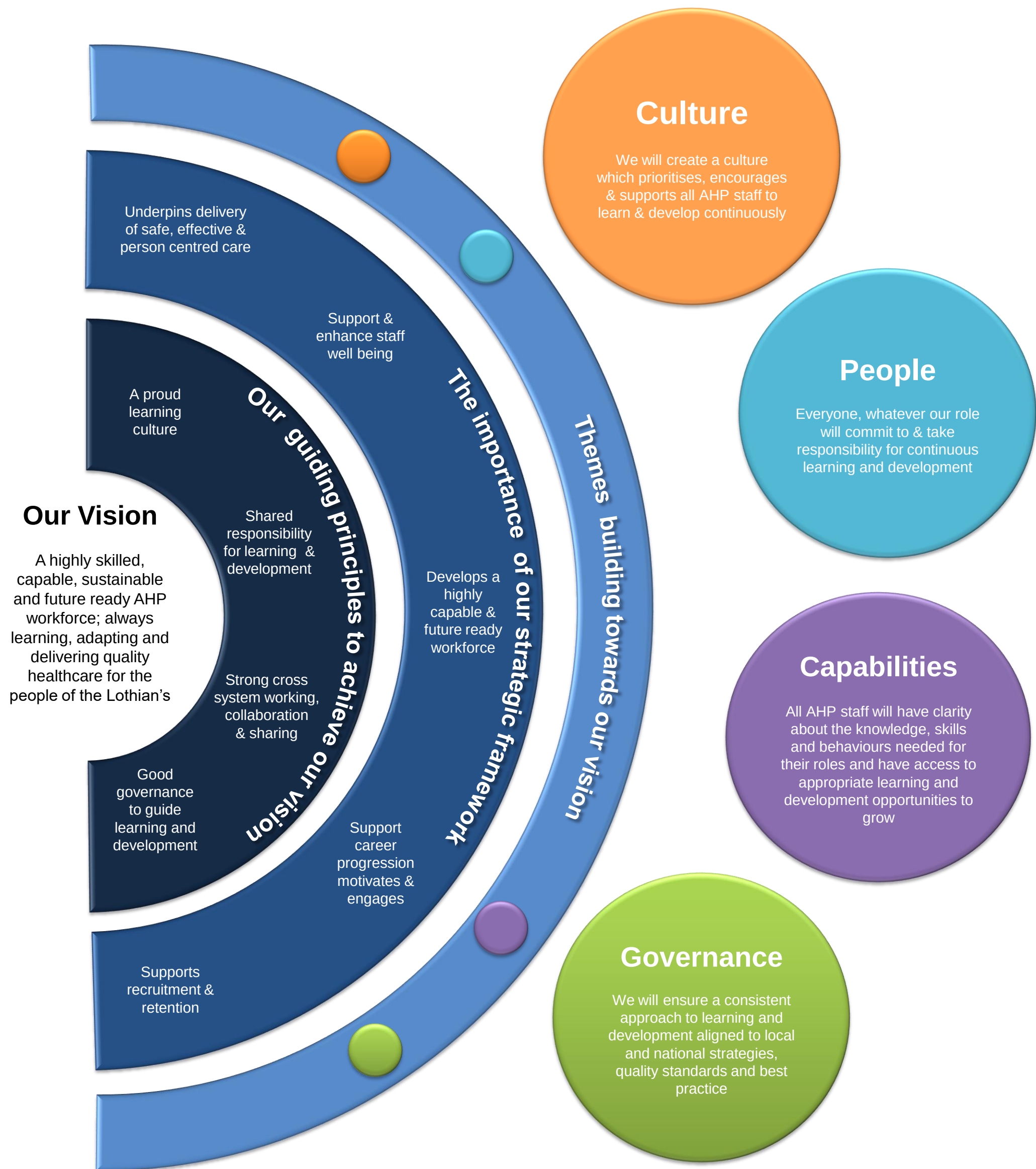


Allied Health Professions Learning and Development Strategic Framework 2024-2027



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