

**70**  
**YEARS**  
#nhsscot70

@ScottishHCS

**Healthcare  
Science**

**NHS**  
SCOTLAND

# One Voice Scotland



Academy of Healthcare Science AHCS  
&  
Scottish Forum for Healthcare Science SFHCS

# Aims and Purpose

1. To review how “One Voice” works in HCS
2. To explore how other professions do it
3. To explore the potential for a closer relationship between AHCS and SFHCS
4. To consult on the key issues for HCS in Scotland
5. To identify practical barriers taking forward the “One Voice” in Scotland

# Overview of the Session

## 1. Review of the SFHCS

*Professor Peter Sharp 1<sup>st</sup> Chair of SFHCS & John Colvin, current Chair of SFHCS*

## 2. One Voice at the AHCS

*Professor Brendan Cooper, President, AHCS*

## 3. Resources and Activities

*Professor Brendan Cooper and John Colvin*

## 4. The voice of the Allied Health Professions

*Dr Rob Farley, Healthcare Science Programme Director NES*

## 5. Breakout sessions

- Advantages/disadvantages of working together
- Current priorities for “One Voice” Scotland
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# What does the SFHCS do?

- We meet and exchange knowledge and views
- Produce position statements
- Write letters to influence people
- Represent our profession in various national groups
- Respond to consultations

# What has the SFHCS achieved?

- Contributed to the appointment of 3 SG national project/policy officers
- Contributed to the publication of 2 national action plans for HCS, 2007 and 2016
- Encouraged development of local HCS committees and local HCS Leads
- Encouraged the development of dedicated HCS workstreams at NES such as commissioning training, CPD/events and quality monitoring of work place training

# What has the SFHCS achieved?

- Encouraged the development of dedicated HCS workstreams at NES such as commissioning training, CPD/events and quality monitoring of work place training
- Participated in 11 national HCS events since 2006
- Commented on a variety of SG policy proposals and lobbied on issues such as MSC, clinical physiology staffing, HSST and workforce planning.
- Our professional groups have contributed to improving workforce data, developing the training programmes
- We represent the people who are effectively providing the work to implement the National Delivery Plan

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# One Voice at the AHCS

- There's History!
- Who is the Voice talking to?
- What has the Voice got to say?
- How do we say it?
- Barriers to forming One Voice

