



# RCSLT

## Enhanced and advanced practice webinar

19 September 2024

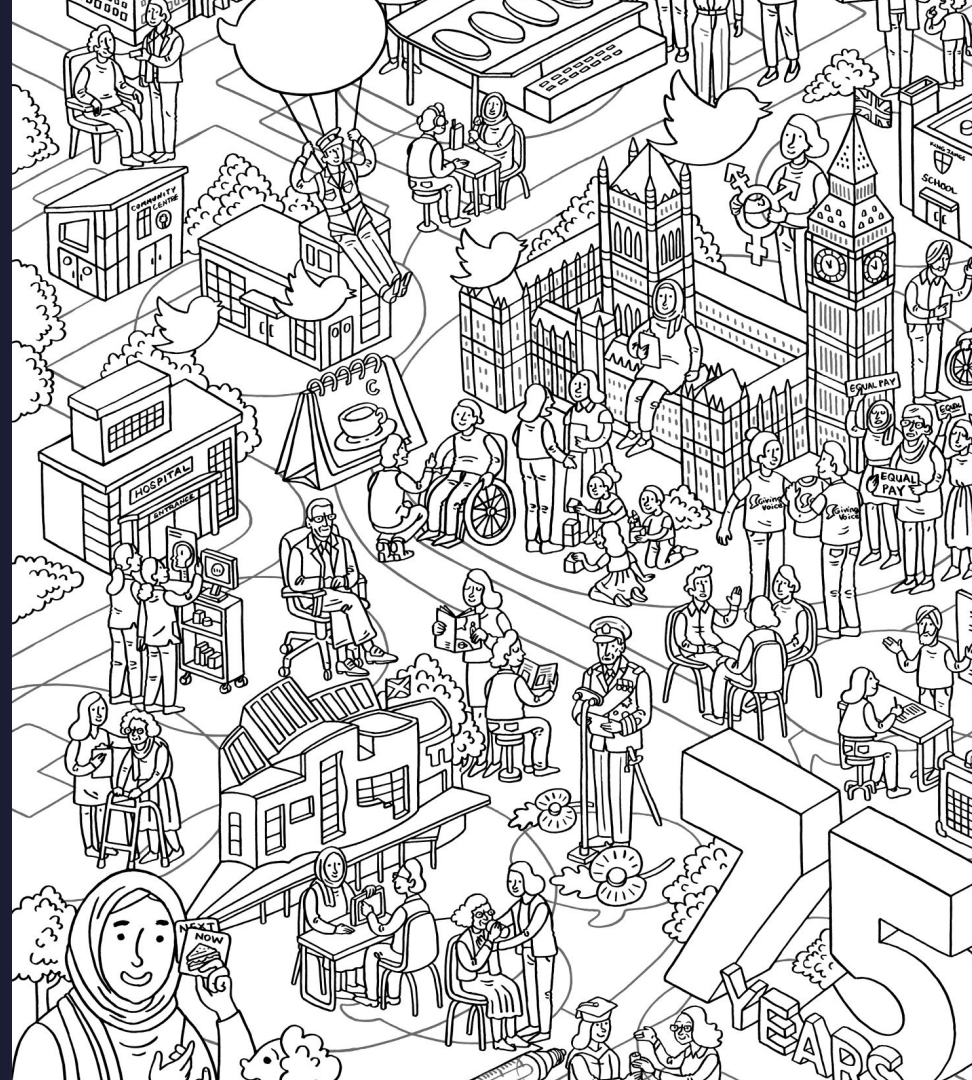
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# Welcome & housekeeping

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# Housekeeping

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- Justyna Szeller (RCSLT Host) is on hand to help with any **technical queries**; you can get in touch with her via the **chat button**
- You can send in **questions** to our speakers today by using the **Q&A button**
- This event is being recorded and will be made available on the RCSLT website along with the presentation slides

