

The Assistant Practitioner Role

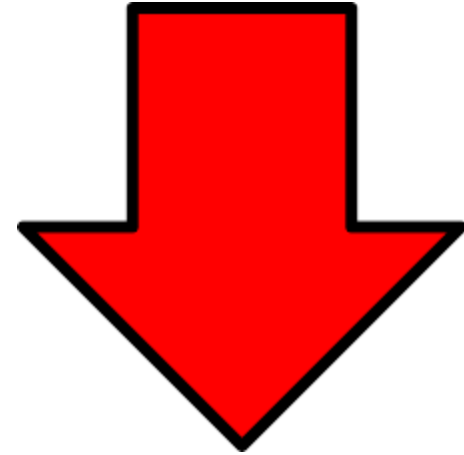
Lindsay Robinson
January 2015



Think About



It is recognised Nationally.....



Royal College of General Practitioners (2013)

The Royal College of General Practitioners identify Key Challenges

The challenges faced by all health services include:

- an increase in the number of patients with long-term conditions and multi morbidity, and ageing populations
- fragmented care
- delivering integrated care
- the challenge of addressing health inequalities
- greater need for disease prevention
- the challenge of engaging patients in their own care
- financial constraints



How are these challenges managed in your area?



Areas for consideration
include a
skill mix review

Working Differently Assistant Practitioner Project

Commissioned by WDC Development board in May 2003 to develop new roles and new ways of working to address workforce challenges and deliver the modernisation agenda across Cumbria and Lancashire

Underpinning whole systems philosophy

STAFF

**LEARNING DIFFERENTLY
PLANNING DIFFERENTLY
WORKING DIFFERENTLY**



Workforce Development Confederation, 2003

- *The right staff, with the right skills in the right place - High quality care for all. Compassion in Practice. NHS England 2014/15*

KEY ELEMENTS OF THE CAREER FRAMEWORK



Development of the Assistant Practitioner role recognises and invests in the value of the wider clinical workforce. The Assistant Practitioner role offers patient-centred career development to a group of staff that traditionally has had little in the way of further career progression

Skills For Health (2010)

- “An assistant practitioner is a worker who competently delivers health and social care to and for people. They have a required level of knowledge and skill beyond that of the traditional healthcare assistant or support worker. The assistant practitioner would be able to deliver elements of health and social care and undertake clinical work in domains that have previously only been within the remit of registered professionals. The assistant practitioner may transcend professional boundaries. They are accountable to themselves, their employer, and, more importantly, the people they serve.”

Background

In 2004 UCLan were asked to develop a programme which meets the need for developing the Assistant Practitioner role this was led by Dr Alison Chambers as the Head of Department of Allied Health.

NHS Trusts were selected to participate in a pilot project:

- East Lancashire Hospitals NHS Trust
- Lancashire Teaching Hospitals NHS Trust
- Cumbria PCT and Acute NHS Trusts

- Areas of Practice involved:
- A&E
- Rehabilitation Ward
- Medical Ward
- Orthopaedics
- Fracture Clinic
- Outpatients
- Midwifery services (Cumbria PCT)
- **A Total of 40 Students**
- 1 Practice Educator / Project Manager per Trust
- UCLan delivery on individual Trust sites and Newton Rigg Campus

Further Development 2006

East Lancashire Hospitals **NHS**
NHS Trust

North Cumbria Acute Hospitals **NHS**
NHS Trust

Carlisle and District **NHS**
Primary Care Trust

Eden Valley **NHS**
Primary Care Trust

West Cumbria **NHS**
Primary Care Trust

Cumbria and Lancashire **NHS**
Strategic Health Authority

Lancashire Teaching Hospitals **NHS**
NHS Trust

Blackpool, Fylde and
Wyre Hospitals **NHS**
NHS Trust

Blackpool **NHS**
Primary Care Trust

Cumbria Partnership **NHS**
NHS Trust

East Lancashire **NHS**
Primary Care Trust

University Hospitals
of Morecambe Bay **NHS**
NHS Trust

Move from specific areas to
development of Pathways:
Acute Care
Mental Health
Long Term Conditions

Currently

University Hospitals
of Morecambe Bay **NHS**
NHS Trust

Lancashire Care **NHS**
NHS Foundation Trust

Cumbria Partnership **NHS**
NHS Foundation Trust

Lancashire Teaching Hospitals **NHS**
NHS Foundation Trust

East Lancashire Hospitals **NHS**
NHS Trust

A Diverse role
Specific to individual service need



Roles



Case study 1 - GP Services

Sharon

- Healthcare Support Worker for 12 years
- Confident in her role
- always received good feedback from patients and team.
- “I felt I offered good patient care”



