisable, transferable skills

Education expansion: interventions & activity

Support	Details
NHS Learning Support Fund : £5k per student (NHSBA)	AHP students starting and continuing their course from September 2020 can apply
Student number controls : 5000 additional NM&AHP places (DHSC with HEE support)	HEIs bid for additional places on existing programmes 2020/21
Clinical Placement Expansion Programme (HEE): £10m/£50k	Up to £50k per organisation to support placement expansion -
RePAIR (Reducing pre-registration attrition and improving retention) (HEE)	Target: increase average student retention of 93% by 24/25
Strategic support fund : £100k to support establishment of new NM&AHP courses (HEE)	Additional programmes across professions England (closed March)
Enabling Effective Learning Environments (EELE) (HEE): £375K	Funding to support placement strategies and learning environments within each STP/ICS

Clinical Placement Expansion



Health Education England

Phase 2 Clinical Placement Expansion Programme – July 2020 for Nursing and Midwifery and Allied Health Professions

Expressions of Interest submitted to develop plans to grow student placement capacity for Sept 20 and support students in practice

£50k awarded to grow clinical placement capacity and to help restart placements post COVID in order to grow the workforce numbers

Bids submitted exceeded the national budget of £10m (£19m)

September HEE announced £15m to be made available:-

- £8.2m towards 7,000 nursing & midwifery clinical placements
- £5.8m towards 3,800 AHPs such as placement education facilitators with a further £1m of that towards investment focused on sustainable technology

London Expansion - £2,649,633

Planned Expansion by Branch	
Adult	870
Mental Health	74
Child	69
Learning Disability	1
Midwifery	43
Primary Care	69
TOTAL	1,126
TOTAL £	£1,450,000

Planned Expansion by AHP profession	
Physiotherapy	457
Occupational Therapy	327
Speech & Language	114
Dietetics	146
Diag Radiog	30
Ther Radiog	10
ODP	6
Podiatry	22
Orthotists	13
Paramedics	2
Prosthetics & Orth	1
TOTAL	1,128
TOTAL £	£1,199,633

Funding By STP/ICs		
	N&M	AHP
NEL	250,000	282,666
NCL	450,000	250,301
NWL	350,000	366,666
SEL	100,000	175,000
SWL	300,000	125,000

Clinical Placement Expansion Programme (CPEP)

- Placement Education Facilitators (PEFs)
- Strategic AHP Education Lead roles
- Laptops and tablets
- Technology enhanced (TECs)

Current state of physiotherapy placements for London

1432 placements short for this academic year!

