

Providing professional clinical leadership for a national capability framework for Allied Health Professionals (AHPs) in critical care

Call for expressions of interest

Expressions of interest to provide professional clinical leadership for physiotherapists, occupational therapists, dietitians, operating department practitioners, or speech and language therapists

Background

Health Education England (HEE) has committed to support the development of the AHP workforce in the speciality of critical care. There is a clear need for a harmonised approach to workforce training, to deliver care safely, whilst contributing to longer term goals of providing high quality learning environments and maximising workforce efficiency. NHS Elect, working in partnership with the Intensive Care Society, Health Education England (HEE), NHS England, and relevant professional bodies have been commissioned to support the co-production of a comprehensive adult critical care AHP capability framework.

We are now seeking expressions of interest for five AHP Professional Leads to contribute to forming and shaping this work over the next year.

The framework ambition will include five AHP professions (physiotherapists, occupational therapists, dietitians, operating department practitioners, and speech and language therapists) across seven levels of practice (supportive, assistive, novice, intermediate, enhanced, advanced and consultant). There is an aim to align to the enhanced apprenticeship standard, [multi-professional framework for advanced clinical practice](#) and [multi-professional consultant level practice framework](#). Outputs should enable development of AHP curricular guidance for critical care to provide future structured workforce development, improved AHP recruitment, and retention.

Early engagement with the Intensive Care Society, including the AHP and Physiotherapy Professional Advisory Groups, has been integral to create a partnership which enables further development of the existing [Intensive Care Society AHP Professional Development Framework](#) and associated professional pillars, and other relevant frameworks (e.g. [CapitalAHP C3 Framework](#)).

The work of the AHP Professional Leads will be to:

- synthesise existing resources, and the outputs of the rapid qualitative appraisal and gap analysis, to inform the framework development
- provide detailed input and engagement with the Clinical Advisory Panel (CAP), which will be formed for development and review for the framework (project management provided by NHS Elect team)
- work collaboratively as a team of five Professional Leads to agree consistency of approach and structure across the five professions
- draft capabilities that form the framework, through triangulating data sources, that build on existing resources e.g. [Intensive Care Society AHP Professional Development Framework and Profession-specific Pillars](#), and align instructional design guidance
- lead feedback consultations with the CAP and other external stakeholder groups, within their profession and those with expertise at various levels of practice
- compile and integrate feedback from the consultation period
- engage with the Intensive Care Society's communications team to support the endorsement process, including following up responses with professional bodies, Health Education England, and NHS England for feedback and endorsement of the capability framework

Professional Leads will be supported by the NHS Elect programme team, led by Julie Combes, working closely with Sandy Mather, Chief Executive of the Intensive Care Society. The Senior Responsible Officer for this project is Beverley Harden, Deputy Chief Allied Health Professions Officer for England.

Requirements

We are seeking to progress into the next phase of this project which requires a Professional Lead from each of the five professions.

- They will remain in their substantive post while seconded to NHS Elect.
- Those employed at a senior level in their field will be considered.
- Remuneration for this secondment will be provided to the substantive employer at the current banding.

Essential qualities

Colleagues from across England who may be interested in undertaking a role as a Professional Lead are asked to submit an expression of interest (EOI) ensuring individuals are:

- from one of these AHP backgrounds including current registration with HCPC: physiotherapists, occupational therapists, dietitians, operating department practitioners, or speech and language therapists
- currently employed within the NHS
- extensive experience working within the critical care environment
- supported by their organisation and manager to undertake the project
- can be released for 2 days/week for 12 months
- can join the project team no later than 31 May 2023
- IT equipment must be supplied by the employer organisation / applicant

Desired qualities

- links to a professional specialist interest group, professional body or the Society
- experience in clinical education and professional development
- excellent teamwork and communication skills: virtual, verbal, and written
- ability to present complex information to various stakeholder groups
- high level of attention to detail
- experience of developing capability, competency, or skills frameworks
- experience of negotiating and building consensus among groups of senior professional colleagues
- proficient in use of Sharepoint, MS teams, PowerPoint & Excel
- PgCert/Dip or Masters in relevant clinical speciality or clinical education

Submitting an Expression of Interest

Any colleagues wishing to express interest in supporting this project should e-mail their EOI to learningnetwork@nhselect.org.uk including a CV and one page of A4 which outlines your:

- current role, banding and profession
- prior experience of being involved in education and training
- key contributions that you can make to this programme, particularly highlighting any experience of developing or drafting competency or capability frameworks
- approving manager's name and contact details
- date in which you can be released from current responsibilities

Please e-mail your EOI **by the end of Tuesday 11 April 2023** and be available for an informal conversation w/c 17 or 24 April 2023.

Next steps

Following a review of expressions of interest, applications will be reviewed by a small panel. Should there be several applicants, an informal conversation may be required. We endeavour to contact colleagues as soon as possible to confirm the outcome.

If you have any questions regarding your application, please contact learningnetwork@nhselect.org.uk.