

Working Differently Programme

Assistant Practitioner Project

Background

Development of an Assistant Practitioner (AP) role, Band 4 Agenda for Change (below registered practitioners) is one initiative in support of the workforce challenges facing health and social care provision in the future. Some of the issues forcing workforce development are: current and future predicted labour market forces, the impact of the European Union Working Time Directive (EUWTD) and national targets for expansion of the workforce. Alongside development of the AP role organisations are being supported to develop 'new ways of working' in order to deliver services that focus on the patient pathway as opposed to the professionals. AP's can undertake roles that were previously undertaken by professional staff, this in turn frees capacity for registered practitioners to undertake advanced practitioner roles and extended scopes of practice. The AP role forms part of the skills escalator approach thus providing career opportunities for support staff and assisting in continuous recruitment into the professions. Accountability and governance clarity within organisations is crucial for the success of the new roles (for the protection of the public and staff) and for Trust liability.

The Project Plan

The AP project has 2 elements, to support organisations in role redesign to identify priority roles for development and to develop and test an education programme on behalf of Cumbria and Lancashire. Organisations were invited to participate in the pilot project and the following organisations have worked collaboratively on behalf of Cumbria and Lancashire:

- **North Cumbria Hospitals NHS Trust – Executive lead Talib Yaseen, Director of Nursing**
- **North Cumbria PCT's – Executive lead Tina Long, Director of Nursing**
- **East Lancashire Hospitals NHS Trust – Elaine Baker, Director of Personnel and Development**
- **Lancashire Teaching Hospitals NHS Foundation Trust – Sue Reed, Director of Nursing**

Education and Training

The University of Central Lancashire (UCLan) were awarded the tender for the pilot programme and have joined the team of practice educators from the pilot sites and the SHA to develop a programme based on the competencies and roles that service have identified.

The programme is:

- Foundation Degree in Health and Social Care (2 years)
- Delivered over 45 academic days
- Work based
- Utilises a skills log
- Is supported by local mentors
- Mapped to National Occupational Standards

Contents of the CD

The PDF files contained on this CD have been developed collaboratively between UCLan, partner organisations from across Cumbria and Lancashire and the SHA. The documents are intended to assist further local introduction of Assistant Practitioners and are based on the learning from phase one of the AP project. They are by no means a definitive set of documents as many are still being developed as learning and evaluation continues. It is hoped that this shared learning will be of help.

For further information

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