# Aims and agenda

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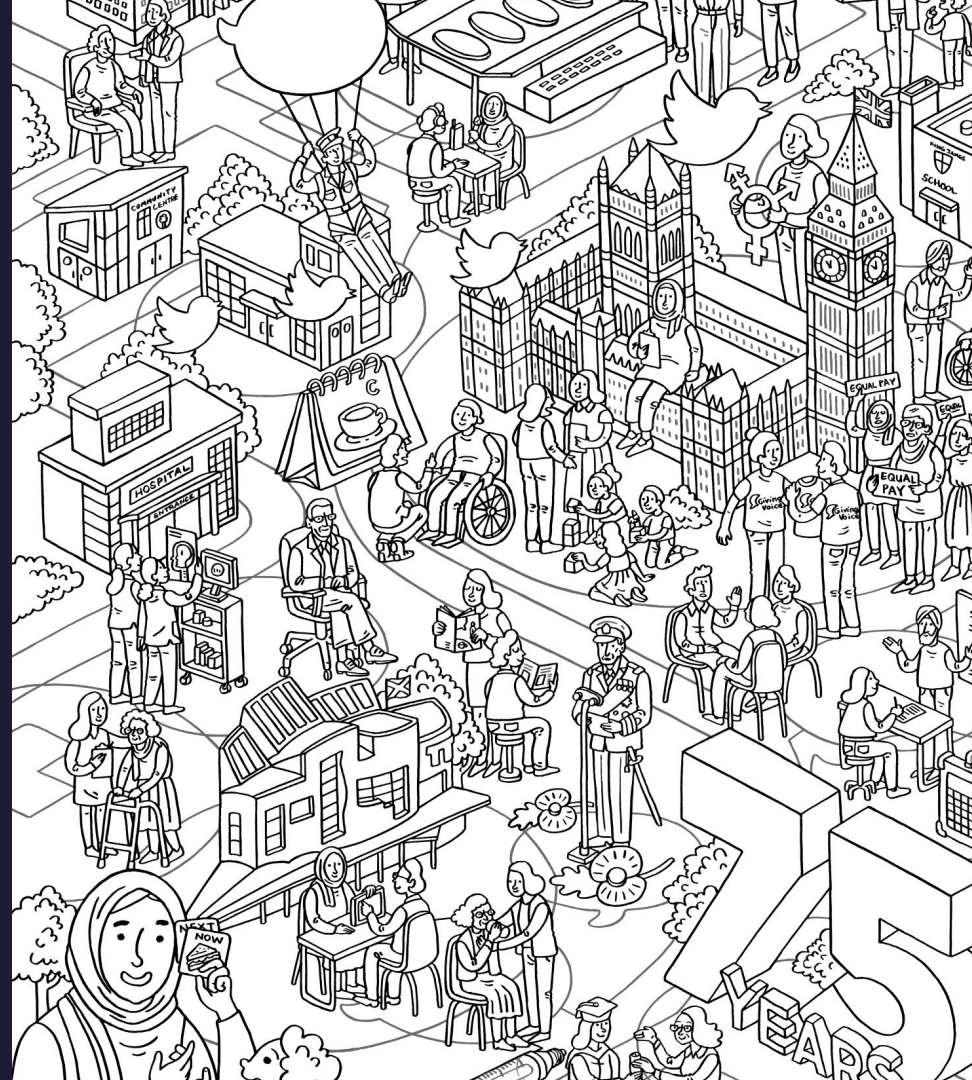
- Introduce the NHS England programme
- Discover how preceptorships, enhanced practice and advanced practice are linked
- Find out about enhanced practice and why RCSLT are engaging with it
- Gain clarity around advancing practice, especially for non-prescribing professionals and those who do not match the typical medical model
- Find out how this work links with initiatives from the nations
- To provide feedback and ask specific questions



# NHS England funded programme

Sally Cochrane  
Programme Manager, RCSLT

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# NHSE workforce, education & training

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NHSE has provided funding for a programme of work to support the ongoing education reform priorities in allied health professions (AHPs), aiming to:

- Ensure an effective supply of AHPs, including SLTs
- Provide opportunities to develop their careers
- Achieve improved work satisfaction and increased retention

# NHSE workforce, education & training

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## Key areas of focus include:

