








ALLIED HEALTH PROFESSIONAL SERVICES IMPROVEMENT PLAN 2022-2023

Action	Assigned To	Status	Progress	Due Date	Team Objectives	Updates	Links to Strategic Plans
IJB SP 9.1 Improve system-wide tiered approach to accessing specialist clinical assistance across AHP services.	Louise Gibson		55%	31/10/2023		<p>Improvement work underway within CYP SLT to reduce waiting times. Additional staff in post and waiting times reducing. Help line in place and further work underway to continue to improve effective triage and responsiveness to requests for assistance. Recruitment underway for additional community rehabilitation posts for Speech and language therapy and Physiotherapy including some Admin resource to release clinical time and improve pathways. Joint triage of referrals within community rehab team and with Intermediate care team to improve response times and ensure service users seen by right person.</p> <p>Introduction of Clinical lead Physiotherapy post in Stroke to improve provision of stroke rehabilitation within community and provide in-reach into stroke rehabilitation unit in order to support individuals on discharge.</p> <p>Introduction of Dietetic Assistant practitioner Roles within Dietetics to improve access – New posts developed, recruitment now complete with successful candidates commencing in June. Dietetics have also introduced a new service for diabetes prevention (TDR) and improved referral pathways to diabetes prevention and weight management services</p> <p>Podiatry have undertaken improvement work to streamline access routes and have removed multiple mailboxes for podiatry reducing delays and improving access.</p> <p>Development of Occupational Therapy Frailty Service that will link with GP practices and Multidisciplinary teams and offer early intervention for people identified as having mild to moderate frailty</p> <p>Service planning and induction underway. Some posts now in place and started to receive referrals Recruitment to OT frailty posts continuing.</p>	

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						<p>Recruitment to primary care OT posts complete providing early intervention for adults experiencing difficulties with function due to Physical and /or mental ill health.</p> <p>Work underway to align OT posts above to GP practices to provide GP practices with an identified OT.</p> <p>AHP's within Learning Disability have relocated premises into shared premises and are working with LD colleagues in Nursing and Social work to develop an Integrated Single Point of Contact Planning re configuration of AHP provision through acute services on pan ayrshire with remobilisation and development of acute specialist patient pathways (Trauma and Orthopaedics, Vascular, Gastric, National Treatment Centre)</p> <p>Redesigning pathways to improve virtual rehabilitation for individuals and groups post-covid within Cardiac Rehabilitation and Pulmonary Rehabilitation.</p> <p>All AHP services are using blended approach using telephone , 'near me' video consultations and face to face across professions to maximise access</p> <p>All services working to improve use of data to understand and respond to changes in demand post covid.</p>	
IJB SP 9.2 Improve access to information and opportunities for earlier assistance to improve health and wellbeing for individuals, families and communities	Louise Gibson		45%	31/03/2024		<p>Recruited to pan-ayrshire care home posts who will provide information, advice and early assistance to care home staff, residents and families</p> <p>Improving digital resources for AHP's through social media, NHS and HSCP website to increase universal reach.</p> <p>Face book page Cardiac Rehabilitation and Pulmonary Rehabilitation</p> <p>Introduction of Healthcare Support worker posts to improve skill mix and create capacity within AHP teams for early intervention and health improvement and education and training of wider MDT</p> <p>Improved access within CYP SLT via social media and helplines</p> <p>Videos and apps developed within SLT adult services</p> <p>Podiatry refreshed pan-ayrshire public website providing local and national resources for Musculo- Skeletal (MSK) and personal foot-care advice to support self-management and signpost where and how to access services locally.</p> <p>MSK AHP service continue to develop self-management info via social media and website.</p>	

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IJB SP 9.3 Promote strengths-based reablement and self-management approaches across whole system	Louise Gibson		80%	31/03/2023		Above actions will all promote strengths based reablement and self-management approaches. Core approach within all professions with service users and families. Working with Colleagues and partners and volunteers across health care and education system to improve reach. Development of Occupational Therapy Frailty Service and primary care OT's that will link with GP practices and Multidisciplinary teams and offer early intervention and strengths based approach for adults experiencing difficulties with function due to frailty Physical and /or mental ill health and advice for families Remobilising Pulmonary Rehabilitation and Cardiac Rehabilitation is underway and other groups have restarted Community Rehabilitation team have been working with Reablement team to enhance strengths based and self-management approach MDT Goal setting project within stroke AHP recommenced post Covid.	
IJB SP 9.4 Redesign models of service delivery for Specialist and Core rehabilitation services across Ayrshire and Arran	Louise Gibson		60%	31/03/2023		Rehabilitation commission phase 1 complete - workforce requirement identified, additional investment secured for some posts and recruitment continues. Community Rehabilitation Team (CRT) redesign work continuing with identified AHP's aligned to GP practices. New neuro/ stroke clinical lead Physiotherapist for CRT Introduction of Dietician Assistant Practitioner Post within dietetics Planning re configuration of AHP provision through acute services on pan ayrshire with remobilisation and development of acute specialist patient pathways (Trauma and Orthopaedics, Vascular, Gastric, National Treatment Centre) Redesigning pathways to improve virtual rehabilitation for individuals and groups post-covid within Cardiac Rehabilitation and Pulmonary Rehabilitation. Redesign of podiatry workforce to streamline pathway across community and acute and improve continuity of person centred care.	
IJB SP 9.5 Address the inequities relating to Healthy Weight including public health priorities undernutrition for clinical and non-clinical reasons	Louise Gibson		50%	31/12/2023		Introduction of Dietetic Assistant practitioner Roles within Dietetics to improve access and free capacity for early intervention and universal approaches. Dietetics have also introduced a new service for diabetes prevention (TDR) and improved referral pathways to diabetes prevention and weight management services. App and Information available. Business plan for tier 3 healthy weight submitted	

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IJB SP 9.6 Train AHP's as non-medical prescribers leading to independent prescribing in the lifespan of this strategic plan.	Louise Gibson		80%	31/12/2022		<p>Consultant AHP training complete and registered as independent prescriber Governance paper developed to provide clear parameters of the role</p> <p>Dietetic service now has 2 Dieticians qualified as supplementary prescribers within dietetics</p> <p>2 non – medical prescribers within Podiatry and 1 almost complete</p> <p>Developing and Updating Governance frameworks to support independent and supplementary prescribing in each area</p>	
IJB SP 9.7 Improve skill mix including advanced practitioners/first contact practitioners, and higher proportion of assistant practitioners/support workers within teams.	Louise Gibson		80%	31/12/2023		<p>Rehab commission phase 1 identified areas where assistant practitioners required – Some funding identified and recruitment almost complete. Additional funding from Scottish Gov and review of skill mix reviewed in core budgets have allowed the following new roles.</p> <p>Additional 2 HCSW in Community rehabilitation in post Increased band 2 post to band 3 HCSW in vascular. Creation of Band 4 Assistant practitioner and Generic HCSW in orthopaedics</p> <p>New clinical lead Band 7 posts in SLT CYP, OT LD and Physiotherapy for neuro/ stroke and one within Parkinsons disease</p> <p>Development of Occupational Therapy Frailty posts and assistant practitioner posts</p> <p>Development of Primary care OT posts</p> <p>Team Lead for Dietetics and Dietetic Assistant practitioner posts</p> <p>Above posts in place and using learning and impact to inform future changes in skill mix</p>	