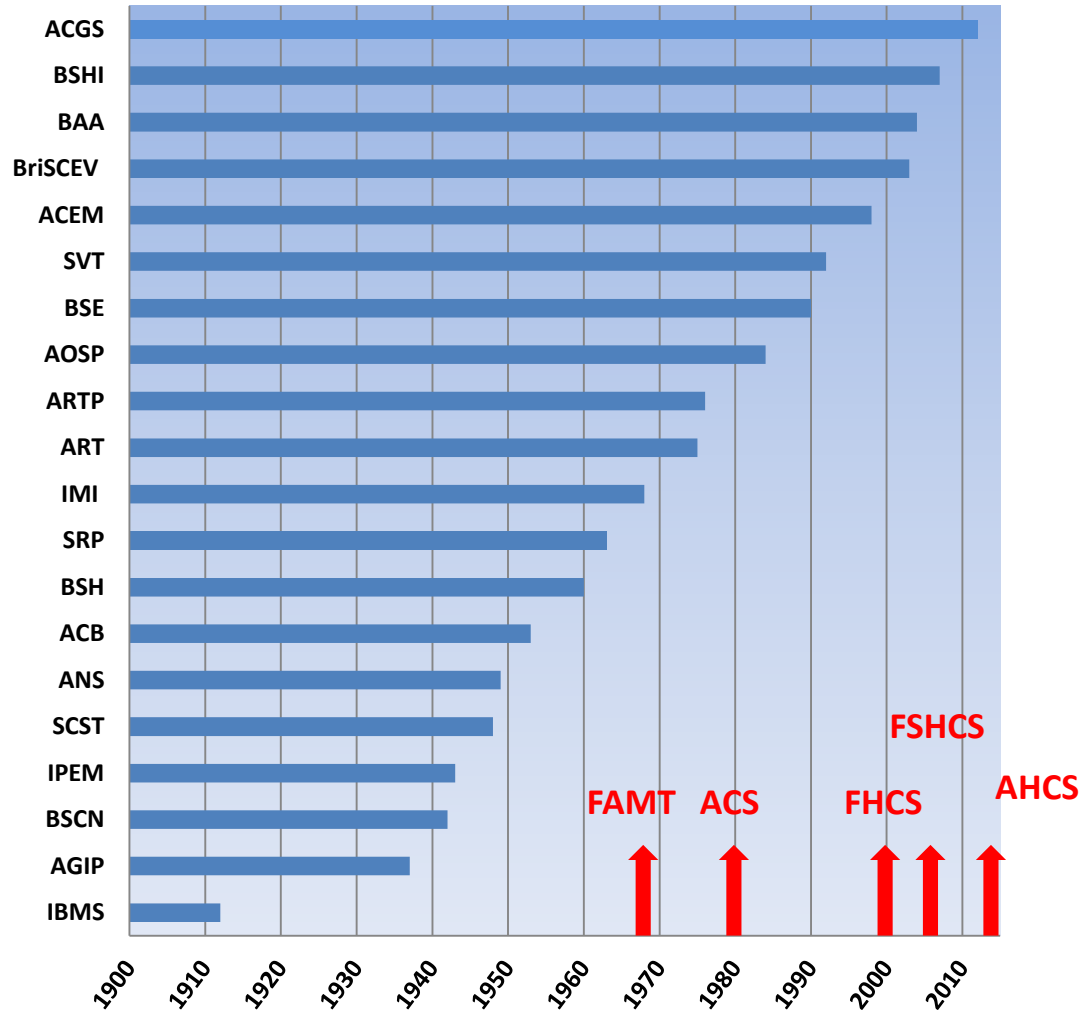


Healthcare Science Annual Event, 70th  
Anniversary of the NHS Celebrating  
Achievement - Building Influence  
BT Murrayfield, Edinburgh  
Date: Thursday 28 June 2018

# There's History!

- The Federated Association of Medical Technicians.
- Association of Clinical Scientists.
- Federation for Healthcare Science
- Scottish Forum for Healthcare Science
- Academy for Healthcare Science.

# UK Professional Bodies Established



# Academy for Healthcare Science

- 2015 – current (idea from 2012).
- **Aims:** To establish a “one voice” for all healthcare science in the 4 devolved healthcare systems.
- **Successes:** Raised profile for HCS with other health organisations in 4 nations, consultation responses, bringing the PBs together
- **Failures:** Not yet had enough media and high level impact
- **One Voice:** First a voice to all PBs, now a voice beyond PBs – not yet loud enough?

# One Voice Impact?

FAMT

“Loud whisper”

ACS

“Hesitant, muffled yelp”

FHCS

“ Well meaning squabble”

SFHCS

“Gentle growl”

AHCS

“Growing chorus, from mumble to chant”

# One Voice

*“There is an insatiable desire to have a single clear voice which represents the whole healthcare science workforce nationally, regionally, locally and within each healthcare organisation”*