- Undertaking the Assistant Practitioner course made me recognise.....
- I was undertaking “task orientated procedures without really understanding why”
- “Theoretical work was relentless”
- Research and review of evidence based practice

Outcome

- Competent in a range of skills which support patient needs
- Confident practitioner making a positive input into the team
- Can free up colleagues work load
- Extended skills in leg ulcer management
- Support patients and families to understand their illness and direct their own care



Case study 2 GP Services

Assistant Practitioner – Advanced Practitioner

Wound Care



Within Cumbria a Practitioner Team has been developed which manages:-

- ✓ Wound Care
- ✓ Wound Management
- ✓ Minor Ops
- ✓ Health Promotion
- ✓ Follow up Clinics

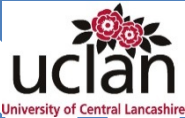


Case study 3 GP Services

Karen

- Healthcare Support Worker
- Enjoyed working within the GP surgery and wanted to develop knowledge and Skills
- Enjoyed working with the Multidisciplinary Team

- Developed a range of skills to support patients with Long Term Conditions
- Developed skills within Sexual Health Promotion and Health checks for patients with Learning Disabilities



Outcome

- Supported services to achieve outcomes as identified within the Quality and Outcomes Framework
- managing some of the most common chronic diseases, e.g. asthma, diabetes
- implementing preventative measures, e.g. regular blood pressure checks

Health and Social Care Information (2015)



Range of Skills which could be considered



- Health Promotion
- Dementia Screening
- Assist in Family Planning
- Suture Removal
- Lung Function Tests
- Over 75 Health Checks
- Flu and B12 Vaccinations
- 12 lead ECG
- Assist in Minor Surgery
- Diabetes Checks
- Follow up clinics / Reviews
- Cryotherapy
- Mandatory Training
- Patient Referral





Could introducing an Assistant Practitioner benefit your service?



Expression of Interest

Expressions of interest should be made to
Foundation Degree in Health and Social Care (Assistant Practitioner) Course Leader

Heather Robinson
Senior Lecturer
School of Health

Brook, BB234
+44 (0)1772 895195
HRobinson1@uclan.ac.uk



Expression of interest form can be found at
<http://nw.hee.nhs.uk/our-work/education-commissioning/applications-for-workforce-transformation-funding/>

Assistant Practitioners

- Students are employed
- Released one day /week
- Backfilled by funding from HENW for that day
- Tuition fees paid by HENW
- Managers bid for funding
 - Must identify mentor & have job description in place
- Supported in workplace by Work Based Education Facilitators (WBEFs) employed by HENW

So how do we develop a programme that fits all?

Academic Level 4

Diploma



Foundation
Degree

Foundation Degree in Health and Social Care (Assistant Practitioner)



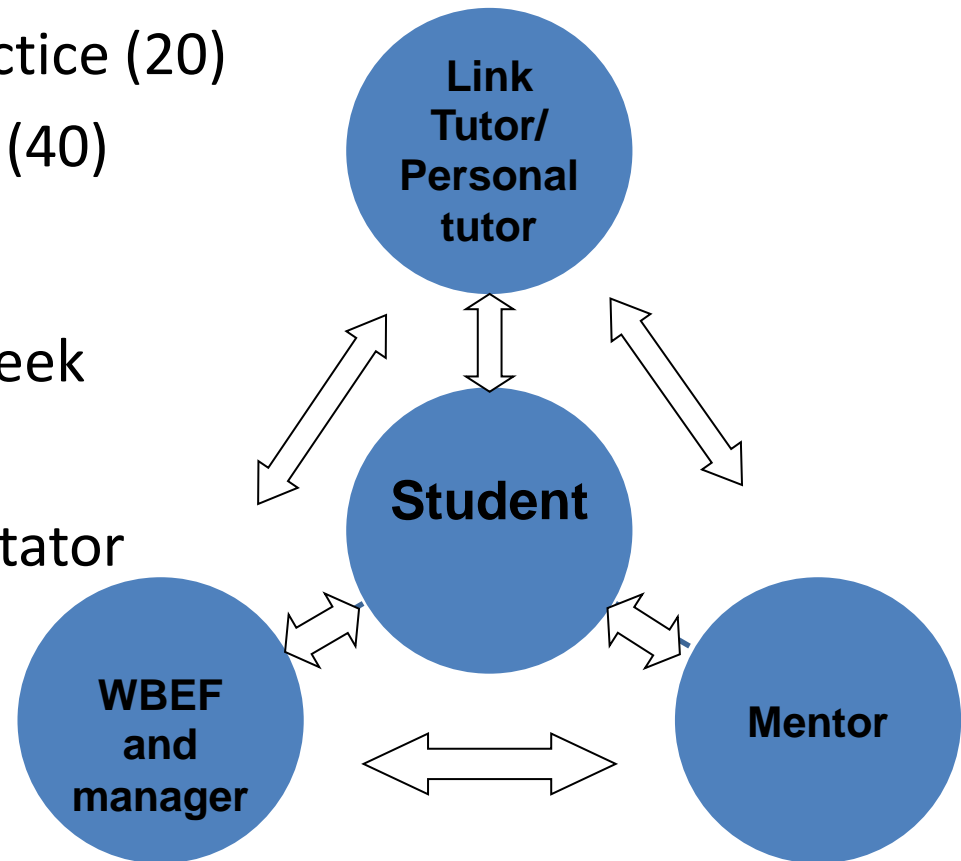
- A foundation degree is the equivalent of the first two years of an Honours degree, may be studied full- or part-time, and consist of academic study integrated with relevant work-based learning undertaken with an employer. It may be studied as a stand-alone qualification or upon completion you may progress to the final year of an Honours degree
- Foundation degrees are designed and delivered in partnership with employers to equip people with the relevant knowledge and skills for business