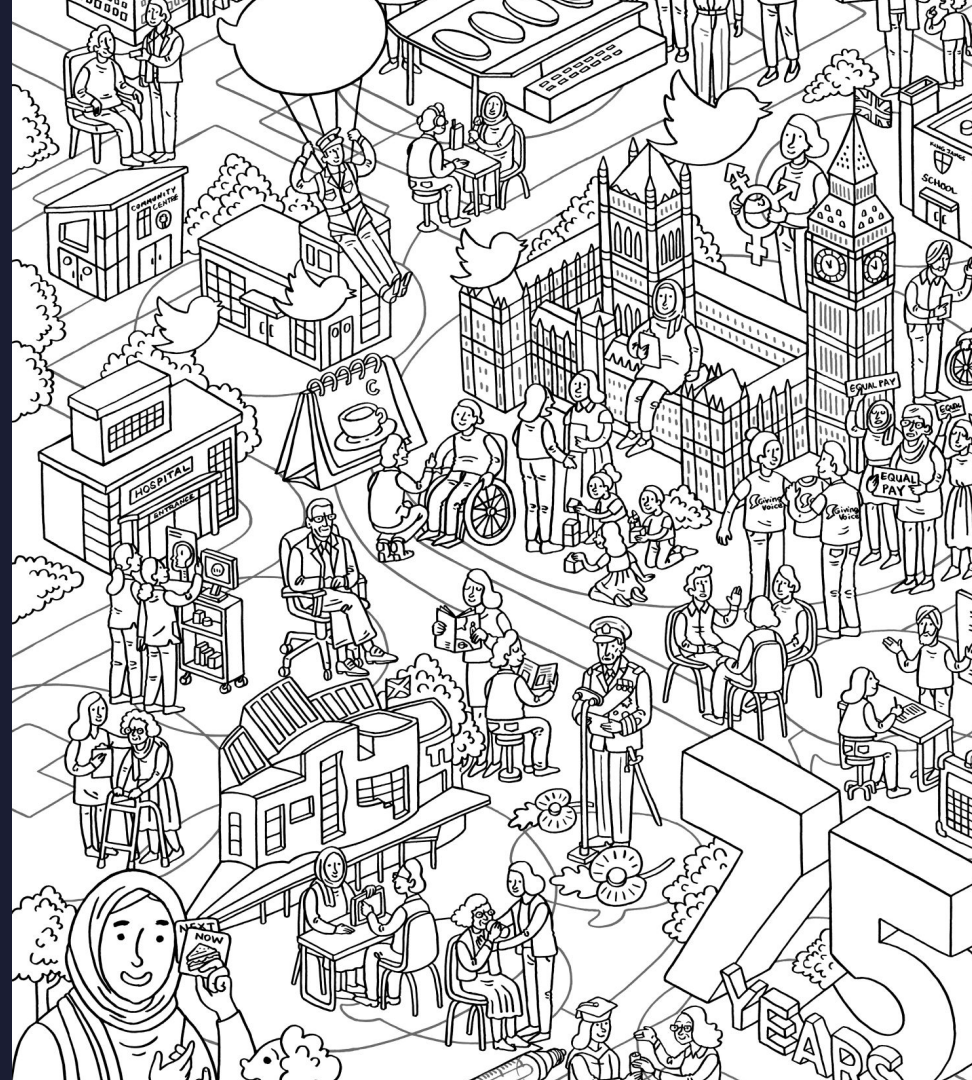
- Educator workforce
- Curriculum review
- Support workforce
- Career pathways into AHP
- Professional development framework
- Preceptorship & foundation support
- Career development
- Profession-specific focus on key priorities



From NQP to...

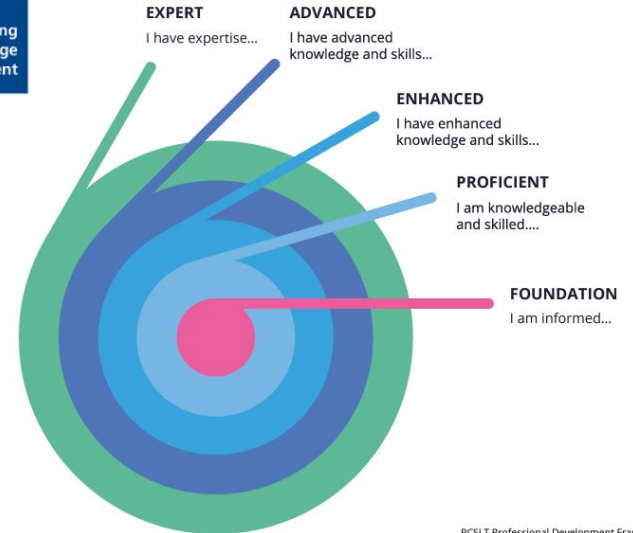
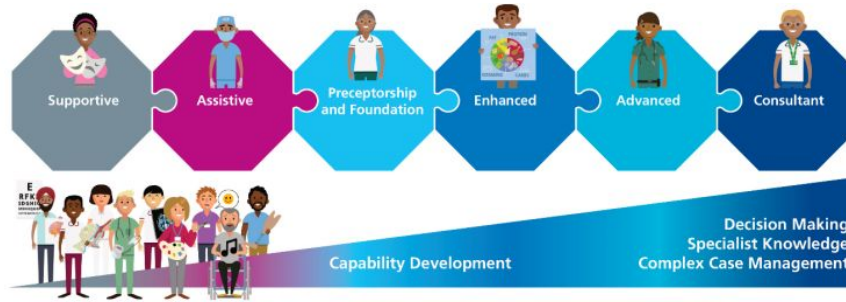
Will Christopher  
Project Manager, RCSLT

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# From NQP to...





