

AHP CONSULTANT



Department of
Health, Social Services
and Public Safety

An Roinn
Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí

www.dhsspsni.gov.uk

DEPARTMENT PROCESS OF ASSESSING APPLICATIONS AND HOW IT WORKS

21st April 2005

Lorraine Owens
Acting Deputy Director
Human Resources Directorate
DHSSPSNI

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- **Core Functions – Circular HSS (TC7) 1/2002 (20th September 2004)**
 - ▶ **Expert Clinical Practice**

- **Supporting Functions**
 - ▶ **Professional Leadership and Consultancy**
 - ▶ **Education, Training and Development**
 - ▶ **Practice and Service Development**
 - ▶ **Research and Evaluation**

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- **New Post**
- **No Re-designation of existing roles**
- **DHSSPS Approval – In light of service need**
- **No Additional Funding Available**

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SUBMITTING PROPOSALS

- **Brief Business Case**
- **Confirmation of Funding**
- **Job Description**
- **Job Plan**
- **Desk Top Evaluation of Salary Level**
- **Competencies Required for the Post**
- **Timetable and Details of Appointment Process**

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DHSSPS CONSIDERATIONS – WHAT ?

- **Needs Assessment**
- **Professional and Organisational Autonomy and Authority**
- **Professional Competencies**
- **Risk Assessment**
- **Role Located in the Wider H. C. Team**
- **Professional Accountability**
- **Support**
- **Continuing Professional Development**
- **Monitor - Maximise Benefits - Minimise Risks**

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DHSSPS CONSIDERATIONS – HOW ?

- **Assessment Panel**
 - **DHSSPS AHP Advisor**
 - **DHSSPS HR Input**
 - **University - Input**
 - **Profession – Assessor**

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OUTCOME

- **Formal Letter to Chief Executive**
 - **Confirming Approval**
 - **Seeking Further Clarification**
 - **Rejecting Proposal – Reasons**