

Advanced Practice: What does this mean? What can this offer in the current health care context?

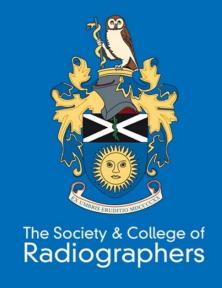
Charlotte Beardmore
Director of Professional Policy
The Society and College of Radiographers
9 September 2016





Overview

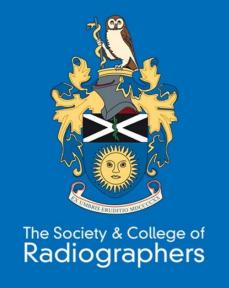
- Advanced practice
 Global perspective / CoR radiography framework
- HEE Advanced Clinical Practice (ACP) programme Provide an update on new work in England
- 3. Key messages



Global perspective

	Description
Level 1	Countries which have implemented an effective system of role advancement.
Level 2	Countries where the driving forces are the same, but implementation has not yet happened to any great degree.
Level 3	Countries which have made moves towards having formal recognition for their profession, with role development being their next step.
Level 4	Countries which have yet to achieve formal acceptance of radiography as a distinct profession.

McNulty J, Nightingale J Maximising the potential of the modern radiographttps://healthmanagement.org/c/healthmanagement/issuearticle/advanced-practiceher workforce . Health Management.org Volume 16, Issue 3,2016. Accessed 1 September 2016 on line (Adapted from Cowling , 2008)



Drivers required for adoption

Table 2. Drivers Required for Adoption of an Extended Scope of Practice (adapted from Nightingale and Hogg 2003a; Kelly et al. 2008)

Drivers promoting successful introduction of new roles

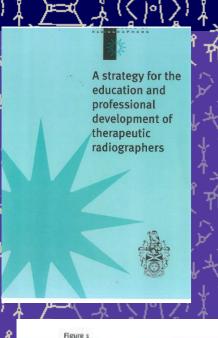
- 1. A perceived deficiency in the service
- 2. A proposed solution
- 3. A legal framework within which to introduce the change
- 4. A "champion" of the change, at national and local level
- 5. Evidence (research) that the change will be effective
- 6. A benefit to stakeholders (interested parties)

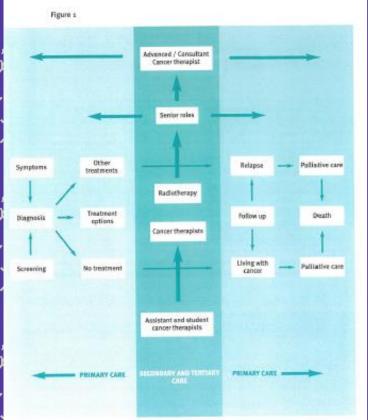
McNulty J, Nightingale J Maximising the potential of the modern radiographer workforce . Healthmanagement.org Volume 16, Issue 3,2016. Accessed 1 September 2016 on –line

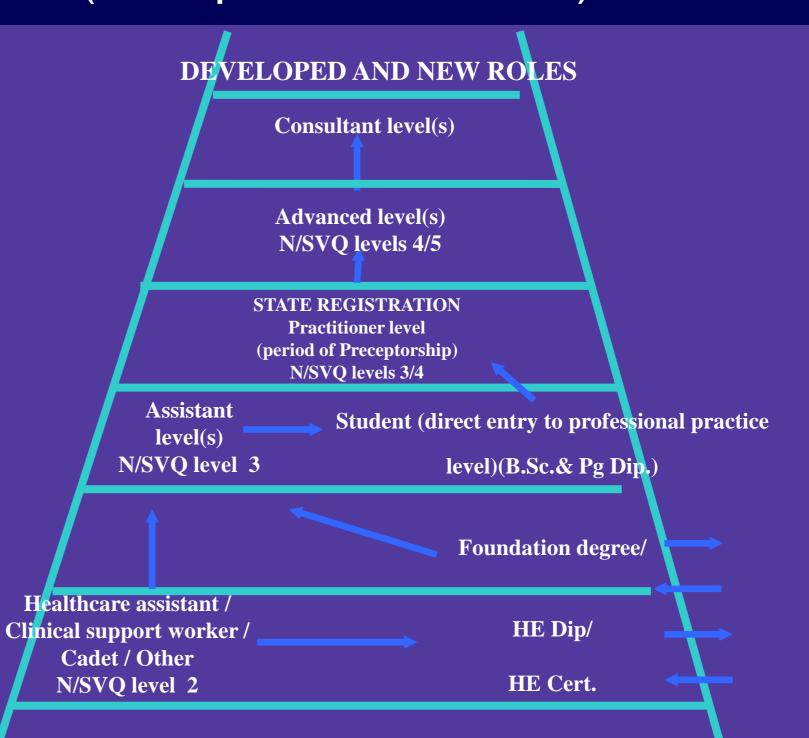
(Adapted from Nightingale and Hogg 2003a; Kelly et al. 2008)

