

CLARE SUTHERLAND

CORPORATE LEAD FOR ADVANCED PRACTICE
ROYAL DERBY TEACHING HOSPITALS



ADVANCED PRACTICE

**“I have a
dream...”**

Martin L. King Jr.







SurveyMonkey.com

Derby Expectations

An Advanced Clinical Practitioner is an **experienced** and **autonomous** non-medical **registered** professional who has developed and extended their practice and skills transcending their previous professional boundaries by virtue of a **Masters Award** training programme.

(DHFT ACP framework 2013).

Advanced Clinical Practitioner

- Qualified = Band 8a – £42,190 pa (point 35)
- Locally standardised title
- Medical model (Locally)
- Masters level (**3 year programme**) & portfolio sign off
- Independent Practitioner on qualification
- Prescribing rights (where legally permitted)
- Imaging requesting rights
- Very limited trained ACP resources

RDTH HISTORY OF ADVANCED PRACTICE.....

- 2004 – FIRST “ANP” IN ADULTS AND FIRST NON-MEDICAL PRESCRIBER
- 2006 AED RECRUITED X2 ANP (NURSE CONSULTANT IN POST)
- 2009 ADVANCED PRACTICE SURVEY COMPLETED
- 2010 TASK & FINISH GROUP COMMENCED
- 2012/13 IMPLEMENTATION OF FRAMEWORK
- 2013 COMMENCED WORK WITH UNIVERSITY OF DERBY
- 2013 TRIAL OF PHYSICIAN ASSOCIATES X 3 (NOT CONTINUED)
- 2014 ACP WORK THROUGHOUT DERBYSHIRE
- 2015 CORPORATE LEAD ROLE COMMENCED
- 2015 FACULTY OF ADVANCED PRACTICE INITIATED
- 2016 DIVISIONAL LEAD & EDUCATIONAL ACPS IN POST

CURRENT STATUS

- 66 ACPS - (41 TACP, 23 ACP, 2 G'FATHERING)
- 9 SPECIALTIES – INCLUDING SURGERY
- 5 PROFESSIONS
 - NURSING X 49
 - PARAMEDICS X 10
 - PHYSIOTHERAPISTS X 5
 - ODP X1
 - SLT X1

15 MALES / 51 FEMALES (22% MALE)

(36) 55% CHILDBEARING AGE OF WHICH 15% ARE POSSIBLE TO GO OFF
ON MATERNITY



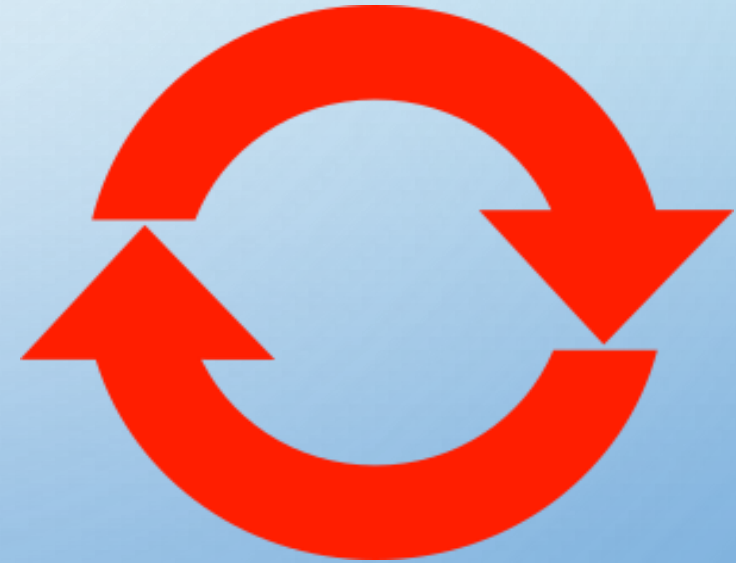
1. SAFE, CLINICALLY EFFECTIVE, POSITIVE PATIENT EXPERIENCES
2. SUPPORTING QUALITY STANDARDS - QUALITY CHAMPIONS
3. **GENERALIST SKILLSET** / FLEXIBLE WORKFORCE
4. RELEVANT BUT BROAD ACADEMIC EDUCATIONAL INPUT
5. MAINTAIN STANDARDS THROUGH PARITY OF ASSESSMENT
6. SUPPORTING WARD TEAMS - EXPERIENCE

TRAINING

70/20/10



ROTATIONAL



EDUCATION - DERBY

Masters programme Modular course

Core module requirements:

- Clinical Decision Making
- Clinical investigations and Management of Results
- Research methods
- Non Medical Prescribing *
- Consolidating Practice (final year)

ASSESSMENTS

- **MINI CLINICAL EVALUATION EXERCISE (MINI-CEX)**
 - **CASE BASED DISCUSSION (CBD)**
 - **DIRECTLY OBSERVED PROCEDURAL SKILLS (DOPS)**
 - **ACUTE CARE ASSESSMENT TOOL (ACAT)**
-
- DOPS – 6 EVERY 6 MONTHS
 - MINI-CEX – 4 EVERY 6 MONTHS
 - CBD – 2 EVERY 6 MONTHS
 - ACAT X5 (BAND 7 UPWARDS – PRIOR TO PROGRESSION TO BAND 8A)



L'OREAL

Because you're worth it

COST / SAVINGS ANALYSIS (OCT. 2015)

