



ALLIED HEALTH PROFESSIONS IN WALES - THE TRANSFORMATION JOURNEY



The transformation journey to well-integrated services, rooted in the community, with the full range of practitioner levels and prudent optimisation of skill set.

STARTING POINT

RESPONSE

SERVICES FOCUSED ON POPULATION NEED



AHPs helped shape the Primary Care Model for Wales - the nationally agreed approach to achieving the ambition of 'A Healthier Wales' in rebalancing the health and care system.

This changes the focus of care from hospital-centred to a collaborative place-based care approach with services focused on population need:

- Multi-professional teams working at cluster level.
- Safe and effective systems to direct people to the right care in the right place and at the right time.
- Integrated team working ensuring a holistic approach to care.
- Seamless 24/7 services.

"We have some funding to support AHP transformation... We have our ambition... We have a place at the table, we have a voice - let's use it!"



Interactive Key: Click on these to access additional information

FRAMEWORK

AHP Framework; the strategic response to 'A Healthier Wales' which sets out 6 core principles for transformation.

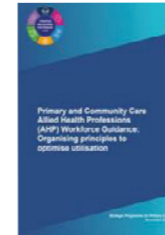
- 1 Inspiring and enabling people to lead healthier lives
- 2 Building resilience in the population
- 3 Accessibility and responsiveness
- 4 Strong identity and presence
- 5 Visible and transformational leadership
- 6 Working at the top of their professional licence

- Identified AHPs need to be utilised more effectively to inspire & enable people to lead healthier lives, be more easily & directly accessible, and work at the top of their ability with visible & transformational leadership. With 'strong primary care at the heart of everything they do'.
- Maximising AHPs opportunity to impact on reducing health inequalities and developing population public health approaches to support healthy lifestyle choice and develop resilience.



ORGANISING PRINCIPLES

Primary and Community Care AHP Workforce organising principles – to optimise the utilisation and achieve the AHP ambition.



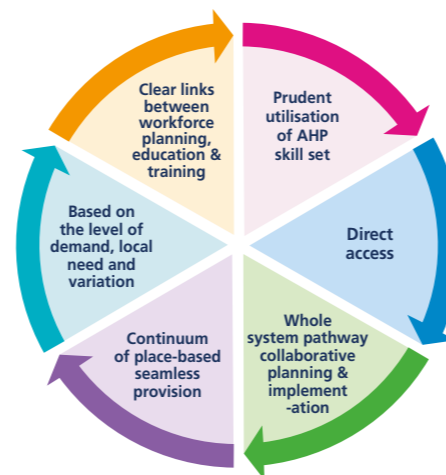
AHP Place-based Care Model

Maximising the Value of AHPs

Direct Access

Multi-professional Working

Leadership



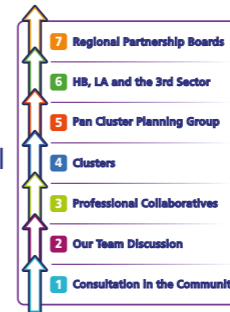
HCPC regulated AHPs in Wales:

- Art Therapists • Music Therapists
- Drama Therapists • Dietitians
- Occupational Therapists
- Orthoptists • Orthotists
- Paramedics • Physiotherapists
- Practitioner Psychologists
- Podiatrists • Prosthetists
- Speech & Language Therapists

MECHANISM

Accelerated Cluster Development, Community Infrastructure and AHP Professional Collaboratives – provides the mechanism to achieve the AHP ambition.

Giving AHPs a voice around the table, at each level of geographical operation, designing local solutions for population needs based upon their detailed knowledge and expertise.



AHP Professional Collaboratives will:

- Enable AHPs across teams, services and organisations within a designated area, to come together.
- Nominate local AHP Lead(s) to represent the AHP Professional Collaborative at Cluster and Pan Cluster Planning Groups.
- Provide clarity around the evidence-based AHP offer, and demonstrate value & impact.
- Apply the AHP workforce organising principles.
- Look at the AHP workforce in totality from a collaborative AHP leadership perspective.
- Inform and support planning to meet population needs and regional priorities, ensuring effective accessibility and utilisation of AHP skill set.
- Identify gaps and requirements from a well-integrated, whole system workforce planning basis.
- Create sustainable models of delivery that support multiple stakeholders.
- Deliver the high quality, high value services required to deliver person-centred support, within a place-based care model of care.
- Respond to national strategic intent.
- Respond to respective funding opportunities.



INVESTMENT

Recurrent funding to support transformation and support achieve AHP ambition. With focus on these outcomes:

- Delivery of substantive, long-term change that increases the capacity of AHPs at a local level, as an integral part of community-based health and care.
- Best use of the whole AHP skill set, for all ages, and both physical and mental health needs.
- Higher proportion of AHP services accessible via integrated multi professional working, with all stakeholders, supporting a strengths-based model of care.
- Scheduling resources flexibly to support step-up (preventative) and step-down (recovery) services i.e. to increase the capacity of AHP health promoting services including preventative, and prehabilitation type interventions to reduce unnecessary admission and optimise planned treatment outcomes, maximising an individual's potential.
- Increase rehabilitation/reablement/ intermediate care capacity to maximise sustainable recovery for people and speed up discharge.
- Expand direct access to community-based services, considering hours and format of service delivery, such as longer hours, urgent response, virtual and face-to-face provision.