Brendan Cooper, President, AHCS  
Edinburgh, June 2018

# Who is AHCS One Voice Talking To?

# Academy for Healthcare Science

**Regulation**      Apprenticeships, PTP, HSST (route to STP – HCPC)

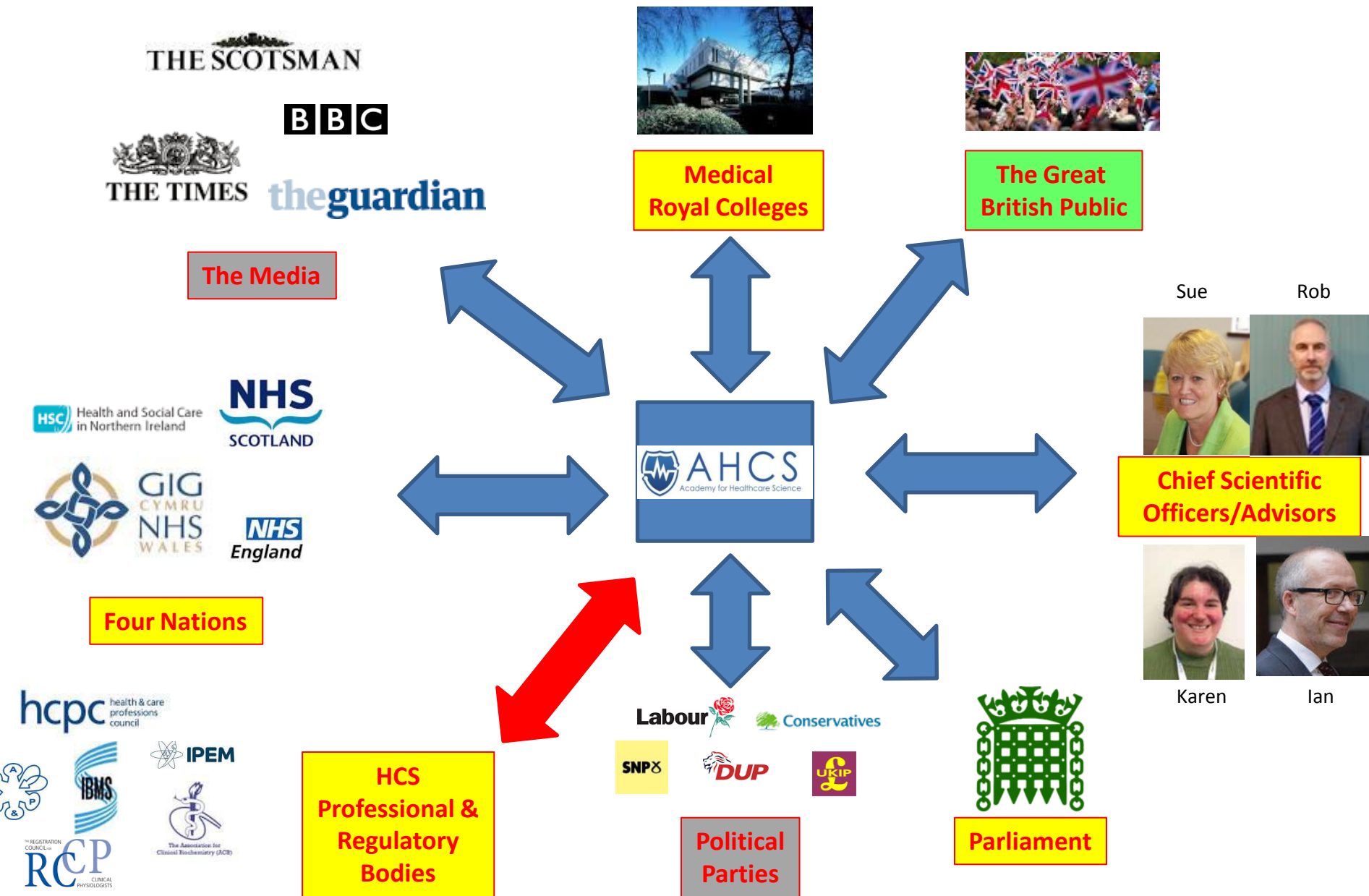
**Education**      Work with NSHCS

**Quality**      Work with NSHCS

**One Voice**      **President, Council, Fellows**



# Influencing the Future: Progress



# What has AHCS One Voice Got to Say?

# AHCS Council Workstreams

Terms of Reference (Signed off)

Criteria for Council membership (Signed off)

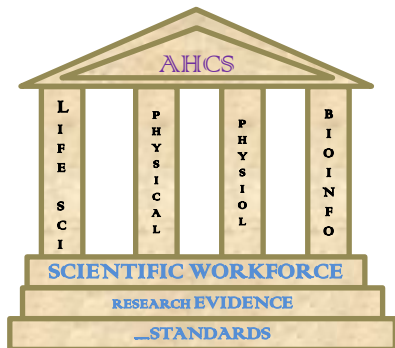
AHCS Consultations Policy (Signed off)

Workforce Survey (On-going)

IPEM Science for Benefit Campaign (Launched)

Fellows Groups (Established)

Financial Stability (SGP,AGIP,BSHI, ANS, ARTP,BSE,IPEM, SCST, etc)



# AHCS President Engagement

Scottish Health Minister (Shona Robison, MSP)

Welsh Health Minister (Vaughan Gething, AM)

Chief Medical Officer , (Prof Sally Davies)

CSOs (England, Wales, Scotland, Northern Ireland)

President RCP (London), (Prof Jayne Dacre)

President RCP (Edin) (Prof Derek Bell)

President RCPATH (Dr Suzy Lishman)

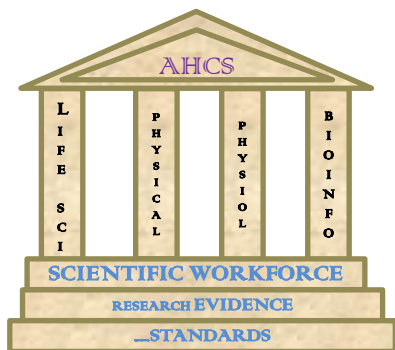
Head of HSHCS (Prof Berne Ferry)

