

Allied Health Professionals: a brand new workforce in Primary Care

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AHP's in Primary Care

Allied Health Professions (AHP) have been identified by NHS England as a workforce that have knowledge, skills and attributes that can help address the challenges facing Primary Care and improve local population health. Historically AHPs have worked in secondary health care. Through the Additional Roles Reimbursement Scheme (ARRS), PCNs have been provided funding for new 5 AHP professions to work in Primary Care Networks.

AHP's operating at an advanced level of practice in the clinical pillar as a minimum have been identified in ARRS as the most appropriately skilled section of the AHP workforce to support the challenges facing Primary Care.

Additional Roles Reimbursement Scheme

- ARRS Scheme provides funding to expand workforce in Primary Care by an additional 26,000 by 2023/4. Through PCN's, General Practice will be able to access funding via this scheme to support the recruitment or engagement of services for a wide range of roles, including 5 AHP roles.
- NHS England initiative: to meet long term plan, part of GP contract with NHS, called the 'DES'.
- Wider range of healthcare professionals at the 'front end' to meet local health needs
- AHP's working as part of PCN's MDT to support work on clinical priorities
- PCN's will be reimbursed 100% salary of any ARRS roles they recruit. PCN's can choose which roles.

Primary Care Networks (PCNs)

The development of PCN's forms a key part of the NHS Long Term Plan. PCN's are clusters of GP practices working together, serving populations of 30-50,000, to provide a wider range of primary care services to patients, involving a wider set of staff roles than might be feasible in individual practices and more easily integrate with the wider health and care system. With AHP's well integrated in many other health and social care settings, the introduction of AHP roles in Primary Care will be extremely useful to support this agenda.

Primary care networks will also be expected to focus on the wider health of their population, taking a proactive approach to managing population health and assessing the needs of their local population to identify people who would benefit from targeted, proactive support. Again, AHP's knowledge, skills and attributes are ideally suited to help deliver this support.

Primary Care Networks (PCN's)

NHS

The NHS Long Term Plan



Primary care networks – key to the future

NHS
England

- Primary care networks are small enough to give a sense of **local ownership**, but big enough to have **impact** across a 30-50K population.
- They will comprise groupings of clinicians and wider staff **sharing a vision** for how to improve the care of their population and will serve as **service delivery units** and a **unifying platform** across the country.



