

**AHPFS work plan**  
**December 2023 – December 2024**

**Vision:**

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

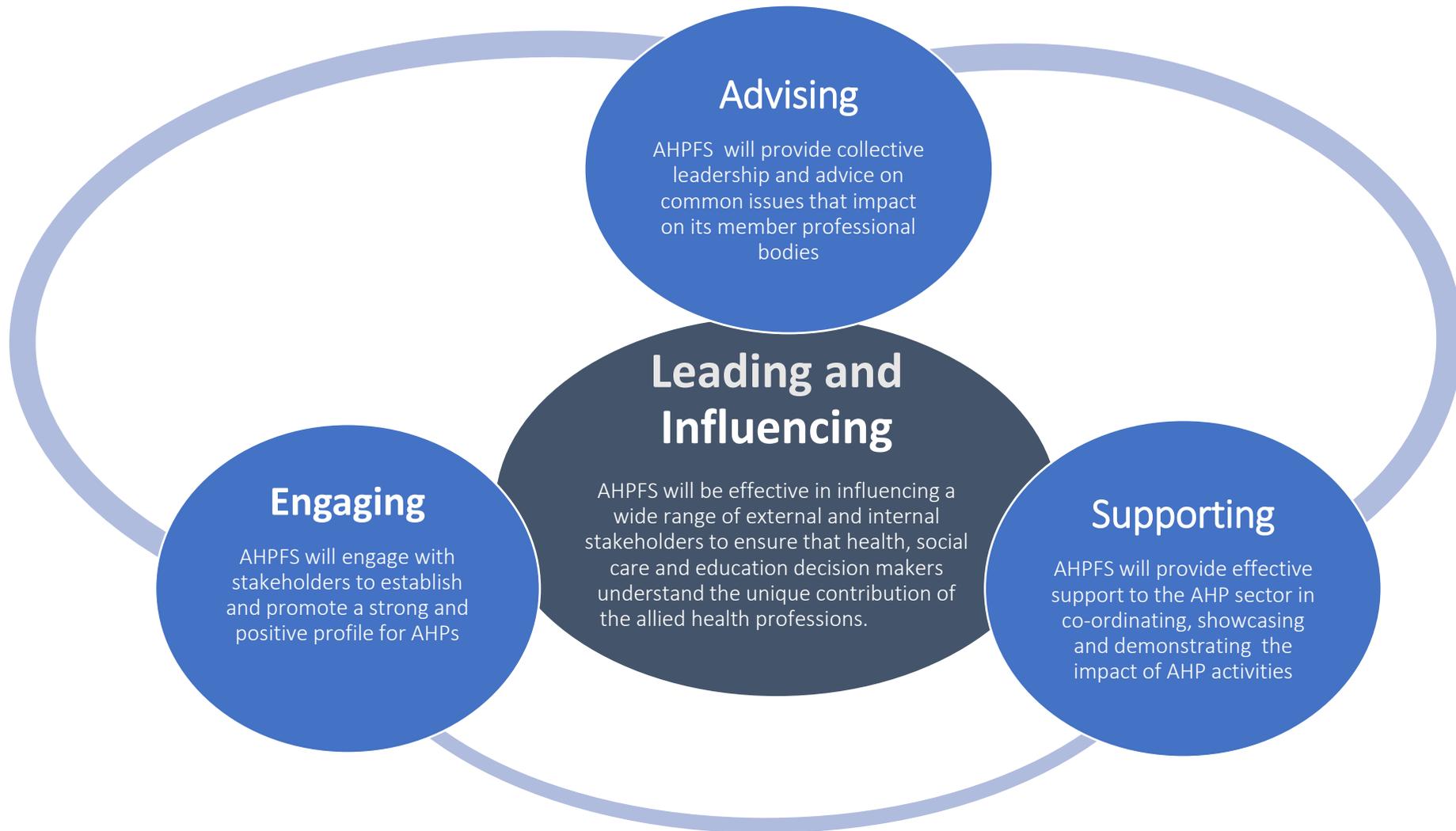
**Mission:**

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

**AHPFS 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>AHPFS is committed to:</p> <ul style="list-style-type: none"> <li>• Advocating for an increase in the supply of AHPs across all professions</li> <li>• Supporting diverse access routes to qualification</li> <li>• Highlighting disparity between AHPs and other medical professionals</li> </ul>	<p>Increased number of AHPs trained across Scotland.</p> <p>Flexible and equitable access to AHP training</p> <p>Parity with nursing and medic professions</p>	<p>Support delivery of education and workforce review including by representation and contribution at EWR advisory board.</p> <p>Advocate for effective EWR action plan to be delivered in a timely way and seek regular updates on implementation.</p> <p>Advocate for training opportunities in remote and rural areas</p> <p>Advocate for flexible routes e.g. earn and learn, apprenticeships, hybrid delivery.</p> <p>Advocate for AHP bursaries particularly for smaller professions</p> <p>FOI requests to bring clarity about enrolment and graduate numbers</p> <p>Highlight and learn from good practice.</p> <p>Improve links with HEIs</p>	

