



## **AHPF Cymru Workplan**

### **April 2025 – March 2026**

#### **Vision:**

“The AHP workforce is positioned to improve the health and well-being of the population in Wales

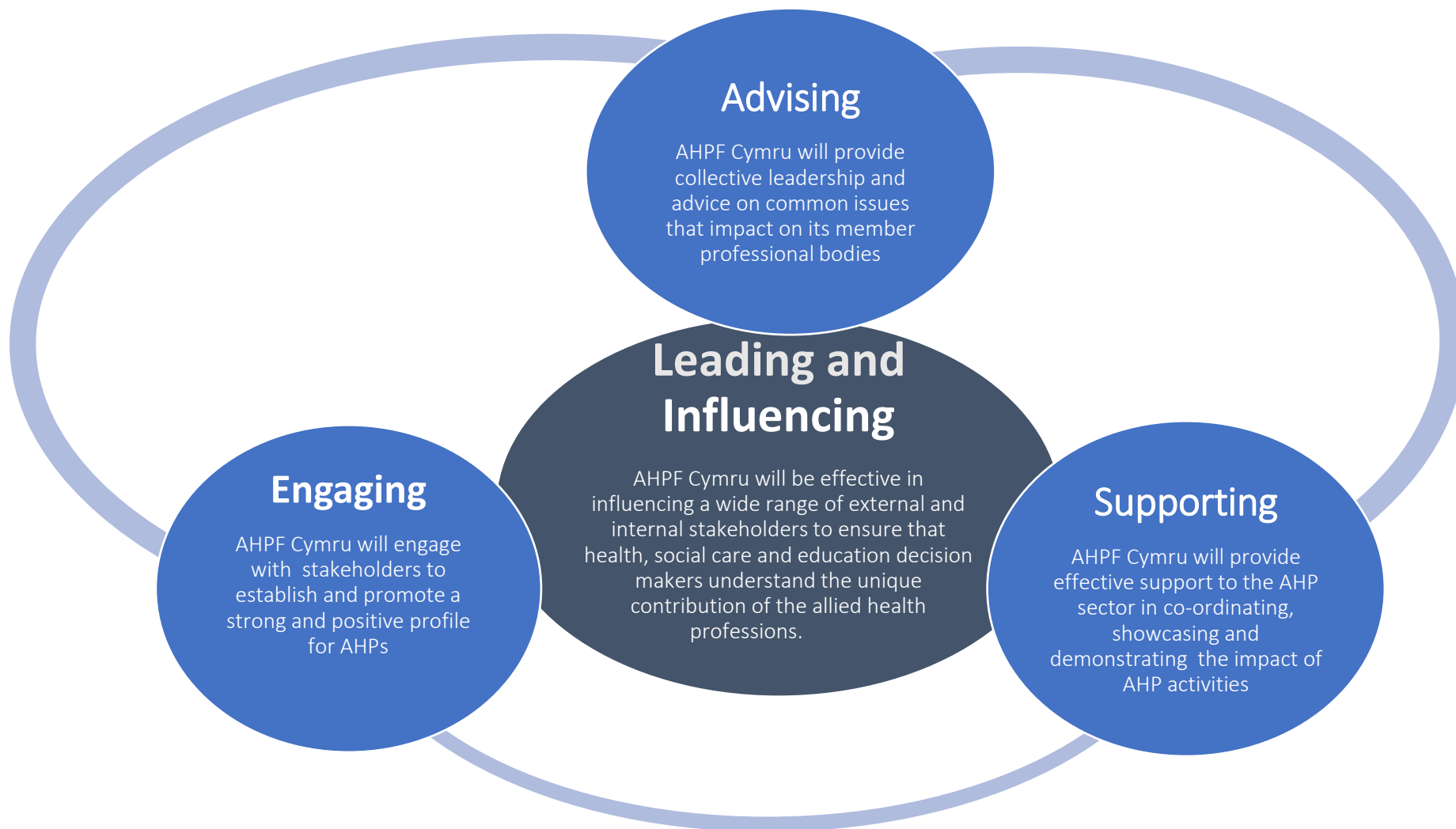
#### **Mission:**

The AHPF Cymru provides collective AHP leadership and representation to influence national policy and guidance at a strategic level

#### **AHPF Cymru strategic priorities:**

- Workforce and Supply
- Influencing Policy
- Visibility of AHPs

We will deliver by:



Strategic priority 1: Workforce & Supply			
Key Theme	Outcomes	Actions (in order to deliver outcomes...)	Progress
<p>AHPF Cymru is committed to:</p> <ul style="list-style-type: none"> <li>• Advocating for an AHP workforce plan and increase in the supply of AHPs across all professions</li> <li>• Supporting diverse access routes to qualification</li> <li>• Pressing for AHP staffing guidance</li> </ul>	<p>Commitment to an AHP workforce plan ultimately leading to increased number of AHPs trained across Wales</p> <p>Flexible and equitable access to AHP training include development of AHP earn as you learn models</p> <p>Parity with nursing and medic professions</p>	<p>Advocate for workforce plan, diverse routes to qualification and staffing guidance as part of calls for 2026 Senedd elections.</p> <p>Build evidence base for earn and learn, apprenticeships through engagement with Medr, HEIW and Colegau Cymru.</p> <p>Build evidence base for AHP staffing guidelines learning from other parts of the UK.</p> <p>Advocate for AHP bursaries particularly for smaller professions</p> <p>Highlight and learn from good practice in other nations.</p>	<p>AHPF Cymru manifesto being designed. Once printed, Camlas will support meetings to be arranged with all main political parties.</p> <p>Medr/ Colegau Cymru/ Health Education Improvement Wales attending March AHPF Cymru meeting to discuss apprenticeships with aim of producing paper to share with Minister for Apprenticeships.</p> <p>Raised staffing guidance, bursaries and apprenticeships at meeting with Cabinet Secretary for Health and Social Care in January 2025.</p>

