

## **Our strategy will focus around 6 priority themes and associated programmes of work**

### **Therapy Services Strategic Priorities & programmes of work**

**Developing and supporting our Therapy Services workforce – all of our workforce are at the heart of our current & future ability to provide safe, sustainable and effective services.**

We will further develop a detailed workforce, education and development plan.

We will listen to and involve our staff to promote a workplace that is supportive, inclusive and supports their wellbeing.

Develop an environment in which minoritised staff feel supported and valued enabling them to fulfil their potential and contribute fully to the benefit of the service & our patients.

We will prioritise a range of initiatives to improve both recruitment & retention and include the development of a clear Support worker career pathway

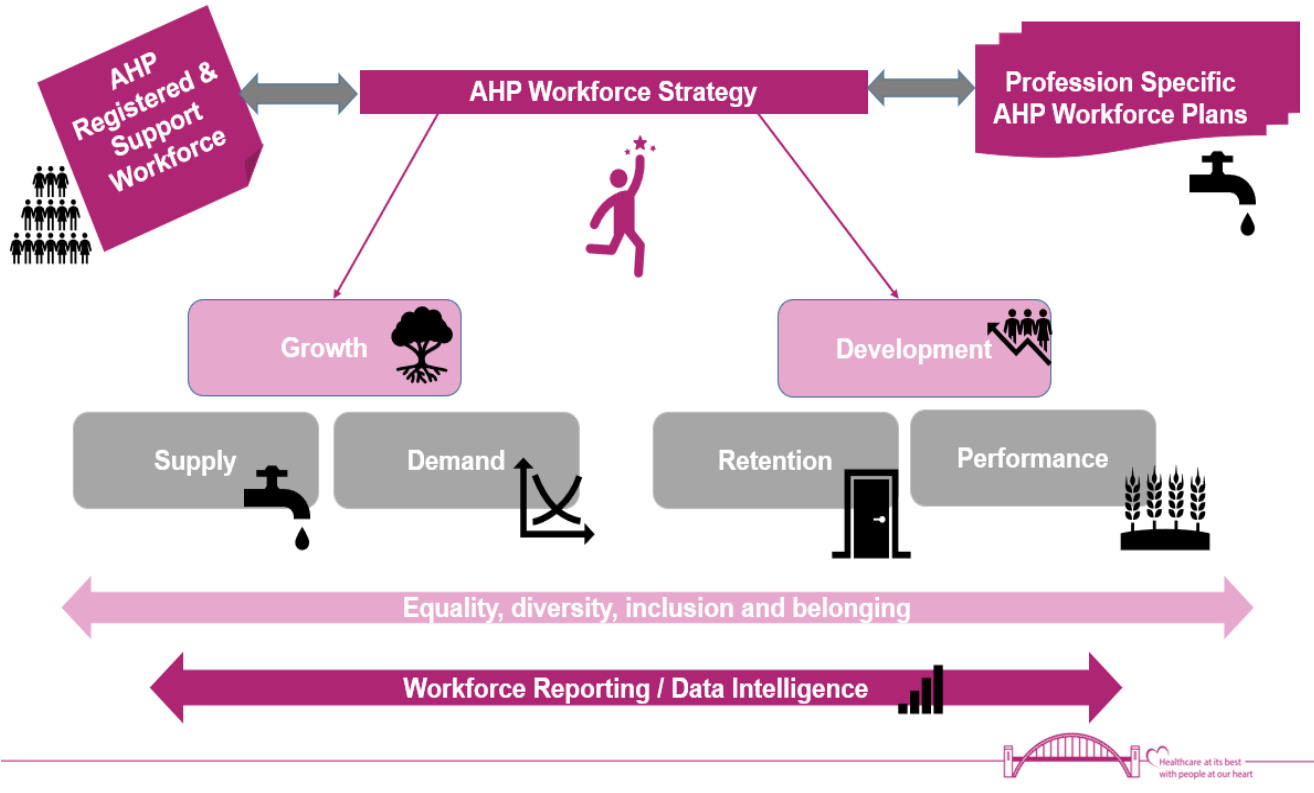
We will strengthen links with HEI's, research & academic partners and explore opportunities for joint appointments and sustainable clinical academic roles