# Evolving understanding of enhanced level practice – an intersect mastery and expertise

Across the nations the hallmarks of enhanced level practice are described as focusing on the following areas of professional thinking and action:

- Demonstrating depth of knowledge to support complex decision-making skills, clinical competence, and judgement within a specific area of practice
- Autonomous practice leading to ability to exercise expert judgement within profession specific practice.
- Criticality of thought and action in using and developing evidence to inform their practice.
- Use evaluative approaches to interpret and synthesis information within complex situations in practice
- Developing as a situational leader including without authority and through influence



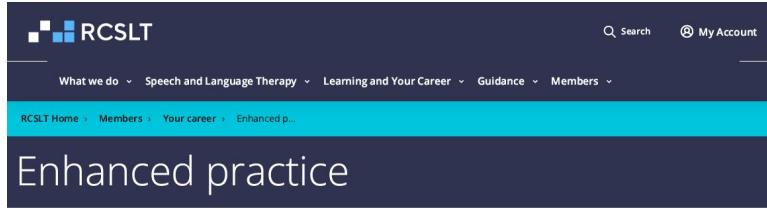
# 10 Core domains of enhanced level practice

<b>Clinical Practice</b>	To be able to demonstrate safe and effective person-centred care with a particular focus on clinical reasoning, decision making and risk management and care management planning.
<b>Clinical Practice</b>	To be able to demonstrate the delivery of enhanced level care, using the application of anatomy, physiology and psycho-social factors within assessment and diagnostic processes, providing interventions and utilising appropriate equipment within your scope of practice.
<b>Leadership</b>	To be able to evaluate the impact of own leadership behaviours to be a confident, inclusive, and supportive leader contributing to a culture of continuous improvement.
<b>Leadership</b>	To be able to use critically informed evidence-based approaches to advocate and lead operational and transformational change in complex situations and systems.
<b>Education</b>	To be able to achieve a critical understanding of the principles and theories of education to an enhanced level; to develop, deliver and evaluate effective learning opportunities for all stakeholders.
<b>Education</b>	To be able to act as an expert resource, promote, lead, and monitor effective education in challenging environments for specialist and non-specialist audiences; encouraging the use of education to inform innovative clinical practice to enhance the well-being of others.
<b>Research</b>	To be able to construct appropriate research design and audit techniques to evaluate practice to identify quality improvement processes to enhance provision.
<b>Research</b>	To demonstrate the ability to systematically search, gather and select, and critically appraise data, to inform professional practice, decision making and service design.

# National Schema and model curriculum

- Distinction between academic and practice level requirements of enhanced practice and what this means to you as employers/providers of occupational therapy
- Requirement of apprenticeship in the workplace including
  - Work-based mentors
  - Access to learning opportunities within and beyond immediate role
  - Clinical supervision to meet range of occupational competencies
  - Anti-discriminatory approaches
  - Signing off occupational competence in the workplace
- RPEL and apprenticeship training plans
- Be clear on distinction Enhanced and Advanced programmes/apprenticeship and what you expect as a practitioner, employer or provider of speech and language therapy services
- End Point Assessment is integrated and needs to be valued by all parties within the apprenticeship

# What we are doing



## Page content

### What is enhanced practice?

### Purpose and benefits

### The enhanced practice apprenticeship

## What is enhanced practice?

Enhanced level is defined as having an in-depth knowledge and understanding of an area of practice and routinely delivering a high standard of practice. Enhanced practice is a level of practice healthcare professionals can attain and is used to describe the practice of highly experienced, knowledgeable healthcare professionals.

Completing an enhanced practice course would cover all four pillars, including research, education, leadership and clinical practice. The research, education and leadership aspects would generally be less specific and more focused on multi-professional collaboration. The clinical aspect would be profession specific, enabling a clinician to become more confident and enhance such skills.

