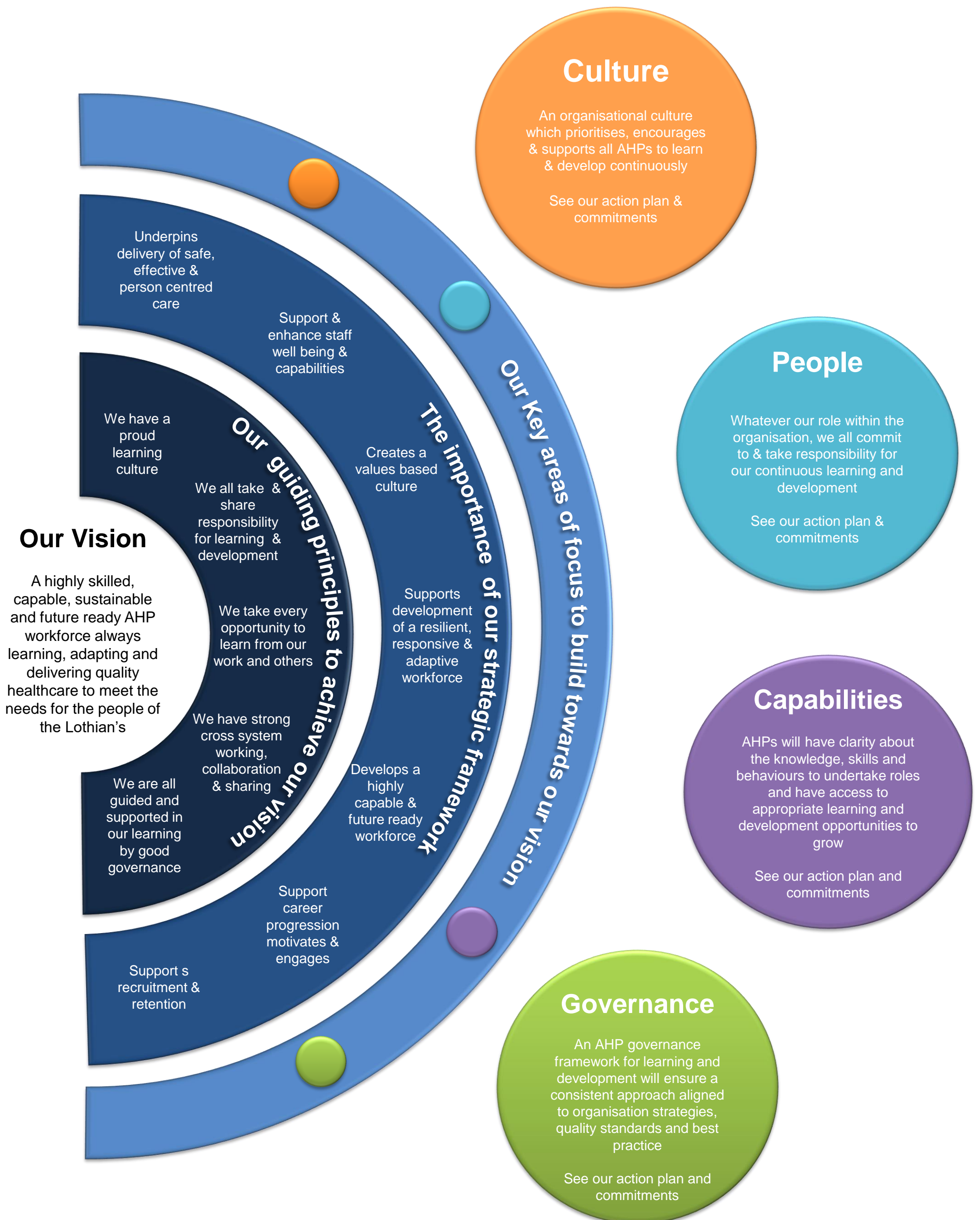


Learning and Development within the Allied Health Professions

A Strategic Framework 2023-2026



Learning and Development within the Allied Health Professions A Strategic Framework 2023-2026

Our action plan and commitments in our key areas of focus



Culture - An organisational culture which prioritises, encourages & supports all AHPs 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 AHPs	2023
Commitment - AHPs will take ownership of their individual and personalised learning and development and will be supported to do so by NHS Lothian	All AHPs	2023
Action - Protected time for learning & development should be identified within all AHP staff job plans, agreed annually within the appraisal process	Operational managers of AHPs	2023
Action- Individual, personalised, learning needs analysis will be undertaken by AHPs to inform the annual appraisal, supervision and job planning regarding learning and development requirements	All AHPs	2023
Action- AHP professions and services will have defined service specifications and service needs analyses to define the workforce learning and development requirements	AHP Director, Chief AHPs, Professional leads, Operational managers, Clinical leads	2024

People- Whatever our role within the organisation, we all commit to & take responsibility for our continuous learning and development

Commitment- Individual- I am supported, equipped and take responsibility for my personal development, thus improving my resilience, performance and career opportunities	All AHPs	2023
Commitment- Manager- I care about my teams and commit to time and space for individual and team development. As a result, my teams are high performing, engaged and deliver excellent care	AHP Director, Chief AHPs, Professional leads, Operational managers	2023
Commitment- Everybody- We will create the right environment to foster and facilitate excellence in AHP learning and development	All AHPs, AHP Director, Chief AHPs, Professional leads, Operational managers, Clinical leads	2023

Capabilities - AHPs will have clarity about the knowledge, skills and behaviours to undertake roles and have access to appropriate learning and development opportunities to grow

Action- The NES NMAHP Healthcare support work and post registration frameworks, together with the NHS KSF & professional standards will define the generic knowledge, skills and behaviours (KSBs) required across the 4 pillars of practice	Led by AHP Practice Education Strategic Lead	2024
Action- Role/ speciality specific KSBs will be utilised / developed where absent, to further define the full outline KSBs required to of the individual AHP role	Led by AHP Practice Education Strategic Lead	2026
Action- Learning needs analyses will be utilised/ developed where absent, against the full role KSBs to facilitate individualised learning and development plans	Led by AHP Practice Education Strategic Lead	2026
Action & commitment- A range of learning and development opportunities will exist across all four pillars and all levels of practice to support individuals develop the required KSBs	Led by AHP Practice Education Strategic Lead	2026

Governance - An AHP governance framework for learning and development will ensure a consistent approach aligned to organisation strategies, quality standards and best practice

Action- Establish a AHP governance framework to encompass policies, processes and structures that oversee and guide learning and development to ensure their effectiveness and alignment with organisational strategies and compliance with the relevant regulations	AHP Director, Chief AHPs, Professional leads, Operational managers, Clinical leads, supported by AHP Practice Education Strategic Lead	2024
Action- Establish an AHP Education governance subgroup to reports to both AHP Director and the NHS Lothian Education Governance Board to oversee a common set of education governance systems and standards that positively impact the experience of staff and patients.	AHP Director, Chief AHPs, Professional leads, Operational managers, Clinical leads, supported by AHP Practice Education Strategic Lead	2024

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