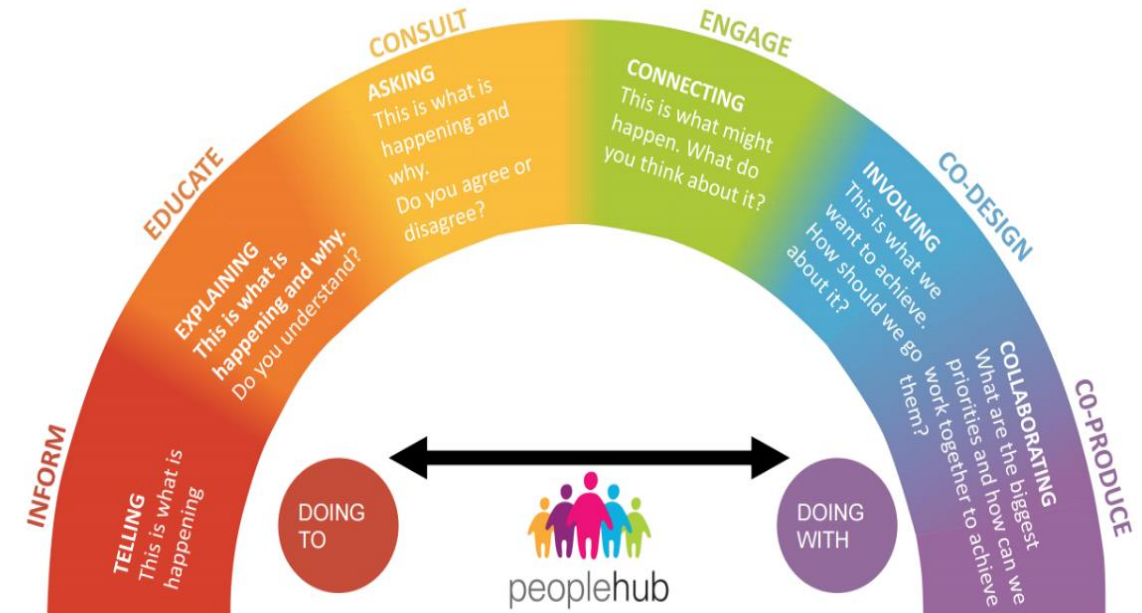
# Therapy Services Strategy Group

## Developing and supporting our Therapy Services workforce

### Introduction



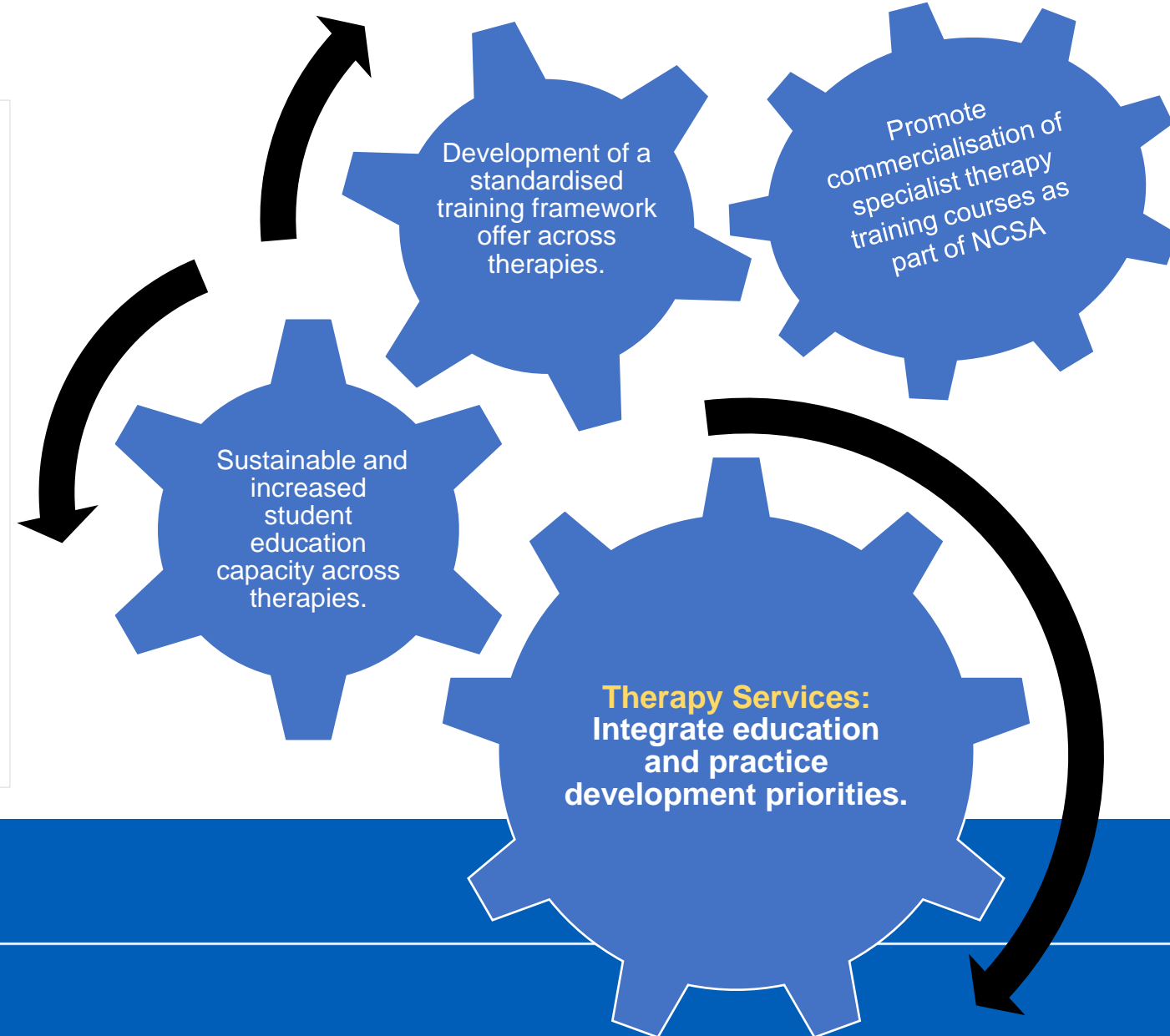
### Spectrum of Participation



### Objectives

#### Workforce Priorities:

- **Develop an organisational AHP Strategic Workforce Plan**
- **Roles add VALUE to organisation / services / staff through deliverable outcomes**
- **Active engagement in Regional ICS AHP Faculty groups**
- **Ensure a sustainable supply/ pipeline of AHP staff to deliver operational demands**
- **Explore potential to grow the AHP Workforce**
- **Optimise AHP workforce retention through effective practice education and development**





# AHP Workforce, Education and Practice Development Progress



10



International Recruits for  
Radiography and Podiatry



£50,000 HEE funding to  
support international  
recruitment



9

AHP faculty sub groups



Total Workforce: 1,400

Including 250  
AHP Support  
Workers

2

AHPs returning  
to practice



5

Workforce Workshops  
Including 7% of the AHP  
Support Workforce.



4

Workforce Surveys:

- Retention Survey
- Band 5 AHP Survey
- AHP Support Workforce Surey
- Education & Training Survey

1

AHP Workforce Development  
Congress, attended by 70 AHPs



2

Bite-sized  
Preceptorship  
Awareness  
Sessions



5

AHP Support Workers  
accessed places for  
regionally funded  
"Escape Pain  
Training"



2

1

Practice  
Development  
Projects across  
Therapy Services

Coordinated access to £12,000  
worth of NMAHP CPD funding  
across therapies

£40,000 HEE funding for Critical Care  
Upskilling

AHPs spent £326,894 of NMAHP CPD  
funding between May and October  
2022



### Progress-



Supply



Retention

Recruitment

Practice Education

Widening Participation

International Recruitment

Apprenticeships

Return to Practice

Preceptorship

Training Needs Analysis

Workforce Engagement

Career Pathway