Autumn Term
-42

Spring Term
-441

Summer
Term
-949

Current placement challenges

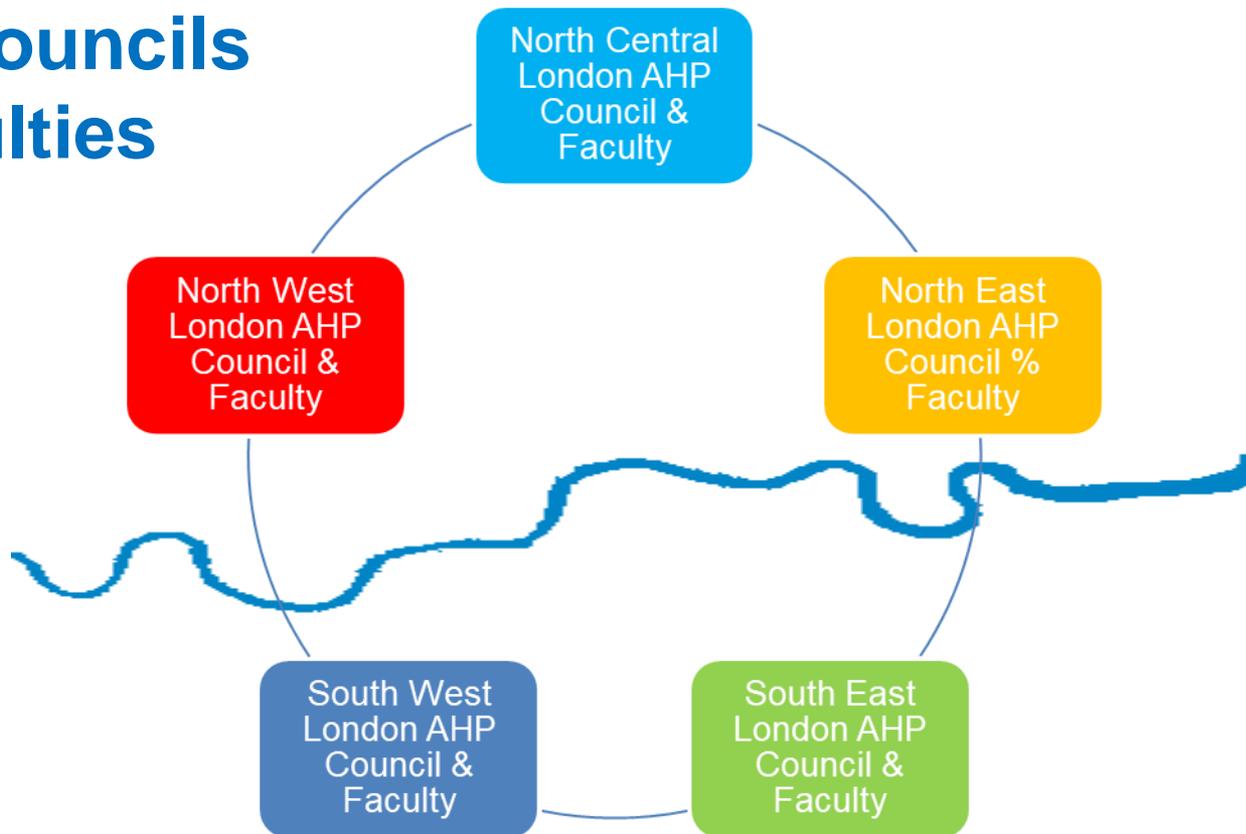
- Preparation of second surge, flu, winter
- Availability of PPE, fit test capacity, no fit options
- Social distancing – space, travelling in cars
- Remote technology equipment or skills
- Risk of redeployment
- Staff sickness
- Extra burden on HEIs
- Poor recognition of the professional education requirements for AHPs – not prioritised
- Lack of AHP clinical education resources/faculty
- Lack of Strategic AHP Leadership at trust level

Risk assessment is key

- HEI risk assessments
- Placement provider risk assessments
- Three-way collaboration between HEIs, placement provider and student

London AHP collaborative initiatives

AHP Councils & Faculties



London AHP collaborative initiatives

- AHP Clinical Fellow, Chloe Keith-Jopp focusing on clinical placement expansion
- Develop communities of practice for PEFs, clinical educators & students
- Using Chief/Lead AHP weekly meetings to encourage placement offers

Clinical Placement Event

- 12 November, 16:00-17:30
- Co-hosted by HEE and LSEAPP (London & South East Area Placement Partnership)
- Follow on from the event in February of this year
- Update on current placement situation for PT, OT & SLT
- Examples of innovative placements

To Register: <https://www.eventbrite.co.uk/e/ahp-practice-placement-event-tickets-126555792783?utm-medium=discovery&utm-campaign=social&utm-content=attendeeshare&aff=escb&utm-source=cp&utm-term=listing>

AHP Learning Placement Exchange

We encourage you to use this platform to:

- Access the most up to date national policy and guidance from arms-length bodies, professional bodies and regulators
- Share best practice or innovation around expanding placement capacity and improving quality
- Seek support if you have placement capacity or quality challenges
- Share information on placements e.g. resources, funding <https://www.hee.nhs.uk/our-work/allied-health-professions/helping-ensure-essential-supply-ahps/placement-expansion-innovation>

Death in Service

For traditional/unpaid/supernumerary placements from 1 August onwards, **the pre-Covid life assurance arrangements** came back into effect.

Guidance to support employers and education providers with this can be found:

- NHS Business Services Authority (DHSC) FAQs document related to coronavirus life assurance for students on placements, [here](#).
- Council of Deans of Health's guidance for its members related to returning to traditional (supernumerary) placements, [here](#).