CEO of PSA (Prof Harry Caton)

MOU British Psychological Society

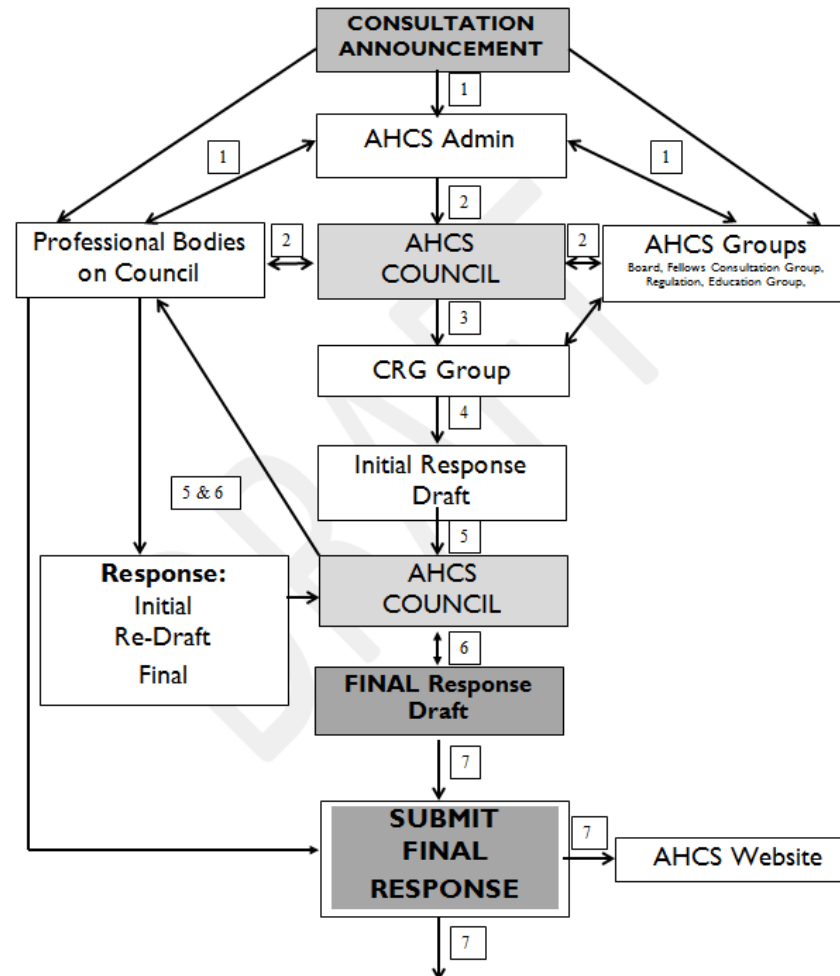
MOU Association of Clinical Scientists

Professional Body Leads



# Consultations Policy

**APPENDIX 2**  
Modified Diagram of AHCS Consultation Process

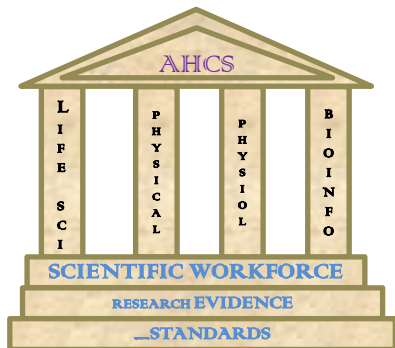


# AHCS Fellows Groups

**Fellows Nomination Board**

**Fellows Consultation Group**

**Fellows Planning Group**



# AHCS Fellows Groups

## Fellows Nomination Board

Graham Beastall

Val Davison

Chris Gibson

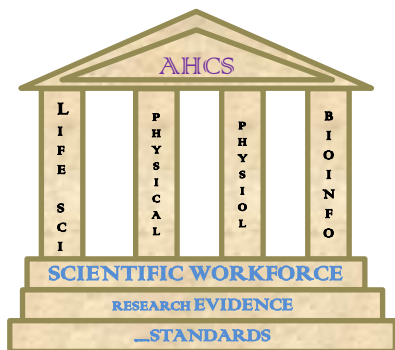
Fiona Carragher

Karen Stewart

Receive, recommend and approve Honorary Fellows nominations for submission to the Council/Board to approve annually.

The draft Fellows Nomination Policy will act as the terms of reference for the process.

Needs to be a slick and easy process that will need an annual timetable.