www.england.nhs.uk

#GPforwardview

Working in partnership across Sussex

The 5 AHP roles in Primary Care – Advanced Clinical Roles

Dietician



Podiatrist



Physiotherapist

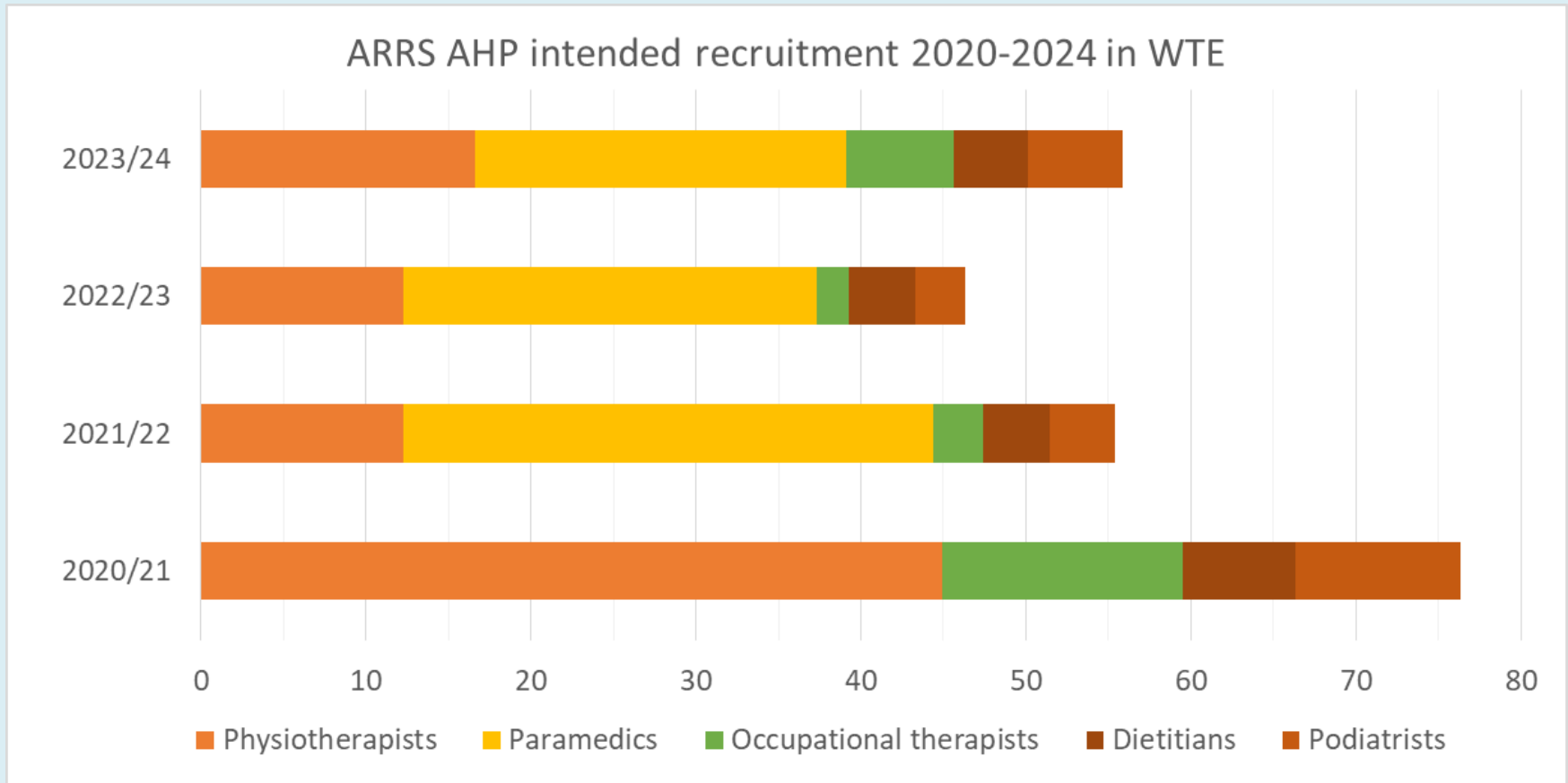


Occupational Therapy



Paramedic

Sussex AHP ARRS recruitment plans: 238 WTE



Sussex AHP ARRS recruitment plan per area

- 238** WTE additional AHP's will be recruited to Primary Care 2020-24 using the ARRS funding

	Weighted Population	First contact Physio	Paramedics	Occupational therapists	Dietitians	Podiatrists	PCN Total
Sussex region Totals	1,789,601	89.0	77.1	29.1	20.3	22.8	238.3
Brighton and Hove	256,402	16.3	13.7	11.5	5.0	7.0	53.5
West Sussex	677,603	33.2	24.2	8.6	8.8	9.0	83.8
East Sussex	855,595	39.5	39.2	9.0	6.5	6.8	101.0

Data correct as of 3.12.2020

Source: Sussex CCGs and HEE Sussex

AHP Superpowers in Primary Care !

Dieticians	Paramedics	Physiotherapists	Podiatrists	Occupational Therapists
Diabetes	Urgent/ unscheduled care	MSK first contact roles	Lower limb MSK	Mental Health
Weight management	Acute conditions	Frailty	Dermatology LL	Frailty
Functional bowel disorders & Coeliac disease	Prevention of admissions	Public Health	Cardiovascular LL	Return to work/remain in work
Frailty		Rehabilitation	Neurological LL	

Primary Care AHP Role Requirements

- Minimum 3 years post qualified (ideally 5+)
- Advanced Practice Clinical Roles. Be able to evidence work at advanced level of practice in clinical pillar as a minimum requirement, qualify as 'First Contact Practitioner (FCP)' within 12 months in post. Pay band 7-8a equivalent.
- Training: Read through Health Education England 'First contact Practitioner in Primary Care: A Roadmap to Practice' for details of how to get qualified as an FCP (Physio & Paramedic and Podiatry launched, Dietetics & OT in Oct 2021)
<https://www.hee.nhs.uk/our-work/primary-care>
- Complete Stage 1 Roadmap evidence before commencing Primary Care role. Stage 2 evidence completed once working in Primary Care. Whole process takes 12-18 months. Masters level evidence.
- Recommended Job plan with 75%/25% split, with 25% 'supporting professional activities (SPA)' time to complete study to qualify as FCP.