<p>AHPF Cymru is committed to:</p> <ul style="list-style-type: none"> <li>• Adequate and appropriate AHP workforce planning to support workforce development and highlight challenges</li> <li>• Advocating for high quality AHP data</li> </ul>	<p>Effective workforce planning that takes into account individual challenges for individual professions</p> <p>Access to meaningful workforce tools and appropriate data collection</p> <p>All AHPs have access to meaningful data</p>	<p>Gather data from Stats Wales, Healthcare Education and Improvement Wales Education Training Plan on AHP workforce for report to be launched in next Senedd term</p> <p>Develop improved understanding of demand for AHP services through analysis of waiting times and referral data.</p> <p>Establish closer working relationship with Health Education and Improvement and identify shared priorities and projects.</p> <p>Highlight gaps or specific improvement areas for AHP data.</p>	<p>AHPF Cymru manifesto being designed which includes call for AHP workforce plan. Once printed, Camlas will support meetings to be arranged with all main political parties.</p> <p>Raised workforce planning at meeting with Health, Social Care in January 2025. Cabinet Secretary is reviewing workforce planning. AHPF Cymru offered support.</p> <p>Relevant workforce planning officials invited to AHPF Cymru launch to build on links.</p>
<p>AHPF Cymru is committed to:</p> <ul style="list-style-type: none"> <li>• Promoting the well-being and resilience of AHP staff</li> <li>• Highlighting the benefit and impact of AHPs in this space</li> </ul>	<p>AHPF Cymru members feel mentally and physically well and can provide high quality care.</p>	<p>2026 Senedd election call to ensure timely access to AHPs for NHS staff working in health and social care.</p>	<p>AHPF Cymru manifesto being designed which includes call for access to AHPs. Once printed, Camlas will support meetings to be arranged with all main political parties.</p>

Strategic priority 2: Influencing Policy			
Key Area	Outcomes	Actions	Progress
<p>AHPF Cymru is committed to</p> <ul style="list-style-type: none"> <li>Building strong and collaborative relationships with a wide variety of stakeholders</li> </ul>	<p>AHPF Cymru is seen as an accessible and valuable partner by Welsh Government (WG) AHP adviser, Health Education and Improvement Wales, Executive Directors of AHPs (EDAHPs) within local health boards and other partners.</p> <p>Welsh Government AHP adviser, AHPF Cymru and Executive Directors of AHPs will combine collective influence where appropriate.</p> <p>Senedd members (MSs) and Ministers are informed of AHP related challenges and the impact AHPs make to the people they serve.</p> <p>AHPF Cymru are involved in relevant consultations and brief MSs ahead of relevant debates</p>	<p>Regular and open contact with WG AHP adviser and team who have regular schedule to attend AHPF Cymru meetings with clarity on purpose of discussion.</p> <p>Close engagement with new Wales AHP Committee with seat on committee for AHPF Cymru member.</p> <p>Prioritise meeting with party health and social care spokespeople ahead of 2026 elections.</p> <p>Arrange visits to AHP services for relevant ministers and MSs.</p> <p>Support MSs to raise parliamentary questions.</p> <p>Prepare briefings for relevant debates and submit responses to relevant consultations.</p> <p>Increase links with EDAHPs group and identify opportunities for collaborative working via annual meeting attendance and quarterly newsletter.</p>	<p>AHPF Cymru chair and vice-chair have met with WG AHP adviser to discuss ways of working with AHPF Cymru. Adviser will attend April meeting.</p> <p>Key stakeholders invited to launch of AHPF Cymru on 26<sup>th</sup> March.</p> <p>Visit in train to AHP service for Cabinet Secretary for Health and Social Care.</p> <p>Submitting joint response to Senedd Health and Social Care Committee inquiry on the future of general practice.</p> <p>Quarterly newsletter to stakeholders to commence in April 2025, following launch.</p>
Strategic priority 3: Visibility of AHPs			
Key Area	Outcomes	Actions	Progress

<p>AHPF Cymru is committed to</p> <ul style="list-style-type: none"> <li>• Highlighting the unique contribution of each of the AHP professions</li> <li>• Highlighting the impact AHPs have on the people they serve, work with and work for</li> <li>• Promoting AHPs as leaders in public health improvement</li> </ul>	<p>Recognition of the role AHPs have as the third largest workforce.</p> <p>Improved parity with nursing and medical colleagues.</p> <p>Decision makers understand the contribution AHPs make across key policy areas</p>	<p>Launch event with range of stakeholders in March 2026 on the Senedd estate.</p> <p>Promotion of AHPF and key priorities at 4 main political party conferences where AHPF Cymru will be hosting a stand.</p> <p>Produce quarterly newsletter for stakeholders.</p> <p>Improve data on AHP workforce and impact ahead of launch of report in new Senedd term in May 2026.</p>	<p>Invitations sent out for launch event at the Pierhead, Senedd estate on 26<sup>th</sup> March.</p> <p>Stands booked at 4 main political party conferences.</p>
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