The SCoR's Vision

(First published 2000)









DH 2000 1st policy for consultant therapists

The Society & College of Radiographers

NHS

Meeting the
Challenge:
A Strategy for the
Allied Health
Professions

November 2000

The therapist consultant posts will help to:

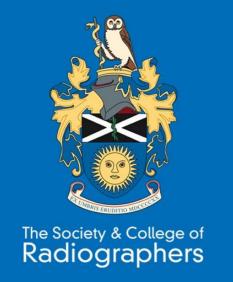
- provide better outcomes for patients by improving quality and services;
- provide a new career opportunity to help retain experienced members of the allied health professions and recognise their clinical contribution and
- · strengthen professional leadership.

Development of detailed JDs at the local level Tailored to meet local need & circumstance

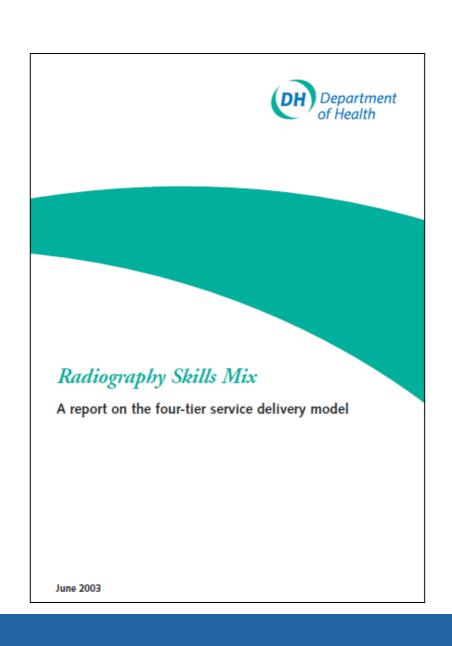
Structured around four core domains

- Expert practice
- 2. Professional leadership and consultancy
- 3. Education, training and development
- 4. Practice and service development, research and evaluation

Department of Health (2000) *Meeting the Challenge: A Strategy for the Allied Health Professions*, London: Department of Health.



DH 2003 Radiography Skills Mix



Strategic role change

Strategic clinical roles

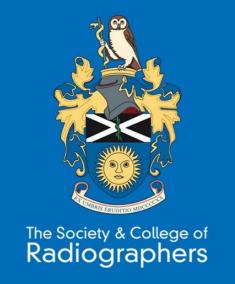
Retain experienced clinicians

Improve access & pathways for patients

Increase evidence based

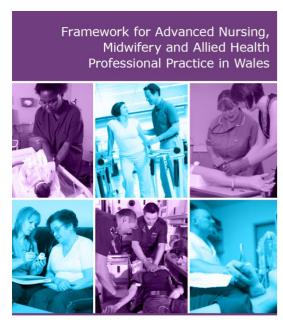
Adjunct to medical staff

Work with clinical service leaders to improve services for patients



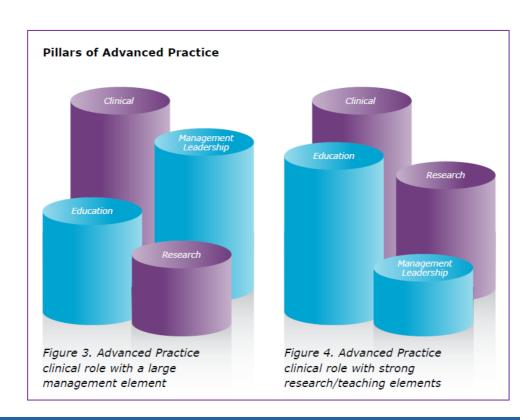
Supporting the 4 core domains: higher levels of practice