Accessibility Menu

Privacy - Terms

<https://www.rcslt.org/members/your-career/enhanced-practice/>



Enhanced level practice domains	
Clinical practice	To be able to demonstrate safe and effective person-centred care with a particular focus on clinical reasoning, decision making and risk management and care management planning.
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# Difference to AP

## Enhanced Practice

Uses reflection in action to function in unpredictable environment

Manages risk but defers major decision making

Uses freedom to act within own scope of practice

Found in different settings and across professions

Has a specific body of knowledge

Uses complex clinical decision making but confers with others for overall plan

Often manage a caseload, sometimes providing interventions as part of a dedicated clinical pathway

Post registration qualification / CPD and occasionally masters qualification

Evaluates and creates

will work within national and local protocols where these exist

Proficient

## Advanced Practice

Uses reflection in action extensively in an unpredictable environment

Manages risks

Uses freedom to act, and provides professional leadership and supervision in situations that are complex and unpredictable

Found in different settings and across professions

Has a highly developed specific body of knowledge

Uses a high level of complex clinical decision making, including complete management of episodes of care

Manages defined episodes of clinical care independently, from beginning to end

Masters Level

Evaluates and creates

will shape the design and delivery of local protocols where these exist

Expert



# Advanced practice

Will Christopher  
Project Manager, RCSLT

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# What is AP

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The purpose of advanced practice is to:

- Improve patient outcomes through more timely and accurate decision making
- Address workforce shortages by taking on responsibilities which may traditionally fall elsewhere
- Support service efficiency by reducing the need for multiple referrals
- Promote continuity of care which is crucial for offering more personalised and consistent care
- Support professional development
- Drive innovation in healthcare
- Support integrated care models

# What is AP

- Start to consider AP roughly 5 years after EP
- Step before Consultant should you wish to work towards this
- Can complete: level 7 advanced clinical practice degree apprenticeship
  - MSc advanced clinical practice
  - ePortfolio retrospective route (available until 2025/6)
- Services and strategies will help identify the initial clinical focus
- Advanced section of Professional Development Framework
- Demonstrate competencies on all 4 pillars
- Available courses can be found [here](#)
- Funding information can be found [here](#)