Fd Health & Social Care (AP) new curriculum

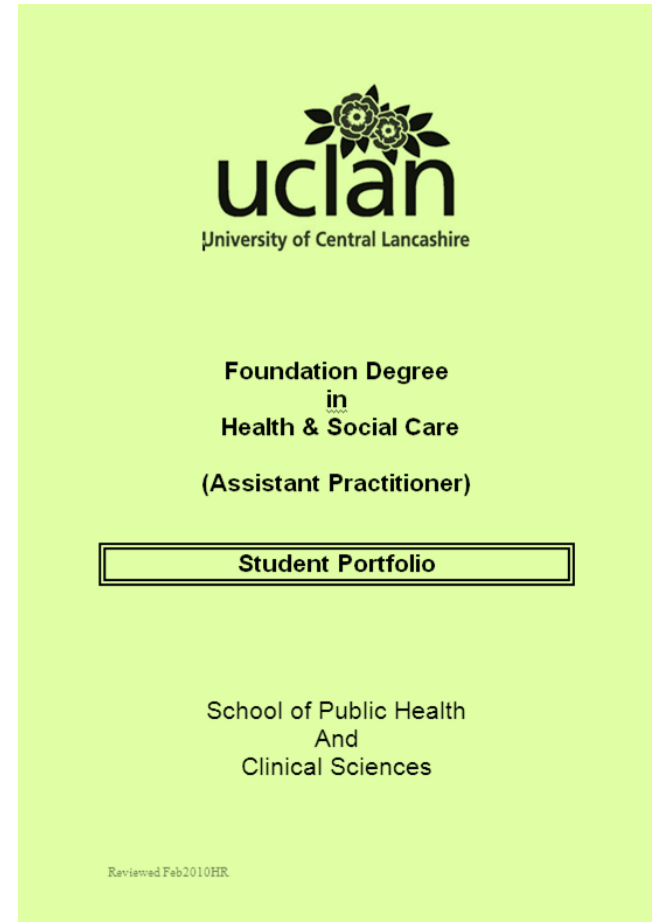
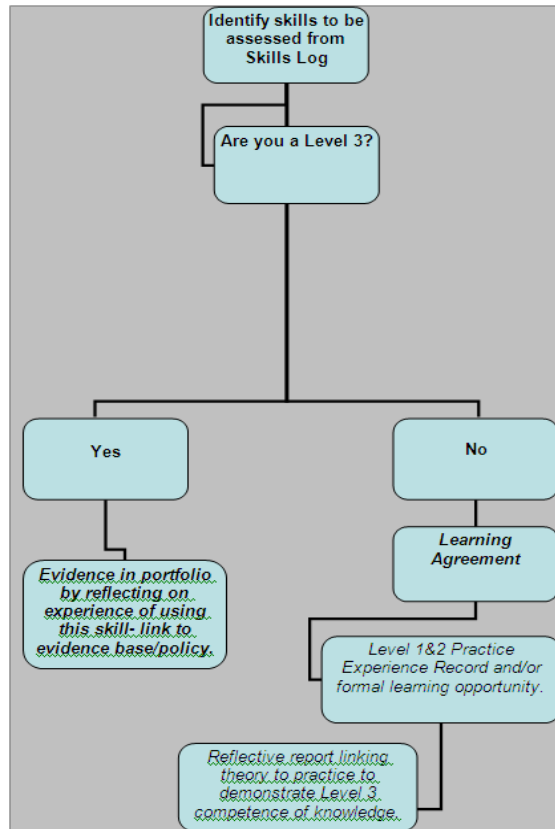
1 st Year	2 nd Year
PZ1015 Study and Lifelong learning Skills (20)	NU2335 Research Process (20)
Optional Module (20)	Optional Module (20) + introduction of a student initiated module MW2709
PZ1067 Anatomy, Physiology and Psychology in Health (40)	PZ2066 Developing Practice (40)
PZ1068 Foundations for Practice (20)	PZ2073 Health Promotion (20)
NU1022 Communication and collaboration (20)	PZ2035 Management and Leadership in Health & Social Care (20)