# AHCS Fellows Groups

## Fellows Consultation Group

Tony Fisher

Geoff Lester

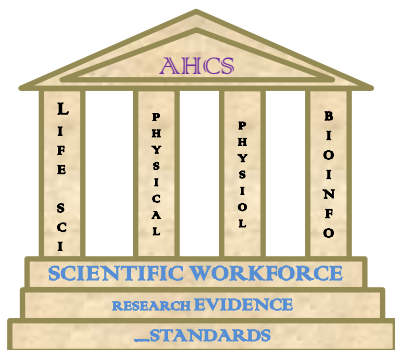
Mike Hallworth

Gilbert Wieringa

Rob Farley

Support the Academy consultations policy which needs to rapidly respond to both internal & external consultations in a timely manner according to our Consultations Policy.

This would contribute immensely to our One Voice volume in the healthcare arena.





# AHCS Fellows Groups

## Fellows Planning Group

Adrian Davis

Jonathan Parsons (not available until second week in May)

Ann Dalton

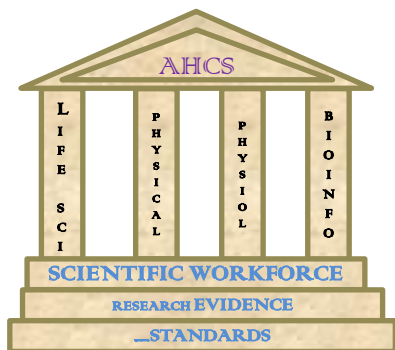
Lynne Smith

Angela Douglas

Support the Council by drawing on experience, knowledge & understanding of healthcare science

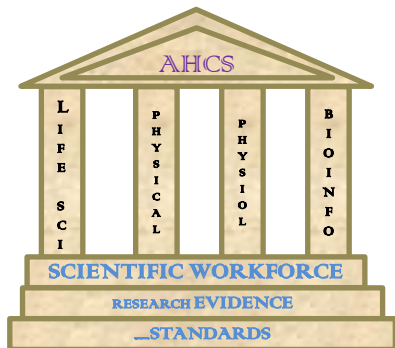
To offer suggestions on One Voice strategy and direction.

The Professional Council members change every year/2 years, so would give an element of stability & legacy to Council.



# One Voice

- Establish the Academy as the Voice for HCS issues.
- Establish the Academy as the link to HCS
- Create the “Academy Brand” to help and support our member PBs to pull together.
- Connect with all Young Scientists and link them with great scientists from all PBs



# AHCS Council Workforce Report

- To highlight the issues for HCS workforce in the 4 nations.
- To indicate the actions/methods needed to monitor/improve things.
- To offer constructive solutions ...and not just “whinge”

# AHCS Workforce Report: Evidence

Nuffield Trust (2017). "Facts on staffing and staff shortages in England".

UK Shortage Occupational List (April 2018)

Society for Cardiac Scientists and Technologists (SCST)

*National Review of Cardiac Physiology Services: Modelling the future workforce model. 2014.*

Association for Respiratory Technology & Physiology Workforce Review 2017

Association of GI Physiologists [AGIP] Report 2018

The British Academy of Audiology Audiology Workforce Issues 2017

IBMS, IPEM and others have promised data and evidence

# AHCS Workforce Report 2018

- Better workforce planning
- Training appropriate numbers of staff via apprenticeship/PTP/STP/HSST routes.
- Training appropriate numbers of staff via alternative “home grown”/apprenticeships routes or by re-training.
- Working in different ways to deliver service (innovation, disruptive technology).
- Service restructuring.
- Other options?

# Key Workforce Issues

- Government **workforce numbers are inaccurate** and lacking enough detail
- **Retention** is a real issue in most professions
- **Attrition** is a big problem in all training schemes
- Unless there is **transparency, honesty and improvement** in how data is collected, there will be no constructive way forward.
- There is a poor understanding from commissioners as to **where HCS workforce should fit in new pathways** (ST&P, Vanguard sites, etc.) because there are no coherent delivery/workforce strategy.
- There is a need to know what the retirement **statistics/demographics** for HCS is in the next 5-10 years.