In terms of life assurance: the Secretary of State's discretionary scheme ([NHS and Social Care Coronavirus Life Assurance Scheme 2020](#)) - payment of £60,000 will be made to the estate of eligible individuals who die from coronavirus (contracted during their frontline essential work) could be applied to students undertaking traditional placements if the placement is an NHS funded service and the student meets the Secretary Of State's other eligibility criteria

Together...

1. Work collaboratively and collegiately as AHP councils & faculties (and into LWABs/emerging People Boards)
2. Shape our future work for AHPs in a structured & transparent way
3. Raise our level of ambition for this group of professions to deliver on the Long Term Plan
4. Integrate for scale and strive for a one London approach where we can
5. Make sense of AHP workforce data together

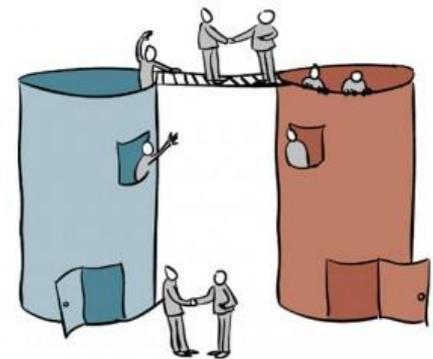


Image: drawingoutideas.ca

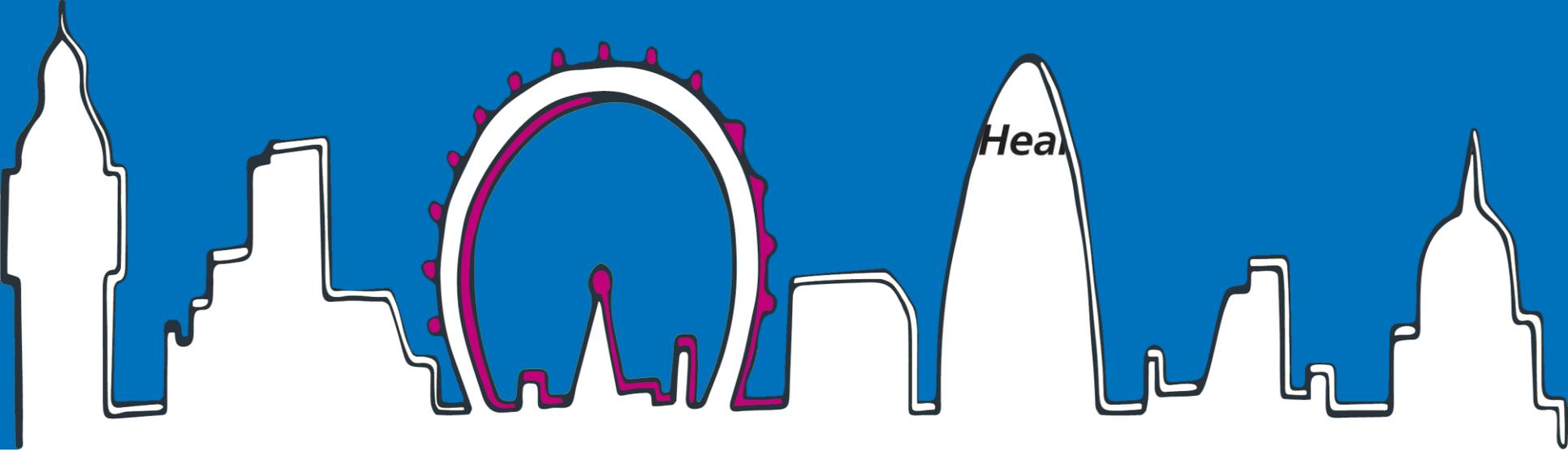
The HEE National Education and Training Survey (NETS) will open again on Tuesday 3 November

The survey will remain open for four weeks until 30 November - please promote!

The NETS is the only national survey open to all healthcare trainees and students across all clinical learning environments.

The survey gathers opinions from students about their time in clinical placements, asking them to provide feedback on what worked well and what they think could be improved.

As students may be undertaking clinical placements during pandemic surges, the survey provides an additional opportunity to understand their experience and any impact on the quality of training.



CAPITAL AHP

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Capital AHP is jointly sponsored by Health Education England, NHS England & NHS Improvement in London