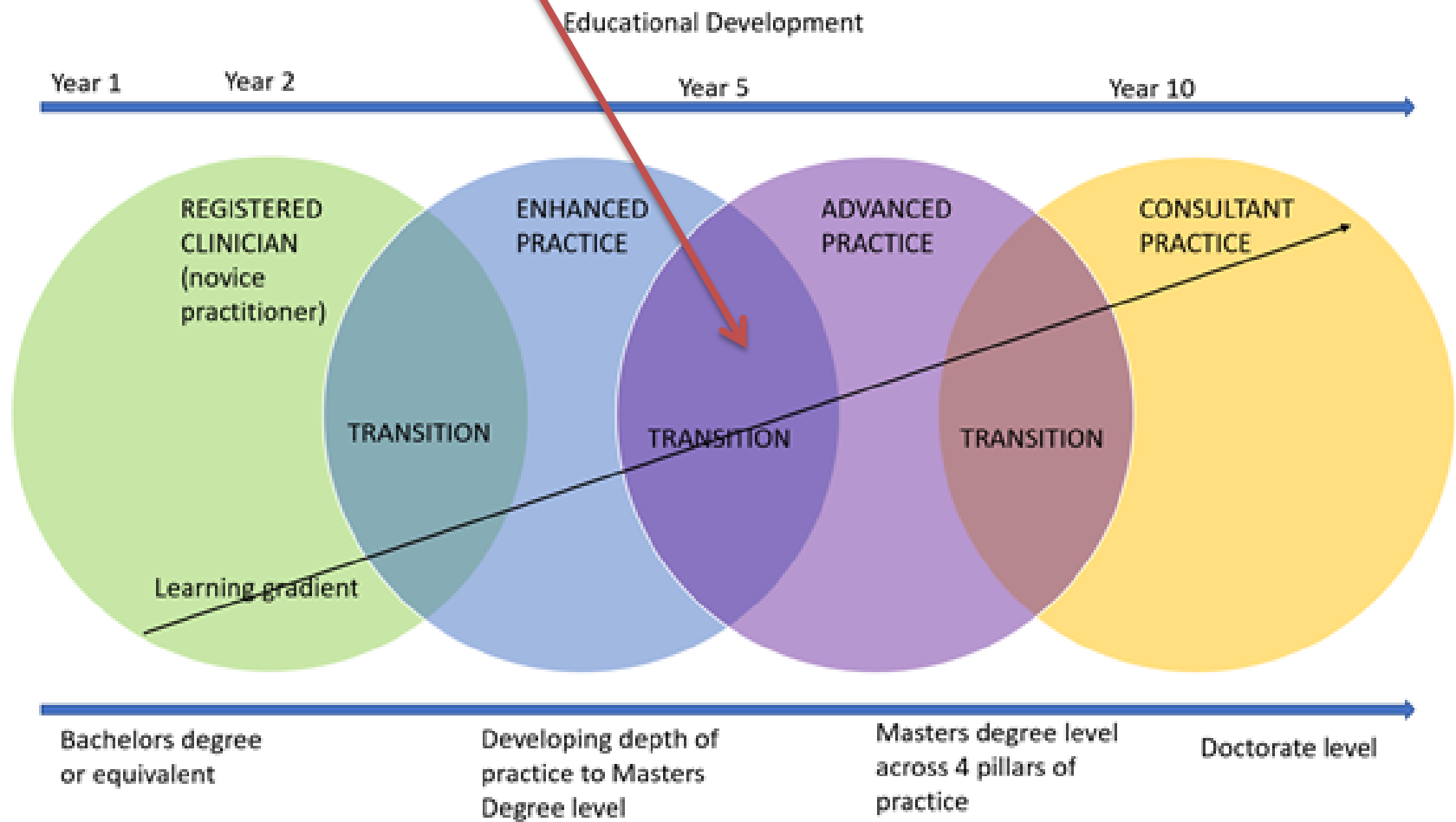
Training: HEE AHP Primary Care Roadmaps



- Stage 1 evidence: map before you apply
- Stage 2 evidence: gather when in post
- Masters Level evidence of capability
- Portfolio or taught route
- 70 hours of Advanced Practice Supervision by GP or Advanced Nurse/AHP
- Aim to complete within first 12 months in Primary Care
- Submit evidence to HEE for validation

- [Roadmaps to Practice | Health Education England \(hee.nhs.uk\)](https://www.hee.nhs.uk/roadmaps-to-practice)

First Contact Practitioner (FCP)



Want to find out more?

Explore the links in this **‘Primary Care Booth’** - lots of great content!

- Watch the **video interviews with clinicians** who are working in Primary Care ARRS roles
- Links to HEE Roadmap info [Roadmaps to Practice | Health Education England \(hee.nhs.uk\)](https://www.hee.nhs.uk/roadmaps-to-practice)
- Get in **contact with Sussex Primary Care Training Hub** – your ‘go to’ place to find out more about working in Primary Care <https://www.sussextraininghub.org.uk/>