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# SFHCS Activities

- We meet and exchange knowledge and views
- Produce position statements
- Write letters to influence people
- Represent our profession in various national groups
- Respond to consultations



# SFHCS Resources

- No budget, no assets
- No remunerated staff
- A small number of busy volunteers representing a wide constituency of HCS.
- A willing network of support within SG/NES

<http://www.knowledge.scot.nhs.uk/sfhcs.aspx>

<https://www.ahcs.ac.uk/>

t: 01455 244640 | e: [information@ahcs.ac.uk](mailto:information@ahcs.ac.uk)

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# Scottish Forum for Healthcare Science

NHS Education for Scotland

[Resource Library](#) [Wikis](#) [Discussions](#)  [Search](#)

[Home](#)

### Members and Contact Details

Find us on LinkedIn - <https://www.linkedin.com/group/about/Forum-Healthcare-Science-8477928/>

John Colvin - Chair  
[john.colvin@ggc.scot.nhs.uk](mailto:john.colvin@ggc.scot.nhs.uk)

David Baty - Association of Clinical Scientists

Paul Cawood - Federation of Clinical Scientists

Rob Farley - NHS Education for Scotland

Karen Stewart - Healthcare Science Officer (Scottish Government)

Mike Gray - Life Sciences Lead (Scottish

### Welcome to the Scottish Forum for Healthcare Science



The Scottish Forum for Healthcare Science (SFHCS) consists of members representing the three main scientific strands in Healthcare Science; Life Sciences, Engineering and Physical Sciences, and Physiological Science, providing a professional forum to address issues affecting the professional groups represented therein. The Forum provides a professional route to promote the role of Healthcare Science in Scotland. Further details of the role of the forum are available in the Terms of Reference.

### Terms of Reference

## THE ACADEMY FOR HEALTHCARE SCIENCE

The overarching body for the whole Healthcare Science profession

Find out more...

professional standards authority  
accredited register

[Join The Register](#) [Search The Register](#)

[About](#) | [Patients & Public](#) | [The Register](#) | [Equivalence](#) | [Education & Training](#) | [One Voice](#) | [Fellows](#) | [News / Events](#)

### Quick Links

<b>ABOUT THE REGISTER</b> Find out more about our PSA accredited register. <a href="#">Read More</a>	<b>PATIENTS &amp; PUBLIC</b> General Information & Helpful Links. <a href="#">Read More</a>	
<b>EQUIVALENCE</b> General Information & Helpful Links.	<b>ONE VOICE</b> A single voice for the entire profession.	<b>EDUCATION &amp; TRAINING</b> Information & Links.

[JOIN THE REGISTER](#) [LOGIN TO REGISTER](#) [ABOUT THE REGISTER](#) [SEARCH REGISTER](#)

### Latest News and Events

**Professor Sue Hill has been made a Dame for the Queen's Birthday Honours** 09/06/2018

**Seasonal Flu Vaccinations for Healthcare Professionals** by Martin Wilson, Deputy National Director, NHS England & NHS Improvement 22/06/2018

**Biomedical Science Day fund winners announced** 21/06/2018

**Prestigious honours for IBMS members at AGM** 21/06/2018

Latest Tweets from @ahcsuk

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Business, position statements

ings, April 2015 onwards

Healthcare scientists in Scotland - Peter Sharp and David Gow

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# The voice of the Allied Health Professions

*Dr Rob Farley, Healthcare Science Programme Director  
NES*

## Parallels we can learn from?

home

member organisations

allied health professions federation northern Ireland

allied health professions federation Scotland

consultation responses

publications and speeches

council for allied health professions research

ahp advisory films for work report

ahp prescription programme information

contact us

## Member Organisations

The AHPF is the federated body representing 12 AHP professional bodies across the UK.

→ [The Society of Chiropractors and Podiatrists](#)



→ [The Society and College of Radiographers](#)



→ [The Royal College of Speech and Language Therapists](#)



→ [The College of Paramedics](#)



→ [The Chartered Society of Physiotherapy](#)



→



→ [Royal College of Occupational Therapists](#)



→ [The British Association of Prosthetists and Orthotists](#)



→ [The Association of UK Dietitians](#)



→ [The British Association of Dramatherapists](#)



<http://www.ahpf.org.uk>



# AHPf: Influencing, challenging and raising profile



The screenshot shows the AHPf website with the following content:

- ahpf** logo and **allied health professions federation** text.
- Publications and Speeches** section header.
- A strategy to develop the capacity, impact and profile of allied health professionals in public health 2015-2018**
  - This joint strategy was produced by the Allied Health Professions Federation (AHPF) with the support of Public Health England (PHE). It sets out our vision for the role of allied health professionals (AHPs) in public health. It details how we intend to implement that strategy, the goals we have set out to achieve and how we will measure our success.
  - It is intended to help AHPs, as well as their professional bodies and partner organisations, to further develop their leadership in public health, share best practice with colleagues and partners and ultimately embed preventative healthcare across all their work.
  - [AHP Public Health Strategy](#)
- Advancing Healthcare Awards 2018**
  - Set out below is a link to the speech made by the AHPF Chair, Parmjit Dhanda, at the Advancing Healthcare Awards

The left-hand navigation menu includes: home, member organisations, allied health professions federation northern ireland, allied health professions federation scotland, **publications and speeches** (highlighted with a red arrow), and council for allied health professions research.