- ✓ Expert clinical practice;
- ✓ Professional leadership and consultancy;
- ✓ Practice and service development, research and evaluation;
- Education and professional development.











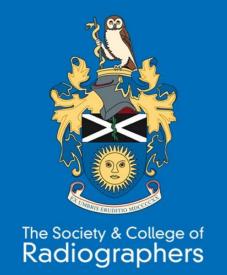


College of Radiographers Advanced Practitioner definition

College of Radiographers states an Advanced Practitioner is:

An individual who has significantly developed their role and who consequently has additional clinical expertise in a defined area of practice, accompanied by deep underpinning, evidence based knowledge related to that expertise. They make appropriate clinical decisions related to their enhanced level of practice, directly impacting on the patient pathway.

College of Radiographers (2013) Education and Career Framework, London: College of Radiographers



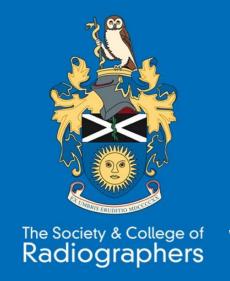
College of Radiographers Consultant practitioner definition

College of Radiographers states a Consultant Practitioner is:

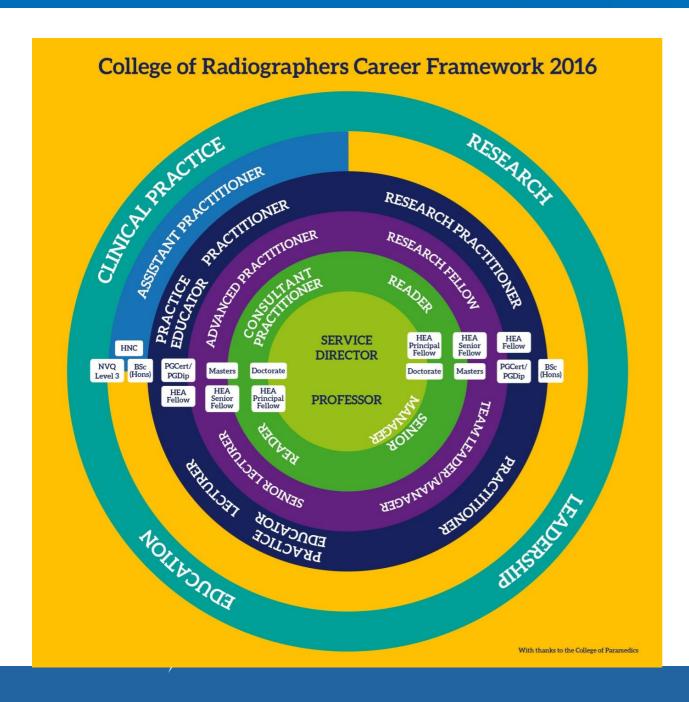
A **champion** in the clinical, academic or research field bringing innovative solutions to patient care...play a pivotal role in the integration of clinical, education and research findings in practice...able to initiate clinical service developments and delivered improved patient outcomes through the implementation of the findings of:

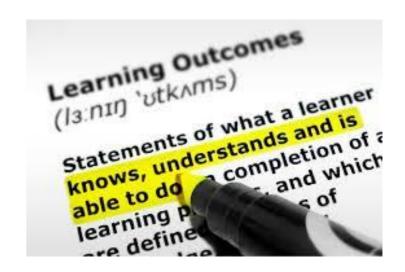
- ✓ Clinical research
- ✓ Clinical audit
- ✓ Clinical governance
- Clinical risk assessment

