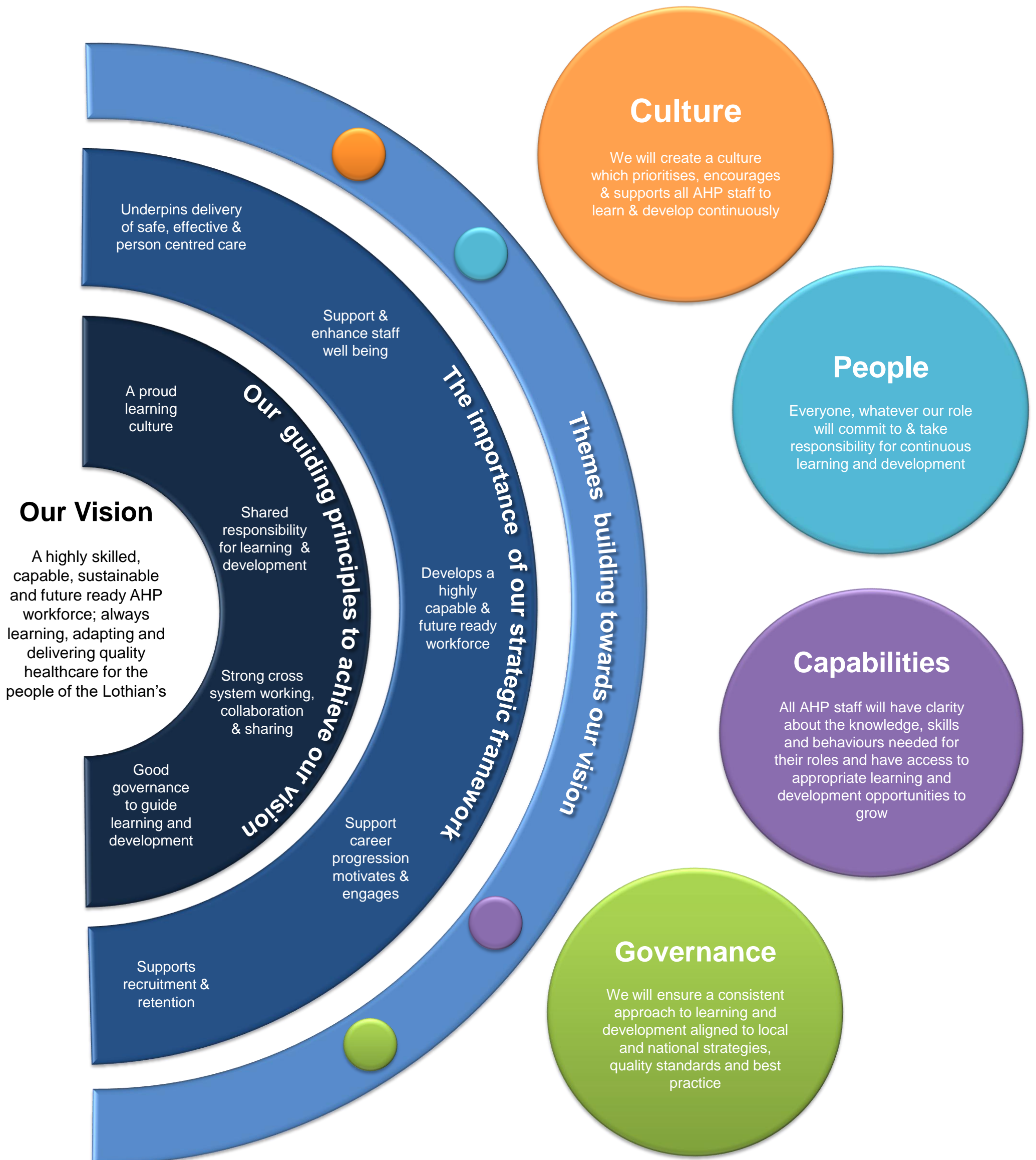


Allied Health Professions Learning and Development Strategic Framework 2024-2027



This framework shows our strategic intent by setting out our commitments and actions for the next three years 2024-27. It complements the NES NMAHP development framework, NHS Lothian policy and approach to education and learning, the Scottish Government AHP education and workforce policy review: recommendations and legislative requirements regarding learning and development.



Allied Health Professions Learning and Development Strategic Framework 2024-2027

Our action plan and commitments;



Culture - We will create a culture which prioritises, encourages & supports all AHP staff to learn & develop continuously

| Commitment/ action | Responsibility | Timeframe |
|---|--|-----------|
| Commitment - Learning and development will be a priority of everyday practice from an individual, service and organisation perspective | All AHP staff | 2024 |
| Commitment – AHP staff will take ownership of their individual and personalised learning and development and will be supported to do so | All AHP staff | 2024 |
| Action - AHP professions and services will have defined service specifications and needs analyses | AHP Director, Chief AHPs, Professional leads, Clinical leads, Operational managers | 2024 |
| Action – All AHP staff will undertake learning needs analysis to inform the annual appraisal, supervision and job planning | All AHP staff | 2024 |
| Action - Protected time for learning & development should be identified within all AHP staff job plans, agreed annually within the appraisal process | All AHP staff | 2024 |

People- Everyone, whatever our role will commit to & take responsibility for continuous learning and development

| | | |
|--|---|------|
| Commitment - Individual - I am supported, equipped and take responsibility for my personal development | All AHP staff | 2024 |
| Commitment - Manager- I care about my teams and commit to time and space for individual and team development | AHP Director, Chief AHPs, Professional leads, Operational managers | 2024 |
| Commitment - Everybody - We will create the right environment to foster and facilitate excellence in our learning and development | All AHP staff, AHP Director, Chief AHPs, Professional leads, Operational managers, Clinical leads | 2024 |

Capabilities - All AHP staff will have clarity about the knowledge, skills and behaviours needed for their roles and have access to appropriate learning and development opportunities to grow

| | | |
|---|---|------|
| Commitment - To use the NES NMAHP development framework, together with NHS KSF & professional standards to inform the generic knowledge, skills and behaviours (KSBs) required for roles | All AHP staff, AHP Director, Chief AHPs, Professional leads, Operational managers, Clinical leads | 2025 |
| Action – Professional role/ speciality specific KSBs will be utilised and where absent developed | Profession/ speciality led | 2025 |
| Action - Learning needs analyses will be utilised/ developed where absent to inform individualised learning and development plans | Profession/ speciality led | 2025 |
| Action - A range of learning and development opportunities be signposted/ developed across all four pillars of practice | Led by AHP Practice Education Strategic Lead | 2026 |

Governance - We will ensure a consistent approach to learning and development aligned to local and national strategies, quality standards and best practice

| | | |
|--|------------------------------------|------|
| Action - Establish an AHP Learning and Development Group. To report on the implementation to AHP Director and the NHS Lothian Education and Employability Programme Board | AHP Learning and Development Group | 2024 |
| Action – To establish a AHP governance framework to assure implementation | AHP Learning and Development Group | 2025 |
| Commitment - To ensure that the commitments and actions within the AHP Learning and Development strategic framework are implemented in practice | AHP Learning and Development Group | 2027 |