<p>AHPFS 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>Establish closer working relationship with NES and identify shared priorities and projects.</p> <p>Continued representation and contribution to NES/HIS HealthCare Staffing Programme.</p> <p>Sharing and learn from good practice.</p> <p>Contribute to the development and refinement of workforce tools.</p> <p>Ensure AHP requirements are represented – proactively and reactively.</p> <p>Highlight gaps or specific improvement areas for AHP data.</p>	
<p>AHPFS 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</li> </ul>	<p>AHPFS members feel mentally and physically well and can provide high quality care.</p>	<p>Identifying challenges and advocating for solutions.</p> <p>Demonstrate commitment to health and wellbeing and diversity of membership of AHPFS.</p> <p>Support the implementation of robust supervision models and processes for AHP staff.</p> <p>Ensure work of AHPFS promotes health and wellbeing and diversity of AHP workforce .</p>	
<p>AHPFS is committed to:</p> <ul style="list-style-type: none"> <li>• Promoting the unique contribution of AHPs</li> <li>• Highlighting opportunities for workforce development in terms of widened scope,</li> </ul>	<p>AHPs can access quality post graduate learning and development opportunities.</p> <p>Widened scope for AHP advanced practice roles.</p>	<p>Advocate for clearly defined funding for AHP training and development opportunities.</p> <p>Influence improved access for AHP training opportunities related to advanced practice.</p>	

advanced practice and learning and development	AHPs are routinely considered for new roles that were traditionally delivered by other staff.	Advocate for formal career pathways with NES and Scottish Government.  Provide challenge where AHPs are excluded from roles.	
<b>Strategic priority 2: Influencing Policy</b>			
<b>Key Area</b>	<b>Outcomes</b>	<b>Actions</b>	<b>Progress</b>
AHPFS is committed to <ul style="list-style-type: none"> <li>Building strong and collaborative relationships with a wide variety of stakeholders</li> </ul>	AHPFS is seen as an accessible and valuable partner by CAHPO and AHP Advisors.  CAHPO and AHPFS will combine collective influence where appropriate.  MSPs and Ministers are informed of AHP related challenges and the impact AHPs make to the people they serve.  AHPFS are involved in relevant consultation.s	Regular and open contact with CAHPO and AHP advisors.  AHP team have regular schedule to attend AHPFS meetings with clarity on purpose of discussion.  Meet with MSPs as required.  Support MSP to raise parliamentary questions.  Dialogue with wider range of stakeholders to ensure AHPFS invited to represent AHPs eg Centre for Sustainable Delivery.  Increase links with SDAHPs and identify opportunities for collaborative working.	
AHPFS is committed to <ul style="list-style-type: none"> <li>Being responsive to requests</li> <li>Identifying and taking opportunities to influence on behalf of AHPs</li> </ul>	AHPs are well represented within developing areas influencing workforce, education, health and social care, etc.	Respond to requests, represent AHPs and provide collective feedback.  Engage with and contribute to SLWGs, workstream, committees.  Collaborative approach with influential groups eg SDAHP	

<ul style="list-style-type: none"> <li>Contributing to the reduction of health inequalities for the people we serve</li> </ul>			
<b>Strategic priority 3: Visibility of AHPs</b>			
Key Area	Outcomes	Actions	Progress
<p>AHPFS 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>Promote unique role of AHPs in Early Intervention &amp; Prevention</p> <p>Articulate the added value that AHPs bring to the health and well-being of the population.</p> <p>Promotion of AHPs via PR events eg parliamentary events.</p> <p>Produce case studies, infographics, posters to showcase improvement work/innovation.</p> <p>Hone AHPFS information to demonstrate impact on key policy areas eg saving money, values based practice, waiting well, etc.</p> <p>Update Compendium with further examples of innovation and case studies eg rehabilitation, waiting well, health inequalities.</p>	