Work based learning

- PZ1068 Foundations for Practice (20)
- PZ2066 Developing Practice (40)
- Supernumerary 1 day per week
- Mentor support
- Work based Education Facilitator
- Link tutor



Portfolio & Skill Development





Assistant Practitioner

Creating a Knowledgeable and skilled workforce



Thank you for Listening



Lindsay Robinson

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School of Health

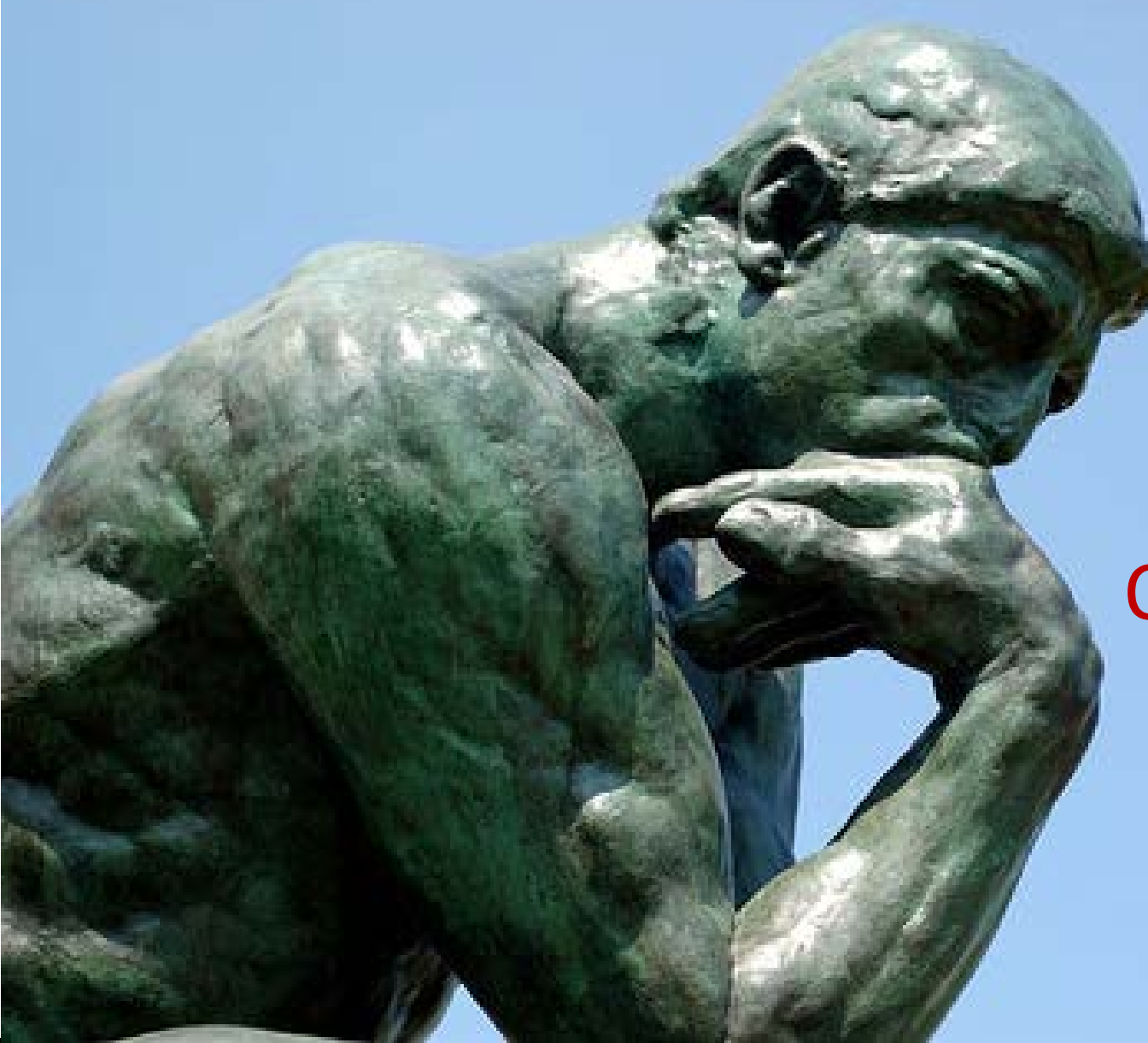
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ANY
QUESTIONS?