College of Radiographers (2013) Education and Career Framework, London: College of Radiographers



Career progression: Clinical career pathway Supporting standards & consistency





Advanced Practitioner learning outcomes

Consultant Practitioner learning outcomes

Master's level

Full Master's qualification

Doctoral level



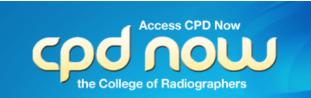
The Value of Accreditation: span education & practice

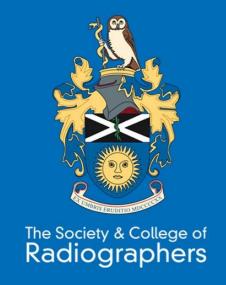


- National consistency in the standards of practice.
- Transferability of those standards across the NHS and other health care sectors.
- Recognise explicitly the professional achievements of individuals.
- Clarity for professionals and service users on the nature of practice.
- Promote the value of practice skills and status.
- Support the development of practitioners in a systematic way.
- Support practitioners to remain demonstrably at the leading edge of their practice.
- Build on existing frameworks to enhance practice.



Adapted from advanced practitioner accreditation in Education and Professional Development Strategy: New Directions (SCoR, 2010)





Quantify the impact



Current workstreams include

- Health economist project : Advanced Practitioner CXR reporting
- Impact tool application & evaluation
- Working with charities:
 Patient experience new roles in radiotherapy

Advanced Practice Collection for International Conference 2016

http://www.radiographyonline.com/content/advancedpractice2016

Published:

Lockwood 2016 (CT skills mix) 22; 2: 124-30.

Moran et al 2016 (mammography interpretation) 22; 2: 137-46.

Moran et al (mammography interpretation) 22; 2: e106-11.

Henderson et al 2016 (Scottish advanced practice) 22; 2: 185-93.

Harris et al 2016 (consultant research 1) 22; 1: 12-20.

Henwood et al 2016(consultant journey) 22; 1: 32-7.

Henwood et al 2016(consultant reflections) 22; 1: 44-9.

Harris et al 2016 (consultant research 2) 22; 1: e25-33.

Rimes et al 2015 (CTC reporting) 21; 3: 264-68.

Lockwood et al 2015 (CT head reporting education) 21; 3: e85-89.

Lockwood et al 2015 (CT head reporting performance) 21; 3: e90-95.

Advanced Practice articles In press:

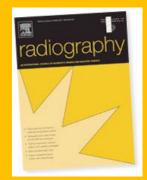
Reid et al (CT cardiac) DOI: 10.1016/j.radi.2016.04.001

Culpan (mammo interpretation) DOI: 10.1016/j.radi.2016.03.004

Advanced practice articles Accepted:

Snaith et al (reporting activity diaries)

Milner et al (advance practice survey)

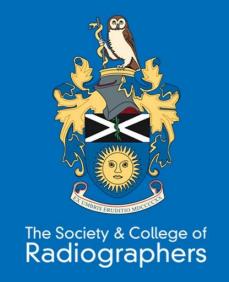




Advanced Clinical Practice

Sharon Harrison National Programme Manager





NHS



National mandate and challenges

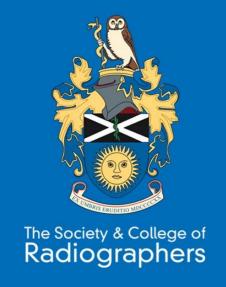
Published in October 2014
A shared vision across seven
national bodies
New care models programme key to delivery

NHS Five-Year Forward View identified:

- The need for engaged relationship with patients, carers and citizens
- Changes in patients' health needs and personal preferences
- Changes in treatments, technologies and care delivery
- Changes in health services funding growth

Challenges identified:

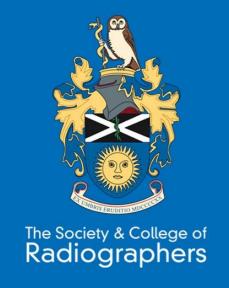
- Tighter financial constraints
- Significant concerns about the quality, safety and delivery of care
- Workforce issues workforce shortages in the medical and non-medical workforce



Advanced Clinical Practice

Advanced Clinical Practice (ACP) across the multi-professional workforce can be used:

- ✓ to effectively enhance capacity and capability within teams
- ✓ to provide safe, accessible and high quality care for patients
- √ to help to close the gap of workforce shortages
- ✓ to work differently in providing care delivery.



