

Allied Health Professionals Strategy 2019-2021

The Allied Health Professions strategy is the overarching strategy for delivery of AHP Commitments.

Element	AHP commitment
Strategic Objective 1 Provide outstanding care to all patients	We remain committed to providing the best care for users of our specialist areas in all patient interventions. In doing so we shall work closely with our colleagues across the health system to deliver safe, co-ordinated, holistic and outstanding patient care.

Element	KPI	2019/20 Target	2020/21 Target
Provide outstanding care	Actively listen to patients' feedback and contribute to monthly stories to Trust Board as examples of learning.	Schedule of Public Trust Board meetings	Schedule of Public Trust Board meetings
	Monitor department Friends and Family feedback	FFT responsive to positive and negative feedback	FFT responsive to positive and negative feedback
	Promote a culture of shared learning – Significant incidents and concerns shared with AHPs to ensure wider dissemination	AHP learning forum to be commenced. Shared within strategic forums.	Shared learning across all inter-professional boundaries

Element	AHP commitment
Strategic Objective 2 Promote and Support Health and Wellbeing	We will continue to contribute to the physical and mental health and wellbeing of our staff, patients, their families and wider community. We pledge to promote healthy environments and discussions to enable people to lead full and healthy lives through informed choice.

Element	KPI	2019/20 Target	2020/21 Target
Promote and Support Health and Wellbeing	Staff as part of our local community recommend the trust as a place to work and receive care	Establish and understand AHP specific data	Report an improved position to be determined once initial data analysed
	Develop metrics to assess AHP specific interactions with patients, relatives, carers and other health professionals.	Engagement within the AHP workforce to review national and local metrics relating to the MECC agenda.	Implementation of AHP specific metrics
	Street Health Project	Increase scope of AHP professions in Street Health events	Business as usual collaborative working across organisations in facilitating events and out-patient appointments for people living on the street.

Element	AHP commitment
Strategic Objective 3 Maximise the Potential of our Workforce	We will celebrate our diversity, share our outstanding practice and value the contribution we all have to offer. We will develop our workforce to have the expert knowledge and skills which will make sure patients meet and exceed their care goals. We will become an exceptional employer of a motivated, high performing and valued workforce.

Element	KPI	2019/20 Target	2020/21 Target
Maximise the Potential of our Workforce	Recognising the contribution and value of our assistant workforce	40% of our assistant workforce to access additional training	60% of our assistant workforce to access additional training
	Commence AHP Business meeting	Develop TOR and establish core membership and Chief Nurse attendance	Align this group to SFHT Strategy, LTP and AHPs into Action.
	Ensure that all AHP staff at induction are aligned to the AHP Strategy and staff are issued with a copy, understand their pledges and commitments	80% of staff attending induction will receive a copy of the AHP Strategy. Local staff induction includes AHP strategy discussion.	100% of staff attending induction will receive a copy of the AHP Strategy. Local staff induction includes AHP strategy discussion.

Element	AHP commitment
Strategic Objective 4 Continuously Learn and Improve	We are committed to continually find new and innovative practice through technology, research, clinical audit and quality improvement to benefit patients and staff. Our future contribution will be guided by evidence based practice, continuous learning and enhanced working relationships. This will shape our AHP response to the NHS Long term and People Plans.

Element	KPI	2019/20 Target	2020/21 Target
Continuously Learn and Improve	Introduce restorative supervision to the AHP workforce	30% of Band 8a & 7 trained	60% of Band 8a & 7 trained
	Promote and support research delivery to ensure we are able to offer our patients the latest advances in care and treatments	Establish and understanding a baseline measure of existing AHP research projects	Maintain a minimum of two new AHP research projects per year
	Supporting our undergraduate, post graduate and assistant workforce to engage in lifelong learning.	Establish and understand uptake of AHP Apprenticeships, Work experience, LBR, MSc, HEE opportunities, QISR, SFHT Leadership programmes	Increase the number of AHP applications for identified opportunities by 30% Increase QISR practitioners by 20%

Strategic Objective 5 Achieve Better Value	We will continually review our practice and embrace change. We will strive to achieve efficiencies in order to directly benefit outstanding patient care. We will focus and proactively manage our skills to safely and effectively improve the experience all of our patients receive.
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Element	KPI	2019/20 Target	2020/21 Target
Achieve Better Value	Improve our retention rate of AHPs within SFHT	Work with our OD colleagues to ensure AHP managers are supported in delivering our 'Maximising our potential' strategy	Review talent map and address potential shortfalls in identified areas.
	Review and cleanse AHP ESR records to ensure accurate reflection of workforce and workforce productivity	Complete ESR cleanse project and implement new process with HR March 2020	Review and maintain ESR. Utilise Model hospital data to understand benchmarking.
	Commence Job Planning of AHPs	Develop 30% band 7 & 8a AHP Job planning with Nursing and Medical colleagues.	Job Plan 60% band 7 & 8a AHPs and above with Nursing and Medical colleagues.