<http://www.ahpf.org.uk/AHPFS.htm>

Clear AHPf Terms of reference

Funded (by PBs)

Campaigns / challenges / one voice

Owens curricula for advanced prescribing

Paid AHPf staff

Scottish group is incorporated into main AHPf website

<http://www.ahpf.org.uk/AHPFS.htm>

**Key AHPf doc on 2015 UK election: pushed for AHP director roles. Done with help from PBs**

<http://www.ahpf.org.uk/AHPFS.htm>

# AHPf in Scotland...

**HEALTH AND SPORT COMMITTEE - Scottish Government  
Draft Budget Scrutiny 2014-2015 Allied Health Professions Federation Scotland  
(AHPFSP)**

“AHPs have a key role in the achievement of National Outcomes and NHS Priorities”.

## **2013 Convener’s report**

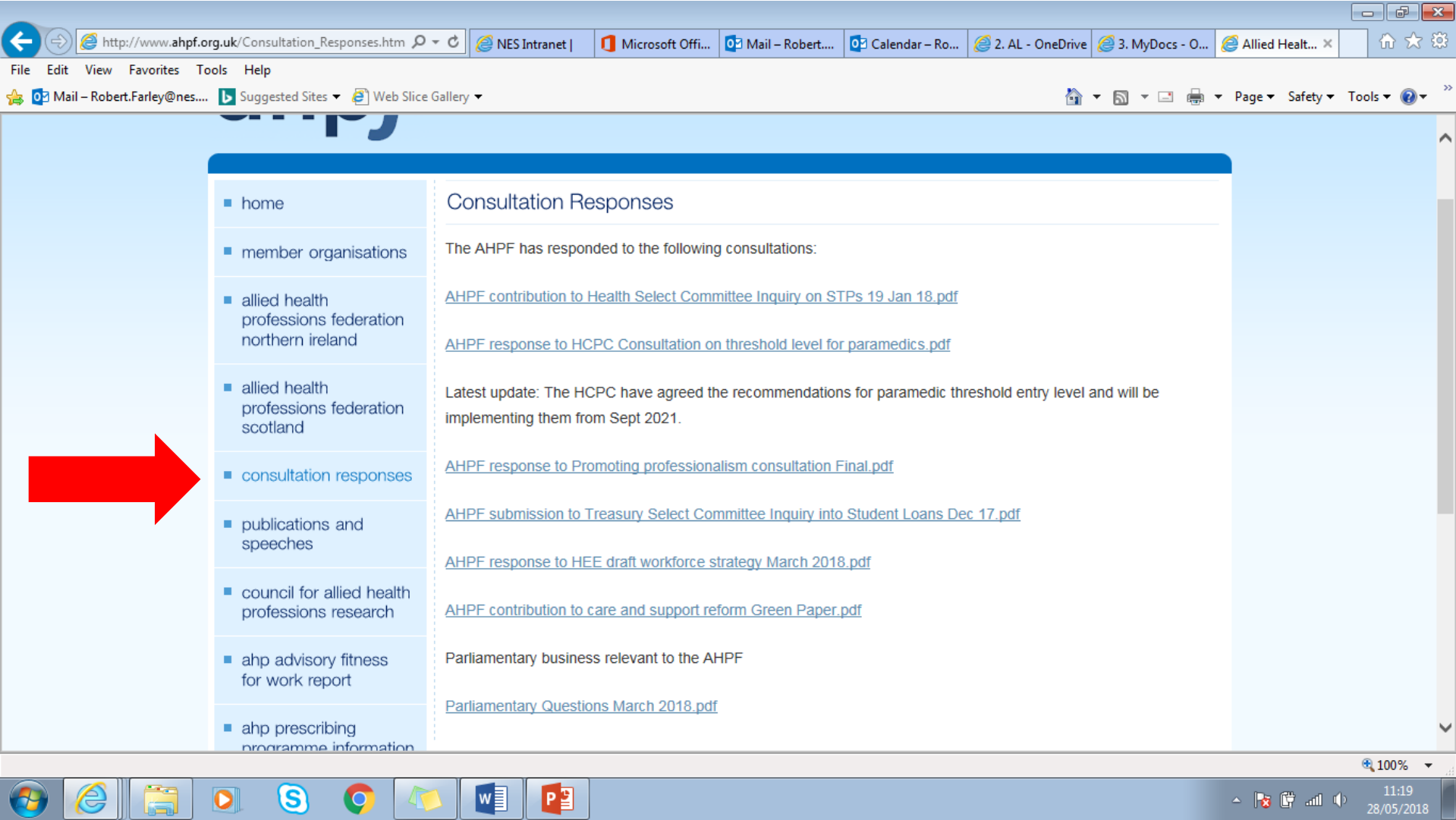
The AHPFS has been heavily involved in a wide range of activities over this year particularly at a high strategic level. AHPFS representatives have contributed to the following groups: [17 groups and reports...]