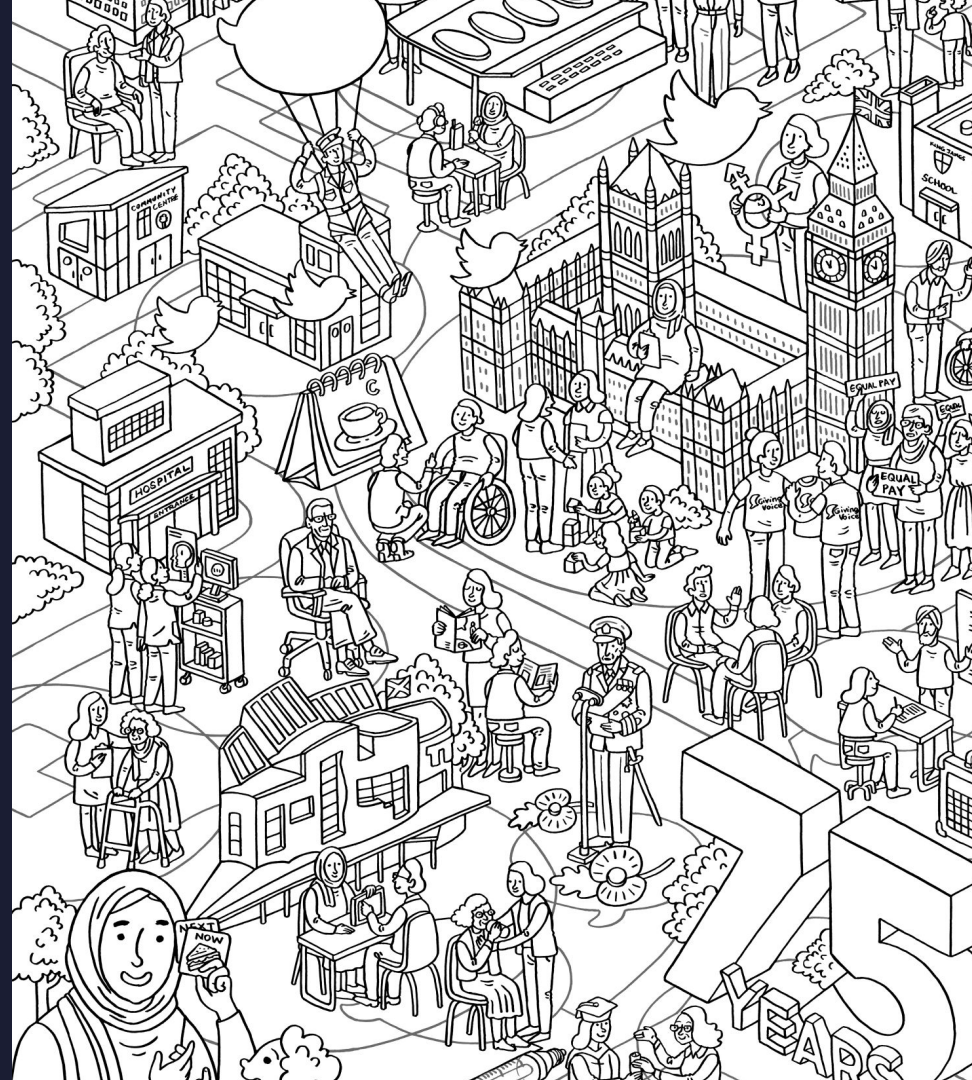


## Advanced practice

Beverley Harden  
Deputy Chief Allied Health Professions  
officer, NHS England

Katie Cooper  
Regional Faculty Lead for Advancing  
Practice, NHS England

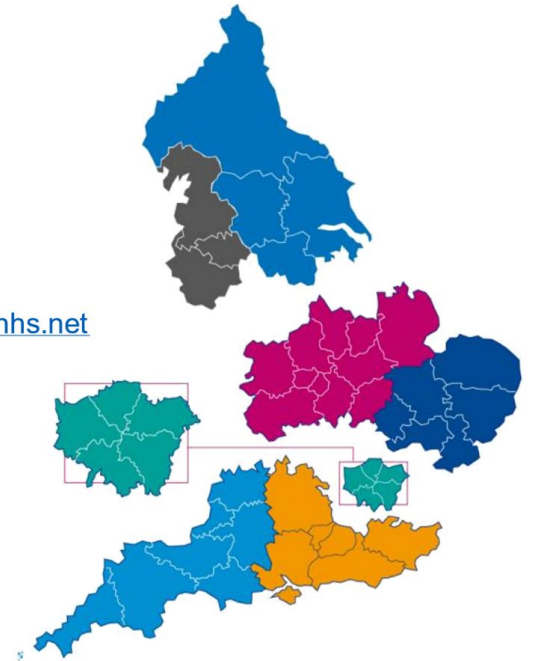
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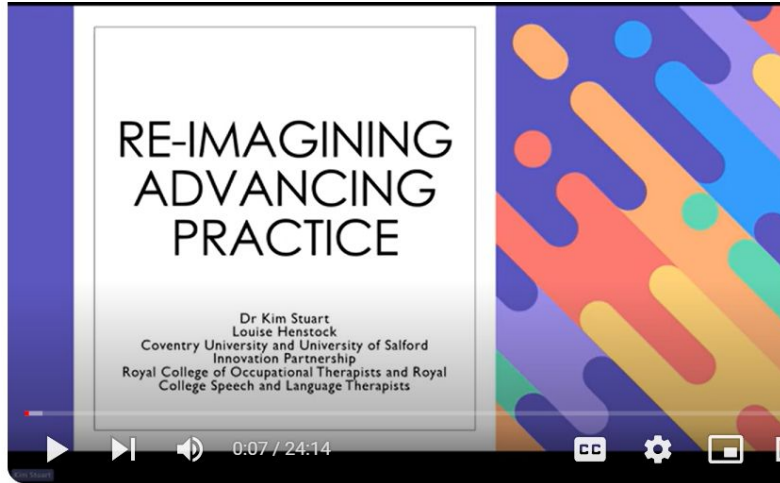
# Beverley Harden & Katie Cooper

## Regional Faculty Leads

- **North West** – Annabella Gloster [england.acp.nw@nhs.net](mailto:england.acp.nw@nhs.net)
- **North East and Yorkshire** – Natalie Ruscoe [england.neyadvancedpractice@nhs.net](mailto:england.neyadvancedpractice@nhs.net)
- **East of England** – Katie Cooper [england.eoeapfaculty@nhs.net](mailto:england.eoeapfaculty@nhs.net)
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- **South East** – Sarah Goodhew [england.acpenquiries.se@nhs.net](mailto:england.acpenquiries.se@nhs.net)