END 2016 – **COST £900,794.00**

END 2017 – **COST £1,382,824.00**

END 2018 – SAVING **£ 1,926,028.00**

END 2019 – SAVING **£ 3,662,017.00**

TOTAL £ 3,304,427.00

(BASED ON AGENCY COSTS ASSUMING AVERAGE £75 / HOUR +VAT)

KEY LESSONS....SO FAR

Recruiting the **Right people**

Ensuring education is linked to service need

Providing appropriate resources mainly time for supervision

Access to mentors and supervisors – develop ACPs

Ensuring an appropriate standard is set with valid and reliable assessment tools (WBPA)

Continuing development, job planning

Succession planning

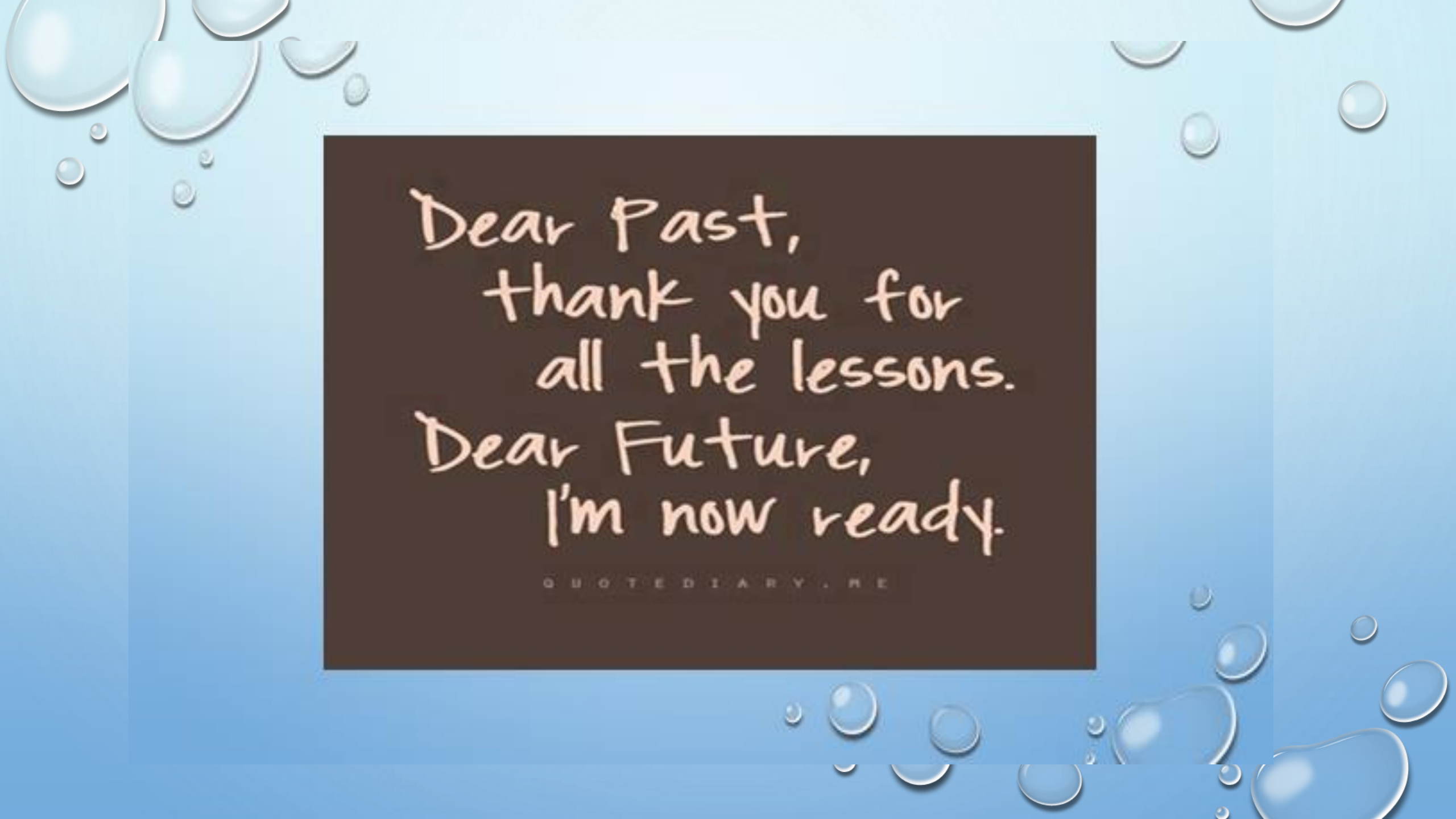
Clear governance processes

WHAT NEXT?

- CONTINUE WORK WITH UNIVERSITIES
- ESTABLISH REGIONAL EDUCATIONAL FORUM TO LOOK AT:
 - MENTORS AND SUPERVISORS
 - REFINE / DEVELOP ASSESSMENT TOOLS (DIFFICULT TO ASSESS AGAINST EXPECTATIONS)
- REVIEW HR BOUNDARIES RE WORKING ACROSS HEALTHCARE BOUNDARIES
- CONTINUE TO DEVELOP RETENTION STRATEGIES - ROTATIONS
- WORK WITH PGME
- CREDENTIALING THE ROLE – ACADEMY?

East Midlands Academy of Advanced Practice





Dear Past,
thank you for
all the lessons.
Dear Future,
I'm now ready.

QUOTEDIARY.NET

I'M NOT TELLING YOU ITS GOING TO BE EASY



IM TELLING YOU IT WILL BE WORTH IT