Advanced Clinical Practice

Issues identified:

- Multiple definitions of Advanced Clinical Practitioner (ACP)
- > No agreed common definition for professional boundaries and range of clinical contexts
- Various established roles across all specialities and professions working as ACPs
- > Practitioners using advanced skills but not in recognised ACP roles
- General lack of recognition for the ACP role and education level / qualification variation
- Need agreement nationally to ensure parity

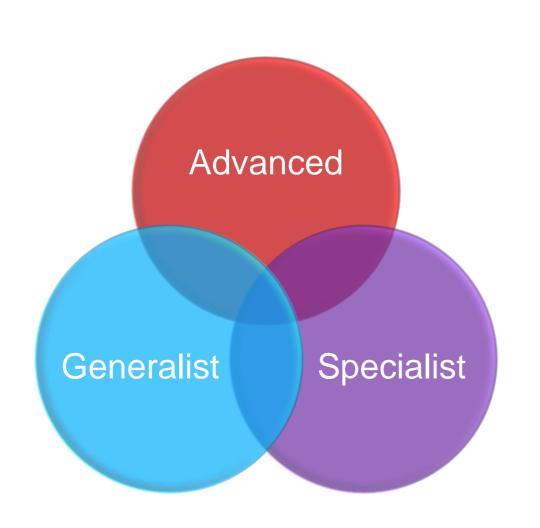
ACP Definitions

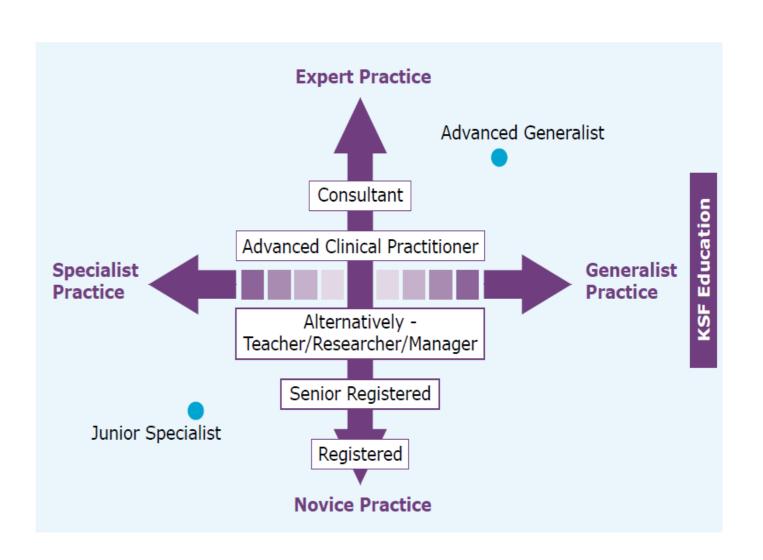
Skills for Health **HEE East Midlands HEE North West** Advanced practitioners are experienced professionals who have The Advanced Practitioner has highly specialised or h A role requiring a registered practitioner to have acquired an expert their skills and theoretical knowledge to a very high standard, performing a knowledge and skills beyond those, which are required for registration, knowledge base, decision-making skills and clinical role and continuously develo their practice within a encompassing the breadth and depth of current and future professional competences for expanded scope of practice, the characteristics of defined field and/or having management responsibilities for a section / small practice. Advanced practice forms the continuum from practitioner to which are shaped by the context in which the individual practices. department. They will have their own caseload or work area responsibilities. , relevant education is recommended for entry level emergent consultant. which is to be at master's level and which meets the education, training Experienced non-medical registered professional who has and CPD requirements for Advanced Clinical Practice as identified his or her knowledge to a very high standard in a within the framework. level of practice. This high standard is such that not only is the individual the expert in the base domain: - but can also accept the full responsibilities for providing those services hitherto undertaken by others, in defined circumstances. **Nursing and Midwifery Council HEE West Midlands HEE South London** Advanced nurse practitioners are nighty experienced and educated members A registered practitioner with an expert knowledge base, An Advanced Practitioner is a professional who has acquired the of the care team who are able to diagnose and treat your health care needs or decision-making skills and clinical competencies for expanded expert knowledge base, decision-making skills and clinical refer you to an appropriate specialist if needed. competencies for expanded practice, the characteristics of which are autonomous scope of practice, the characteristics of which are shaped by the context in which the individual practices. Demonstrable at shaped by the context and/or country in which s/he is credentialed to masters' level and meets the education, training and CPD requirements practice. A Post Graduate diploma (At Master's Level) is the minimum for Advanced Clinical Practice as identified within the framework. academic level for entry to Advanced Practice roles. **Advanced Nurse Practitioner HEE Yorkshire and Humber** An ANP works at an advanced level of nursing practice, where the registered Advanced Clinical Practice is a level of practice that requires a An Advanced Clinical Practitioner is a professional