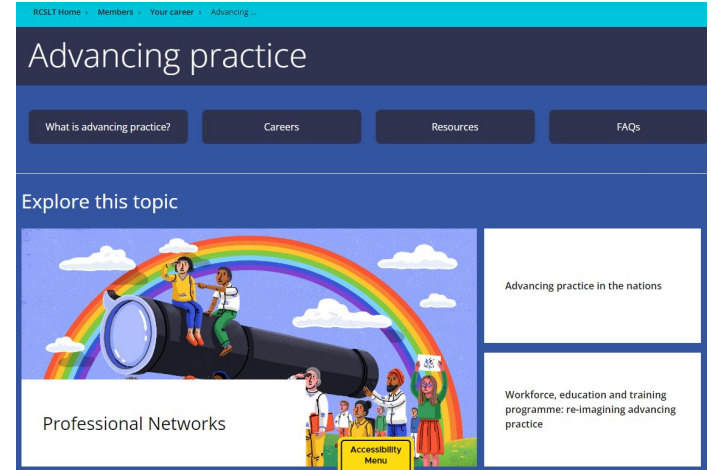


# What we are doing



Re-imagining Advancing Practice Webinar 20240628

# PRESCRIBING NOW



# Difference to EP

## Enhanced Practice

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- Manages risk but defers major decision making
- Uses freedom to act within own scope of practice
- Found in different settings and across professions
- Has a specific body of knowledge
- Uses complex clinical decision making but confirs with others for overall plan
- Often manage a caseload, sometimes providing interventions as part of a dedicated clinical pathway
- Post registration qualification / CPD and occasionally masters qualification
- Evaluates and creates
- will work within national and local protocols where these exist
- Proficient

## Advanced Practice

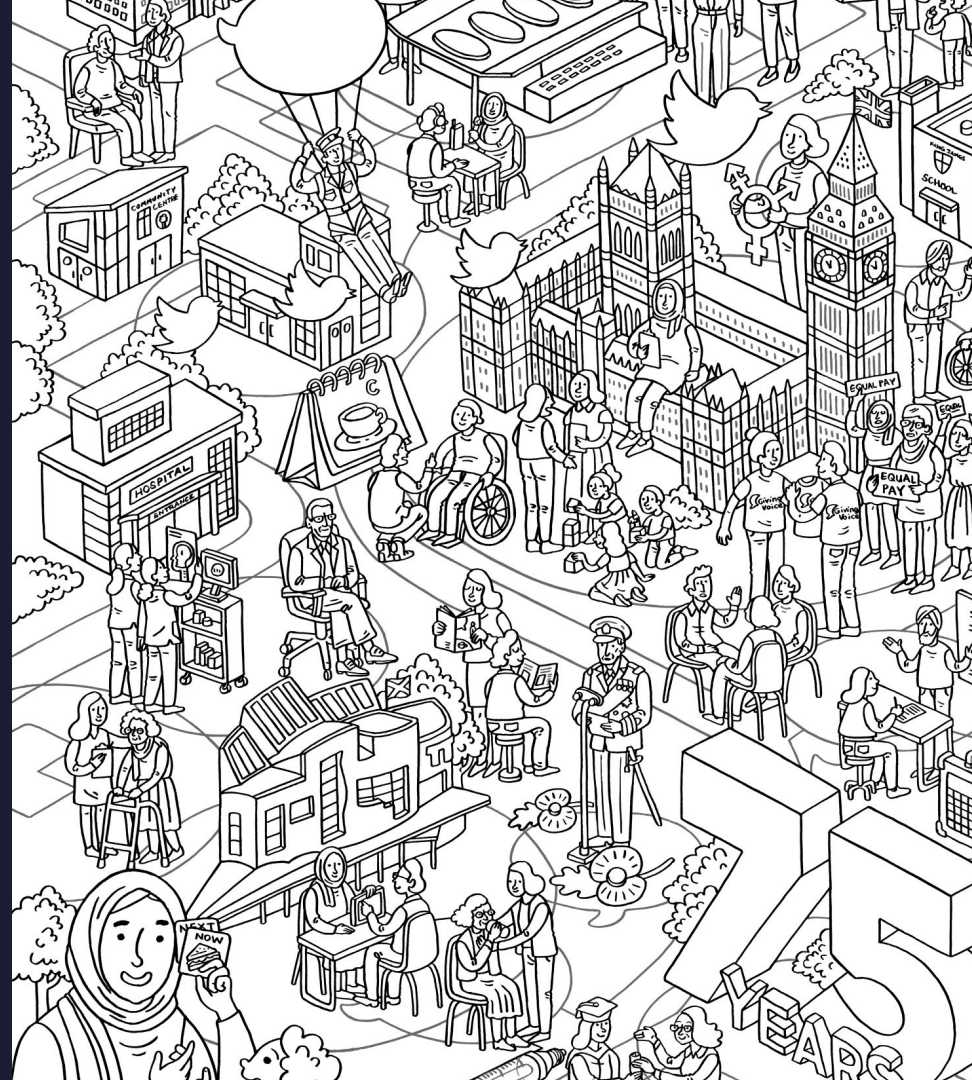
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- Masters Level
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# Nations

