

# Allied Health Professions Centre for Professional Development

## NEWSLETTER

First Edition - February 2003

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DIETETICS

ORTHOPTICS

PODIATRY

RADIOGRAPHY

PHYSIOTHERAPY

SPEECH & LANGUAGE THERAPY

OCCUPATIONAL THERAPY

Welcome to the first **Centre for CPD** Newsletter. The aim of this newsletter is to provide you with some background information to the development of the Centre and to update you on progress so far.

As you know, the Centre was established in Summer 2002 by the Department in response to findings from the workforce planning reviews carried out for our professions.

Under the Clinical Governance Agenda organisations will have to ensure that all professionals are appropriately trained to carry out the job they are employed to do and that their skills and knowledge are kept up-to-date.

Whilst each professional has a personal responsibility for their own CPD, employers have a responsibility to ensure that mechanisms are in place to support individuals to maintain their professional competence through systems for ongoing learning.

It might be useful just to outline the **Role and Function** of the Centre.

Its role is to develop CPD provision on a regional basis for AHP staff across the HPSS in a planned and co-ordinated way to help meet HPSS organisations' objectives and priorities.

It will:

- ensure that the training and development needs of the AHP's are identified and addressed
- develop, maintain and support a culture of lifelong learning within the AHP's across the HPSS
- promote learning for all AHP staff across the HPSS with an equal emphasis on their support staff
- ensure that the CPD needs of the AHP workforce are integrated into the overall education and training plans for the HPSS
- develop links with other professional training bodies so that collaborative training initiatives can be supported where possible.

An **Advisory Group** was also established in September last year to support the work of the Centre

The names of the individual members are:

Nuala McArdle <b>(Chair)</b>	Officer for Allied Health Professionals	DHSSPS
Joyce Cairns	Deputy Director of Human Resource	DHSSPS
Chris Dennison	Director of Human Resources (Acting)	Ulster Community & Hospital Trust
Mervyn Barkley	Director of Human Resources	Belfast City Hospital HSS Trust
Brid de Ornellas	Occupational Therapy Manager	North & West Belfast HSS Trust
Bronach Cooper	Orthoptics Manager	Royal Group of Hospitals HSS Trust
Jean Johns	Physiotherapy Manager	Belfast City Hospital HSS Trust
Shirley Blair	Podiatry Sector Manager	Homefirst Community HSS Trust
Ruth Nesbitt	Speech & Language Therapy Manager	Craigavon & Banbridge HSS Trust
Fiona Beattie	Radiography Manager	Sperrin Lakeland HSS Trust
Jennifer Holmes	Dietetics Manager	Royal Group of Hospitals HSS Trust
Dorothy Jeffrey	Workforce Development Officer	DHSSPS
Fiona Hodkinson <b>(Secretary)</b>	Postgraduate Development Officer	DHSSPS

The **Role and Function of the Advisory Group** is to give strategic direction to the Centre to ensure that the development of CPD is in line with the strategic objectives outlined in the Regional Strategy for Human Resources. It will therefore be expected:

- to provide advice to support the work of the centre
- to advise on the provision of training to meet both the corporate and profession specific objectives
- to advise on prioritisation of Action Plans
- to advise on appropriate methods of commissioning training to meet identified needs using available resources to best effect
- to assist the monitoring and evaluation of training provided
- to advise on the promotion and development of patient centred working through collaborative training initiatives valuing the skills and contribution of all professionals.



### **PROGRESS TO DATE**

Training needs workshops were held during September and October last year for each profession. A wide cross-section of staff grades were represented at the workshops.

The purpose of the days was to give each profession the opportunity to collectively discuss and identify their professional training needs. The sessions were facilitated by a trainer from The Beeches.

The information from those days was then collated for each profession and returned through the professional representative on the Advisory Group to be quality assured and translated into an agreed prioritised training plan for the profession. I am currently planning next year's

course provision and that information will form the template for training provision for each of your professions.

As I receive the agreed training plans back I am starting to develop courses for the incoming year in conjunction with the nominated professional who will advise me on course design and content.

As well as profession specific courses, training on a multi-professional basis is being developed.

- Two programmes have already been developed and are planned for February and March -

- Training for Trainers - two programmes 24/25<sup>th</sup> Feb 2003  
3<sup>rd</sup>/4<sup>th</sup> March 2003**

- Introduction to Research, Getting Started 26<sup>th</sup>/27<sup>th</sup> Feb 2003  
(planned and designed in conjunction with Dr Alison Porter  
Armstrong from the University of Ulster)**

- A working group has also been established to develop training to support AHP staff working in the area of paediatric palliative care. It is hoped to run a study day in September.

The current approach to managing conditions through a care pathway requires input from a wide range of professionals. There is a clear need to develop common learning programmes for all health professionals so that patients are getting the highest quality care.

- Again, a group is looking at the possibility of getting academically credited inter-professional courses established in a range of clinical areas viz
- - Stroke Management
  - Wound Management

Discussions are at an early stage - I will keep you posted on developments.



## EXTRANET

I have been using the e-mail system to communicate details of courses planned to individual service managers in the Trusts.

You will be aware of the initiative to develop an AHP web page on the DHSS Extranet.

As this develops, I would hope to use the web page to advertise courses and other developments within the Centre. I am of course aware that not all professionals have easy access to computers but that position is improving all the time. And hopefully we'll get to the stage when all staff have ready access to computers!

I am keen to hear ideas or suggestions you might have about the Centre - not on training of course - that should be fed through your managers forum and your representative on the Advisory Group - but ideas for the development of the Centre would be welcome. I am available on e-mail at [fhodkinson@beeches.bmc.n-i.nhs.uk](mailto:fhodkinson@beeches.bmc.n-i.nhs.uk) or by telephone on 028 90 644811 or by post at The Beeches Management Centre, 12 Hampton Manor Drive, Belfast, BT7 3EN.