who has acquired the expert knowledge base, complex decision-making skills and clinical nurse is working at a level beyond initial registration, using their existing decisions using an registered practitioner to be able to make knowledge and skills to inform and further develop their practice. expert knowledge-base. This advanced clinical practice is enhanced by competencies for expanded practice, the characteristics of which are shaped by the context and/or country in which s/he is credentialed to its core integration with clinical leadership, research, Quality practice. A master's degree is essential for entry level. Improvement and the ability to facilitate the education and learning of NHS Wales and National Leadership and Innovation Agency for Health Intensive Care Medicine (2007) Department of Health, Social Services and Public Safety (Northern Experienced clinical professionals who have developed their skills and A role, requiring a registered practitioner to have acquired an expert theoretical knowledge to a very high standard. They are empowered to make An Advanced Nurse Practitioner practises autonomously within his/her knowledge base, complex decision-making skills and clinical high-level clinical decisions and will often have their own caseload. expanded scope of clinical practice, guided by the standards of competencies for expanded scope of practice, the characteristics of conduct, performance and ethics for nurses and midwives (Nursing and which are shaped by the context in which the individual practices. Midwifery Council (NMC), 2008). The Advanced Nurse Practitioner pemonstrable, relevant Masters level education is recommended for demonstrates pitches developed assessment, diagnostic, analytical and entry level. clinical judgement skills. Queensland Department of Health (April 2013) Scottish Government (2010) Advanced Clinical Practitioner (ACP) At its core, advanced clinical practice for AHPs involves high levels of Advanced Nursing Practice roles are applicable across all clinical An ACP is an experienced and autonomous non-medical registered clinical skill, knowledge and practice. This advanced clinical capacity is contexts...... Advanced Practice should be viewed as a 'level of professional who has dev and extended their practice and skills reinforced and enhanced by its core integration with clinical leadership practice' transcending their previous professional boundaries by virtue of a Masters skills, applied clinical research and evidence based practice capacities

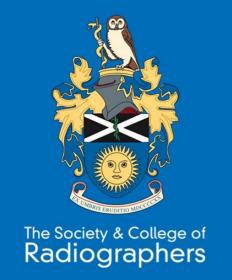
ACP: multiple definitions/key words: expert, complex, highly developed, develop, high level, specific, demonstrable, experienced, improve



Advanced Clinical Practice Generalist.....Specialist roles







Advanced Clinical Practice HEE ACP Scope of work

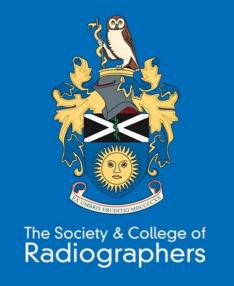
- Establish a baseline (staff in ACP roles, education)
- Develop and agree standard core competencies
- Identify and engage with key stakeholders to provide multi-disciplinary representation
- Develop a communication strategy and stakeholder engagement plan
- Develop and agree multi-professional ACP definition
- Develop an interactive framework with associated principles and guidance
- Develop an education specification to underpin the framework
- Distinguish between the range of titles and accompanying meanings