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Project Manager, RCSLT

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# Nations

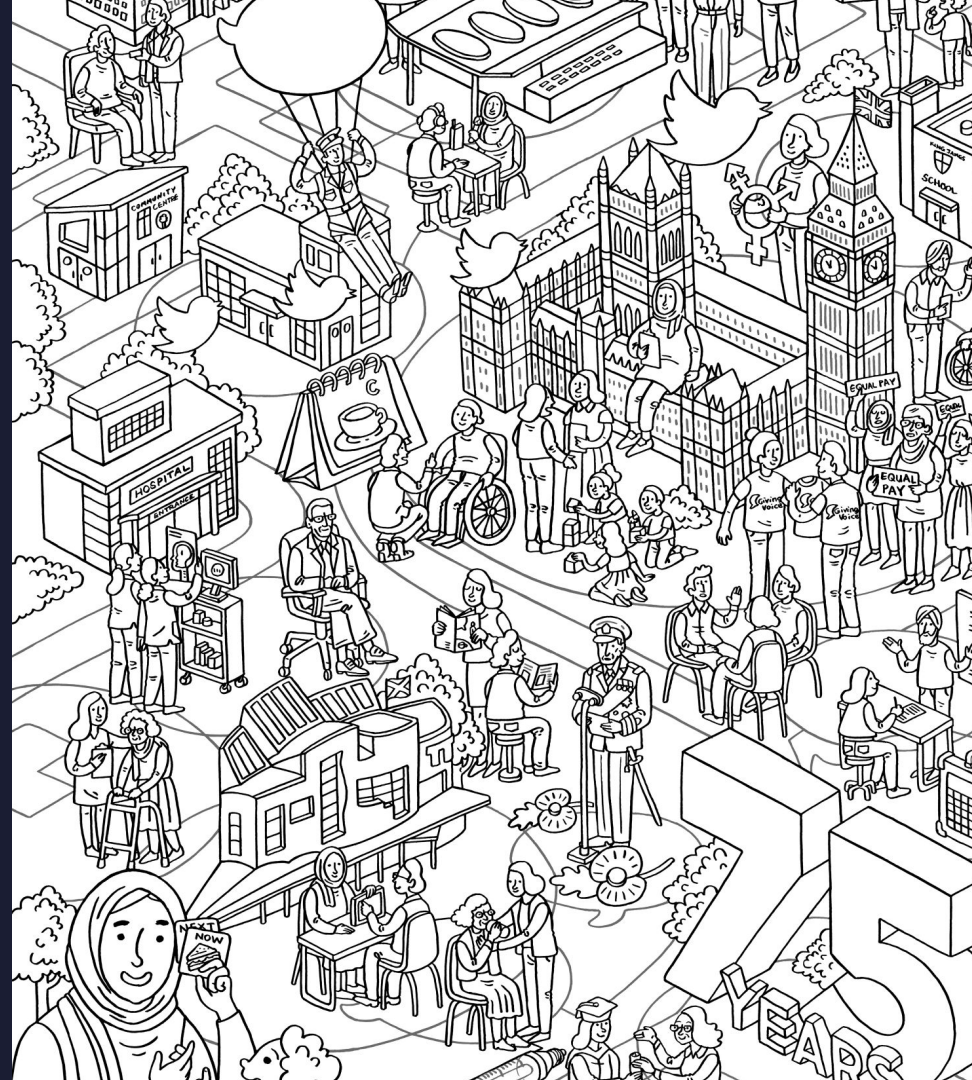
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- Currently funded by NHSE, this work can be used to inform establishment of similar roles across the other nations
- CAHPOs across the four nations are working to produce a joint statement around creation of advancing practice AHP roles
- We recognise Scotland, Wales and Northern Ireland do not have access to apprenticeships and we are working with colleagues to review potential future opportunities
- NHS education Scotland is currently working on a definition of advanced practice for AHPs and has shared a new toolkit on Turas
- Health, education and improvement in Wales released the EAC framework and HEIW are keen to explore improving opportunities in Wales





# Questions





# Evaluation



SCAN HERE!





Thank you



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