Works with Scottish Government to influence and inform policy and delivery plans through CHPO / AHP Officer

<http://www.ahpf.org.uk/>



# AHPf Consultation responses



The screenshot shows a web browser window displaying the AHPf website. The address bar shows the URL [http://www.ahpf.org.uk/Consultation\\_Responses.htm](http://www.ahpf.org.uk/Consultation_Responses.htm). The page title is "Consultation Responses". The main content area lists several consultations with links to PDF documents:

- [AHPF contribution to Health Select Committee Inquiry on STPs 19 Jan 18.pdf](#)
- [AHPF response to HCPC Consultation on threshold level for paramedics.pdf](#)
- Latest update: The HCPC have agreed the recommendations for paramedic threshold entry level and will be implementing them from Sept 2021.
- [AHPF response to Promoting professionalism consultation Final.pdf](#)
- [AHPF submission to Treasury Select Committee Inquiry into Student Loans Dec 17.pdf](#)
- [AHPF response to HEE draft workforce strategy March 2018.pdf](#)
- [AHPF contribution to care and support reform Green Paper.pdf](#)
- Parliamentary business relevant to the AHPF
- [Parliamentary Questions March 2018.pdf](#)

A red arrow points to the "consultation responses" menu item in the left-hand navigation menu.

<http://www.ahpf.org.uk/>

# AHPf Council for AHP research

The screenshot shows a web browser window displaying the AHPf website. The browser's address bar shows the URL <http://www.ahpf.org.uk/CAHPR.htm>. The website header features the AHPf logo and the text "allied health professions federation". A navigation menu on the left lists several options, with a red arrow pointing to "council for allied health professions research". The main content area is titled "Introduction" and includes the CAHPR logo. The text describes the council's creation in 2014, its mission to develop AHP research, and its composition of three groups. It also mentions a UK-wide regional hub network with 23 hubs.

ahpf allied health professions federation

- home
- member organisations
- allied health professions federation northern ireland
- allied health professions federation scotland
- consultation responses
- publications and speeches
- council for allied health professions research**

## Introduction

The Council for Allied Health Professions Research (CAHPR) was created in 2014 by bringing together the Research Forum for Allied Health Professionals and the Allied Health Professions Research Network.

CAHPR's mission is to develop AHP research, strengthen evidence of the professions' value and impact for enhancing service user and community care, and enable the professions to speak with one voice on research issues, thereby raising their profile and increasing their influence.

CAHPR comprises three groups:

### UK-wide regional hub network

There are 23 regional hubs whose overall aim is to support allied health professionals to develop research skills and to promote the use of the evolving evidence-base in practice. CAHPR hubs are able to provide research advice and support about the following:

<http://www.ahpf.org.uk/>

# AHPf

## In summary

- focused on building influence
- Shared priorities UK-wide
- Scottish dimension

<http://www.ahpf.org.uk/>

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# Breakout Sessions

## 1. Advantages/disadvantages of working together

Which best achieves “loud and clear”? Are there common messages? How would we deal with our differences? Are there risks or concerns?

# Breakout Sessions

## 2 Current priorities for “One Voice” Scotland

HSST, workforce planning, transforming roles, regional planning issues, promoting the role of HCS within HBs or specific campaigns

# Breakout Sessions

- 3 What would a closer relationship look like and what needs to happen next

Take over/merger/alliance? How would activities be resourced? What would our next steps look like?

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