Important information for all staff

stop press

6 July 2017

Allied Health Professional Local Development Plan 2016-19

The purpose of this stop press is to update you on the progress of the Allied Health Professional Local Development Plan 2016-19.

The Allied Health Professional (AHP) Development Plan 2016-2019 aims to enable our AHP teams to work with all relevant stakeholders and meaningfully contribute to the Scottish Government’s 2020 vision and to achieve the healthiest life possible for everyone in Ayrshire and Arran.

Building on the achievements of our first AHP strategic plan (AHP Local Delivery Plan 2013-2015), this new development plan aims to ensure that all teams are able to contribute to the priorities set out in the local transformational change programme.

AHP workforce strategic intentions
1. Early intervention and prevention with partners.
2. Empower support workers, volunteers and other colleagues.
3. General approach while providing specialist advice and intervention.
4. Shift the balance of care and work across traditional boundaries.
5. Develop new roles and approaches.

Active and Independent Living Improvement Programme (AILIP)
- Health and wellbeing
- Access awareness
- Partnership working
- Research and innovation
- Workforce and practice transformation

National 2020 vision
By 2020, everyone is able to live longer, healthier lives at home, or in a homely setting.

Pan Ayrshire transformational change priorities
- Unscheduled care
- Older people and people with complex needs
- Children and young people
- Primary care
- Planned care
- Mental Health
- Technology
- Fast Forward review

AHP Development Plan workstreams
- Workforce
- AHP staff wellbeing
- Research, development and improvement
- Data for improvement
Each quarter, we will issue a stop press bulletin with an update on one of the AHP local development plan workstreams and two of our local AHP quality improvement projects.

This stop press will feature:

- staff wellbeing workstream;
- Supporting the named person services in line with our duties under the Children and Young Persons Act (Scotland) 2014 – AHP Quality improvement Project; and
- Exceeding Expectations – AHP Quality Improvement Project.

**AHP staff wellbeing workstream - Update**

**Shared and agreed purpose:** To positively impact on staff wellbeing and happiness.

**We will do this by:**

- improving the culture of staff self care;
- sharing evidence and improving access to tools to support resilience and wellbeing;
- exploring opportunities for increasing physical activity for staff;
- improving support and resources for staff experiencing challenges and change;
- seeking opportunities for funding and innovative practice to support staff wellbeing;
- evaluating impact of innovations, tests of change and interventions for improving staff wellbeing; and
- supporting teams on iMatter where there are wellbeing, resilience or staff self care priorities.

**Group members:**

- Jodi Binning, Podiatry Service Manager – Workstream Lead
  - jodibinning@nhs.net
- Suzanne Kean, Dietetic Team Lead
- Claire Muir, Occupational Therapy Service Lead
- Louise Gibson, Dietetic Manager
- Tracy Whitefield, AHP Service Support Assistant
- Alistair Reid, AHP Senior Manager, North HSCP
- Sarah Bush/Ewing Hope – From Organisations Health and Wellbeing Committee, Staff Wellbeing Lead

If you have an interest in supporting this workstream, please contact Jodi Binning, as lead for the group.

**Progress to date:**

The workstream has been exploring what opportunities are currently in place to support wellbeing within the organisation, including what the evidence tells us and what is valued by staff with regards to improving wellbeing. The group links, where appropriate, to the organisation’s Health, Safety and Wellbeing Committee.

**Headlines:**

The AHP staff wellbeing workstream group are sharing learning and evidence of the impact of WRAP (wellness recovery action planning), Resilience Engine, Values Based Reflective Practice, and Mindfulness and will map and consider which approaches are already available, and which should or could be available in the future to support AHP staff wellbeing.
The Wellbeing Workstream group are considering what baseline data would be useful to measure staff wellbeing and are considering the use of the Warwick-Edinburgh Mental Wellbeing Scale. If appropriate within the organisation, the group will consider tools and measurement currently being developed and piloted by the Health and Safety Executive.

Representatives from the AHP Wellbeing Workstream have linked to key individuals and groups within the organisation to explore how to improve physical activity; how to improve the physical working environment; and how community based staff can benefit from free fruit in line with hospital staff. They have facilitated the attendance of the CHIP van (Community Health Improvement Partnership) at hospital sites for staff to book an independent health check. http://www.chip-project.org.uk/index.asp

For further information please contact the workstream lead, Jodi Binning by emailing jodibinning@nhs.net

Supporting the named person services in line with our duties under the Children and Young Persons’ Act (Scotland) 2014 - Update

Background
AHP Children and Young Persons’ (CYP) service will develop and provide training and resources for the proposed named person services in line with our duties under the Children and Young Persons’ Act (Scotland) 2014. This will enable named persons and AHPs to support and meet the wellbeing needs of all CYP and their families and will support NHS Ayrshire & Arran to meet their statutory duties under the Act.

Aims and objectives
• Phase 1: To coproduce a package of resources with our health visiting colleagues to support concerns raised at the earliest opportunity where AHP knowledge and skills have the potential to make a difference. This will include training and physical/practical resources.
• To ensure measures are in place to demonstrate effective impact of package.

Progress to date
• Stakeholder engagement with families
• Initial project group meeting to discuss aims and measures
• Scoping of requests for assistance within AHP services and the appropriateness of these
• Initial conversations stakeholder event on pan-Ayrshire basis
• Agreement to use Getting it right for every child (GIRFEC) webspace for hosting resources, enabling access for all both health and local authority partners

Barriers
There are a very small group of AHPs who deliver services to children and young people, which, therefore, impacts on capacity to support the project while managing specialist caseloads. The Scottish Government have delayed the introduction of the CYP Act until August 2018, therefore the urgency to prepare for the introduction of the Act has reduced
Next steps

- Reinvigorate project group
- Collate baseline data
- Gather and review current training packages provided by AHPs for health visitors
- Match opportunities to health visiting universal timeline
- Agree core AHP content for universal timeline

For further information please contact the project lead, Louise Steele by emailing louise.steele@nhs.net

Exceeding expectations - Update

Background

- Patients report their expectations are not regularly being met by AHPs.
- Observation: Staff can have difficulty with effective conversations about a patient’s health and wellbeing expectations.
- Measure: Literature review; Masters in Research thesis; Complaints; Douglas Grant Rehab Centre (DGRC) questionnaire pilot.
- Impact: Improved staff/patient experiences.
- Expectations regularly discussed and met by AHPs in a variety of different settings.

Aims and objectives

- The aim of this project is to create and pilot a training package for NHS Ayrshire & Arran AHP staff to be confident in having initial conversations about expectations with patients.
- Pilot in North Ayrshire Health and Social Care Partnership AHPs with 20 staff and obtain feedback from real scenarios.

Progress to date

- We have identified the pilot group of staff and have met once as a steering group to discuss the aim of the project and ideas about the content and delivery of the training to ensure it is valuable and meaningful for staff.
- We have contacted complaints and patient opinion to get real stories from patients.

Barriers

It has been very difficult to arrange meeting with the steering group due to clinical commitments. It is also difficult for the project leads to fit this in with the other demands of their day job.

For further information please contact Emma Stirling (Emma.Stirling@aapct.scot.nhs.uk) or John Dennis (john.dennis@aapct.scot.nhs.uk)

Tell us what you think...

If you would like to comment on any issues raised by this Stop Press, please email comms@aaaht.scot.nhs.uk or write to the Communications Department, 28 Lister Street. If you provide your contact details, we will acknowledge your comments and pass them to the appropriate departments for a response.

Name and department (optional)

Comments

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