

Principles for the demand assessment and commissioning of Multi-professional Advanced Clinical Practice in the North East and Yorkshire (2020-21)



Developing people
for health and
healthcare

www.hee.nhs.uk

Multi-professional framework for advanced clinical practice in England



HEE NE&Y are working to support consistency in line with the principles detailed in the Multi professional framework for Advanced Clinical Practice in England

Key Principles

HEE NE&Y will support the commissioning of advanced clinical practice education and workforce development which is consistent with the national definition of ACP.

Advanced Clinical Practice (ACP) is delivered by experienced, registered health care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a master's level 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 clinical competence

Advanced clinical practice embodies the ability to manage clinical care in partnership with individuals, families and carers. It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance people's experience and improved outcomes.

All health and care professionals working at the level of ACP should ensure that their knowledge and skills meet the standards outlined within the Framework. The four pillars that underpin practice are:

- Clinical Practice
- Leadership and Management
- Education
- Research

Effective Support

Health and care organisations with existing trainees, and requesting support for new ACPs development are reminded that they must adhere to the following key principles of implementation;

- Workforce strategies/service plans highlighting key role of ACPs in service delivery
- Well defined trainee ACP accountability/governance frameworks
- Confirmed education and clinical skill development arrangements for the trainee ACPs
- Confirmed clinical supervision and trainee support infrastructure

Health and care providers will be expected to show how they meet these requirements in any applications for HEE funding support the education and clinical training of trainee ACPs.

Application Process

HEE NE&Y and the local ACP Faculty will require a single lead contact for each service provider to sign off on all organisational applications and to act as a key liaison for all enquiries relating to trainee ACPs posts. This is to ensure there has been appropriate scrutiny, effective ACP workforce planning and alignment with provider service priorities, and or workforce development needs.

All applications must be submitted by the required deadline. Incomplete applications cannot be considered and must be from an organisation and not an individual. Timelines, deadlines and application forms will be confirmed/shared in accompanying correspondence to this guidance by the HEE ICS/STP facing team in consultation with the local ACP Faculty team or local ICS/STP ACP lead.

Applications that meet the following system wide workforce/ Long Term Plan priority needs will be prioritised in the first instance;

- Primary Care
- Mental Health, Learning Disabilities
- Emergency and Urgent Care
- Diagnostics
- Cancer

Once HEE funding for a trainee ACP post is confirmed, it is for the employer to recruit the trainee to the training post and to subsequently support the trainee in their application for a place on the most appropriate and preferred ACP university programme. This guidance does not prevent joint selection panels with service providers and HEIs sitting together to identify and select suitable trainees.

It is anticipated that all ACP training programme applications will be to courses available within the NE&Y region. Where specialist ACP routes are only available out of region and HEE support is required for course fees, programme details including fees and the reasons as to why this training need cannot be met by one of the HEIs within the NE&Y area must be sought, prior to securing a place at the preferred HEI. The written confirmation of support from HEE will also confirm whether HEE will either pay the fees directly to the out of region HEI or reimburse the employing organisation the cost of any fees they have paid directly.

Once the preferred university provider has been confirmed HEE and the local ACP Faculty will work together to confirm the actual number of programme places HEE will be supporting at each training institution. The NE&Y Education Commissioning and Transformation Team will confirm these details. Based on earlier experience these numbers may be subject to last minute change as we see trainees switch training providers due to a variety of reasons. However, by starting this application and selection process much earlier we are hoping to minimise such changes.

Applications should where possible prioritise the apprenticeship route in the first instance, especially with an increased number of pathways becoming available for 20/21. However, service providers are asked to note that applications utilising the traditional HEE university fee funded route will also be supported by NE&Y in 20/21.

HEE NE&Y will also ensure that the use and allocation of any ACP commissions are directly informed by local service needs and ICS workforce priorities as defined by local ICS/STP investment plans and emerging requirements. HEE's local ICS/STP Facing Teams will support the ICS/STP in identifying priorities, assessing demand and allocating places across their footprint to address any current gaps and maximise service impact.

Headline Funding Model Details

The funding approach in 2020/21 has been designed to incentivise the apprenticeship route, assist in the development of Advanced Clinical Practice Faculties in ICS/STP areas where they don't exist and support the development further where they are in place. We have also moved to pay training grants over a three-year training period (commencing with new ACP starters only in 2020/21) whether the trainee is following an apprenticeship or the traditional HEI fee-based programme.

It should also be noted that we have set an overall ACP budget for each of the four ICS areas based on a formula using weighted capitation and a deprivation factor for that area. Therefore, each system will be expected to balance its budget with regard to trainee numbers and faculty support.

It should also be noted that we don't expect a separate funding arrangement for reporting radiographers or pharmacists and all such requests for advanced training should be made via the ACP process.

Yorkshire & Humber Specific Funding Arrangements

Applicants

The HEE/HEI fees paid route for new starters

- Fees paid directly to the HEI for courses on the preferred supplier list
- A training grant of £11K per year payable over a 3-year period.

The apprenticeship route

- Fees paid via the levy from the organisation
- A training grant of £11K per year payable over a 3-year period
- The overall course fee savings made by HEE will be identified and shared with the local faculty and will be used to support local ACP faculty development/research/priorities. Sum to be confirmed.

Modular top up

For those applicants who require limited support to complete their ACP programme, having benefited from earlier programme investment in their learning. Support will extend to the payment of course fees only.

Local ACP Faculty Support

In 20/21 in Y&H funding will be provided to each ICS system to meet the cost of the local ACP Faculty arrangements. It should be noted that this resource will be derived from the overall ACP budget and is not new money. However, this does mean that the Faculty will be funded from the Future Workforce budget held by HEE and not WD allocations to each ICS. The ICS Faculty budget will be determined by the number of trainees in the local system and will be confirmed in April 2020.

We also expect some further financial support for local ACP Faculties as a direct consequence of the People Plan and the National ACP Academy establishment. More details to follow as to what support is to be provided and for what purpose.

Following receipt of this resource each Faculty will need to share their investment plans with HEE NE&Y. Timings to be confirmed.

It is anticipated that each of the local Faculties in the NE&Y will work in partnership with the other NE&Y Faculties to ensure ACP development at scale and pace across the region, avoiding duplication of effort, sharing best practice and systems where appropriate and practical.

North East Specific Funding Arrangements

The headline standard training grant rate is set at £11,000 per year for the three-year training period for an apprenticeship programme (£33,000 total) and an enhanced training grant rate of £14,000 per year for the three-year training period is to be paid for all ACP trainee posts in primary care.

The sum allocated to the Faculty Budget (as per the Y&H model) for each trainee post is for further discussion and confirmation. The NE faculty budget will also receive its share of any national allocation that HEE receive as part of the People Plan National ACP Academy requirement.

Further in Year ACP Funding Opportunities

It is not yet confirmed that further funding may well be made available in year to support general ACP posts and service specific ACPs (mental health and learning disabilities). If such funding is forthcoming this note will be updated.

28th February 2020