Introduction of Advanced Clinical Practitioners (ACPs)

Phillip Marshall - Director of Workforce and Organisational Development
Sharon Wilkes – Clinical Workforce Transformation Lead
Rebecca Batty – Advanced Clinical Practitioner – Clinical Assessment Team
Overview of session

- Background & development of the ACP role
- ACP model
- Service delivery model
- Wicked issues
- Next steps
Background

- National and regional challenges - workforce redesign
- Local drivers:
  - Junior doctor gaps
  - Increased pressure on services
  - Lack of progression for Nursing/AHP staff
- August 2013 - HEE initiative increase ACPs across region
- Awarded funding for 10 roles – fees and backfill
- Workforce transformation tool – Calderdale Framework
- ACP steering group
- Consultation with staff side - role, banding & salary scale
ACP Role development

Calderdale Framework:
- Staff involvement
- Right roles for the right service
- Right level of practice
- Safe skill sharing
- Clear roles and responsibilities
- Culture change and embedding role
ACP training model

ACP model
• 2 year training model with supernumerary status (Band 6/7)
• MSc in Advanced Practice at University of Leeds
• Work based competences and assessments
• Consultant clinical supervision
• Substantive post on completion (Band 8a)
• Tie in clause
• Progression model (in progress)

Source: Reshaping the workforce to deliver the care patients need - Candace Imison, Sophie Castle-Clarke and Robert Watson - May 2016
Clinical Assessment and Treatment Team (CATT)

Current model (in hours)
- Admissions from ED/Primary care
- Consultant and Medical Registrar
- MR tied up and impacts on timely assessment of patients

Vision for future service delivery
Speed up the system, free up middle grades, relieve pressure on ED, robust triage inc: ‘discharge to assess’
- ACPs take on referrals, assessment and treatment role currently done by middle grades ‘in hours’
- Generic and specialist skill sets utilised
- Increased learning opportunities and support for Junior doctors
- Increased autonomy in CATT and on call
- Cover weekdays 8 - 8
What next?

**Provision of 24/7 services**

- Move to multi-professional consultant led teams
- Remodel rotas
- Cost – addition or substitution?

**Impact of ACPs on service delivery**

- Demonstrate ROI
- Evaluation framework – Clinical, Professional and Organisational

**Role progression**

- Agree competencies and map to levels of practice
- Career framework - trainee to non medical consultant
QUESTIONS