Advanced / Enhanced Practice

Career Conversations / Appraisal

What Matters To You

Practice Development / Upskilling



*Would like a more flexible  
working pattern?*

*Want different experiences  
and opportunities?*

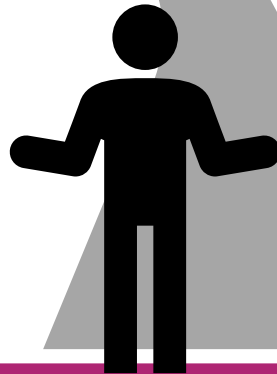


*Would like to be promoted?*

*Would like to complete  
further education/training?*

*Perhaps uncertain about  
staying with the trust?*

*Want to progress to or  
move to a new specialty?*



**Are you at a crossroads in  
your career?**

## Career Road

Newcastle  
Hospitals  
AHP  
Crossroad  
Clinic  
1 Mile

Indecision  
10 miles

**Date:**  
**11.04.2023**  
**2.00pm FRH**



# AHP Workforce Strategy: 12 Month Mission Statement

## We will seek to achieve...



- Development of a number of diverse and sustainable AHP supply pipelines. Underpinned by identified and standardised processes to effectively sustain and grow our workforce.
- Gather a breadth of workforce data and report on this meaningfully, in a way that is reflective of workforce challenges.
- Development of a clearly defined and presented AHP career pathway between bands 2 to 8a. Underpinned and co-produced by a range of workforce engagement and consultation activities.
- Added value through these posts and the extensive portfolio of work. Clearly demonstrating achievements in optimising the clinical productivity of the workforce.

## Considerations and justification for sustainable practice:



- Enable effective support to be deployed for our AHP workforce to provide an infrastructure for education and practice development across AHPs.
- To support sustained practices for education and practice development, ensuring our workforce is fit for purpose and optimised meet clinical and operational challenges.

## Risks:



- Optimal and integrated development of education and practice will not be sustained
- Demand will out weigh supply and measures will not be deployed to support timely and effective recruitment and retention.