Advanced Practitioners Definition....work in progress

Advanced Practitioners:

- are experienced professionals
- have developed expert knowledge base
- use and build the evidence base
- demonstrate complex clinical decision-making skills
- manage risk
- continually learn and facilitate learning for others
- innovate to deliver sustainable improvements in patient care
- exhibit proactive leadership to transform services
- understand local and national contexts of healthcare
- work across boundaries



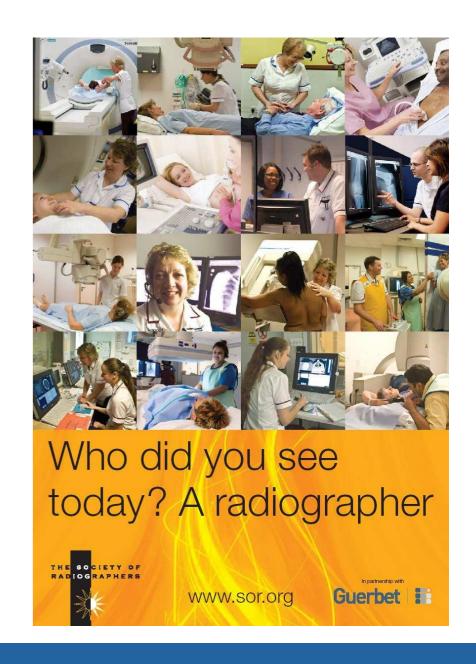
Radiography Profession: Adding value efficient/effective/teams

9 out of 10 patients who attend hospital will be seen by a radiographer for diagnosis or treatment.

Last 5 years

- CT increased by 74%
- MRI increased by 108%

People living with cancer is set to double by 2030



Radiography Advanced Practice Adding value to improve patient outcomes

- Significant progress continue to build the evidence base
- As a profession there is more we can offer

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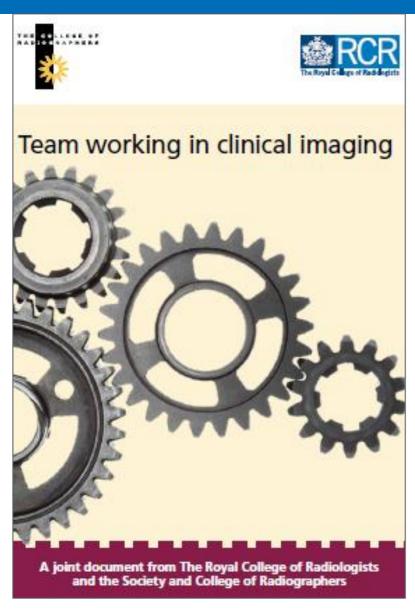
- National frameworks are an opportunity; engagement essential
- Opportunities for both within profession & across pathway development
- Within Clinical Imaging and Radiotherapy services and beyond
- Team/ service approach is essential





Radiography Profession: Adding value efficient/effective/teams





Prof Sir Muir Gray 6/9/16: 3 components presented to the health select committee

- Think value
- Build systems
- 3. Create stewardship culture



Commissioned research brief: Non-surgical oncology workforce July 2016

Summary

- The Policy Development Team would like to commission research on the UK's non-surgical
 oncology treatments workforce. This includes the current and future capacity and demand as
 well as providing potential solutions such as new models of care and changes to education and
 training programmes.
- The findings will input into our current policy development on workforce in all four nations and be used to inform our evidence and recommendations to Health Education England's review of the cancer workforce in early 2017.
- We would like the study to start October 2016 with the view to complete by end of March 2017 and publish around end of May 2017.



A thought to end.....

"Stand in the prow of the canoe Let the spray of the future be on your face"

Maori Proverb

Acknowledgements
Shelagh Morris NHS England &
Dr Sharon Harrison HEE.

