

## Employer Readiness for Advanced Practice-Primary Care



Faculty of Advancing Practice – London

## Introduction

### What is advanced practice?

Advanced practice is delivered by experienced, registered health and care practitioners, characterised by a high degree of autonomy and complex decision making within their area of practice. Advanced Practice is underpinned by a Master's level (Academic level 7) award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education, and research, with demonstration of core capabilities and area specific competence. Professionals working at the level of advanced practice will exercise autonomy and decision making in a context of complexity, uncertainty, and varying levels of risk, holding accountability for decisions made.

Currently, there is a lack of consistency in how the title 'Advanced Practitioner' is used. In this document the term Advanced Practitioner is used when relating to individual practitioners. HEE's National Centre for Advancing Practice is therefore looking to:

- Set agreed national training standards across England for advanced level practice.
- Standardise and regulate the definition of an Advanced Practitioner.
- "Kitemark" training courses for advanced level practice

HEE regional faculties have been set up to work with local systems to identify demand, commission high quality education and training and support the supervisory needs of learners.

### Useful Links

The [HEE AP Toolkit](#) provides general information about advanced practice for employers, educators, and employees.

The link to Advanced Practice frameworks can be found here: <https://www.hee.nhs.uk/our-work/advanced-practice/credentials>

The London Faculty for Advancing Practice are supporting the ICSs to develop Advanced Practice roles in primary care.

## Is my organisation ready to implement and support Advanced Practice?

Many employers have expressed a wish for support to develop Advanced Practice roles and this Readiness for Advanced Practice Checklist for Primary Care has been developed for employers to self-assess their readiness for Advanced Practice and identify possible next steps.

The checklist is based on the key principles of the [Multi-professional framework for Advanced Clinical Practice in England](#) and should be carried out by the senior education lead responsible for Advanced Practice; this may be a General Practitioner Partner, General Practitioner or an Advanced Practice lead.

Organisations/ employers should rate their extent of readiness on a scale of 1 to 5, where 1 signifies there is no evidence and 5 signifies the factor is fully embedded within the organisation.

This can be summarised as follows:

Rating score	1	2	3	4	5
Rating description	Nothing yet planned	Planned	Developing	Progressing	Ongoing monitoring
Rating summary	Emerging		Developing	Maturing	

An action plan with SMART objectives should then be developed by the organisation, co-ordinated by the Advanced Practice lead (or other senior education lead) in conjunction with colleagues and the executive sponsor.

The self-assessment is a tool available to support organisations/practices to establish their organisational readiness and will not have an impact on any future funding an organisation may receive to support advanced practice. The results, however, will be collated in a way that HEE can identify areas in which we can better support employers across the London region regarding advanced clinical practice.

This readiness checklist has been adapted with the kind permission of the North West Faculty of Advancing Practice.

Factors suggesting readiness for Advanced Practice	Examples of evidence in your organisation	Extent to which these are in place 1-4 *	Explain your decision
<b>Organisational Leadership and Strategy</b>			
<p>There is clear support and commitment for Advanced Practice roles at the end of the programme?</p> <p>Is the employer/ GP partner supporting the application?</p>	<p>Named GP Employer/senior manager sponsor</p>		
<p>There is named strategic leadership and operational leadership for Advanced Practice within the Practice</p>	<p>Organisational chart, job descriptions</p>		
<p>Advanced Practice roles are considered at organisational level Workforce Strategy to support the delivering and outcomes against the long-term plans.</p>	<p>Organisational strategy / workforce plans</p>		

There is appropriate governance structure for Advanced Practice trainees and Advanced Practice level roles to maximise their impact.	Business cases, workforce plans, Internal Panels, Governance Framework including supervision, Workforce Intelligence		
Clearly identified budget for Advanced Practice development	Budget / Finance reports		
Advanced Practice Leads or senior education lead responsible for Advanced Practice to work with ICS Lead Training Hub	Discussion with Clinical and Clinical ICS lead – application to be made by ICS		
<b>Workforce planning and recruitment</b>			
Robust process to ensure Advanced Practice roles are considered in the annual operating workforce planning	Workforce planning		
<b>A business case to underpin the workforce requirement of a multi-professional Advanced Practice roles including</b>	Job descriptions, job plans, workforce plans		

<ul style="list-style-type: none"> <li>• Confirmed funding for a substantive Advanced Practice post on completion of their training.</li> <li>• Job description that covers all four pillars, purpose, and scope</li> </ul>			
<p>Robust processes for</p> <ul style="list-style-type: none"> <li>• Identifying and prioritising for HEE funding</li> <li>• monitoring progress of trainees and recording completion of training</li> </ul>	<p>Advanced Practice strategy document</p>		
<p>Potential Advanced Practice trainees meet the university entry requirements and are prepared for the demands of education and training for Advanced Practitioner</p>	<p>Advanced Practice recruitment and selection strategy</p>		
<p>There are agreed career development pathways and opportunities where Advanced Practice features for nurses, AHPs and pharmacists encompassing all four pillars of the Multi-professional Framework</p>	<p>Examples of rotations or placements</p>		
<p><b>Supervision and support</b></p>			

<p>Scope: existing Advanced Practice trainees and Supervisor to ensure</p> <ul style="list-style-type: none"> <li>that each Advanced Practice trainee has a named and appropriate co-ordinating educational supervisor</li> <li>appropriate levels of supervision are in place.</li> </ul> <p>Advanced Practice supervisors have completed training in supervision and have on-going support for their role</p>	<p>Clinical supervision timetables/plans</p> <p>Governance Framework</p>		
<p>There is a governance structure / framework in place</p>			
<p>Workplace assessment of Advanced Practice trainees are carried out by competent assessors who are familiar with the assessment tools</p>	<p>Advanced Practice strategy, workforce reviews</p>		
<p>Commitment to provide protected study time (and study leave) for all trainee Advanced Practitioner</p>	<p>Job plans, contracts of employment</p>		
<p>Planned and common approach to clinical supervision in place for Advanced Practice roles (including trainees)</p>	<p>Individual learning plans</p>		

## Primary Care Readiness Checklist – London 2023/24

All Advanced Practice supervisors to have identified suitable times to support trainees to achieve their learning objectives and meet training needs.			
We provide support, training and induction for staff who supervise clinicians in Advanced Practice roles in training and beyond	Advanced Practice strategy document		
There are support networks for both trainees and supervisors (in-house, PCN-wide or speciality specific)	Local supervisor database, supervisor networks/events		
<b>Ongoing requirements</b>			
We have mechanisms for evaluating the impact of Advanced Practice roles	Service evaluation		
We have links with speciality-specific Advanced Practice networks e.g.: professional bodies, medical royal colleges with speciality specific training	Advanced Practice strategy, network events		

If you require any additional support whilst completing this checklist, please email the London's Faculty of Advancing Practice: [acpenquirieslondon@hee.nhs.uk](mailto:acpenquirieslondon@hee.nhs.uk)