



Ref. No: 598210322  
From: NHS  
Date: 21/03/22  
Subject: Workforce leadership

## REQUEST

**The role of Director/Chief/Lead of AHPs is commonly described as** *“Providing Workforce Leadership for Allied Health Professions, map the current AHP workforce across the trust, work with other trust AHP Directors and develop a strategic workforce plan for recruitment and retention of Allied Health Professions within the trust.”<sup>1</sup>*

### Section 1. Within your Trust, do you have a role that meets the above description?

- Yes
- No – There isn't a standalone post, but the Director of Nursing is the organisational Lead for Nurse, Midwives and AHPs. The delivery, in terms of the description above, is also a role and responsibility of the Head of Therapies.

If the answer is **“Yes”** answer section 2 **only**, and if the answer is **“No”** answer Section 3 **only**.

**Section 2**

2.1. What is title?

- Director of AHPs
- Chief AHP
- Lead AHP
- Other (please specify): Director of Nursing

2.2 When was the role of Director/Chief/Lead AHP or its equivalent first created within the Trust?

N/A

2.3. Is there someone currently in this post?

- Yes
- No

If no, why not?

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2.4. If yes, are they registered as an allied health professional (AHP)?

- Yes
- No

2.5 If yes, which profession?

- Art Therapist
- Drama therapist
- Music therapist
- Chiropodist/podiatrist
- Dietitian
- Occupational therapist
- Operating Department Practitioner
- Orthoptist
- Osteopath
- Paramedic
- Physiotherapist
- Prosthetist
- Orthotist
- Radiographer
- Speech and language therapist

2.6. If they are not registered as an AHP, what is their professional background?

Registered Nurse

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2.7. Does this individual have a position on the Trust board?

- Yes
- No

2.8. Which Allied Healthcare professions are employed by your Trust?  
(Please complete the table below)

	Select the AHP professions employed by your Trust	If your Trust employs this profession, select if the Director/Chief/Lead AHP or its equivalent leads/directs this profession
Art Therapists	<input type="checkbox"/>	<input type="checkbox"/>
Drama therapists	<input type="checkbox"/>	<input type="checkbox"/>
Music therapists	<input type="checkbox"/>	<input type="checkbox"/>
Chiropodists/podiatrists	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians Occupational therapists	x	x
Operating Department Practitioners	x	x
Orthoptists	x	x
Osteopaths	<input type="checkbox"/>	<input type="checkbox"/>

Paramedics	<input type="checkbox"/>	<input type="checkbox"/>
Physiotherapists	x	x
Prosthetists	x	x
Orthotists	x	x
Radiographers	x	x
Speech and language therapists	x	x

### Section 3.

It has been shown that *“there are benefits to improvement activity, as well as to the visibility and influence of the AHP workforce on the Trust’s priorities when there is a designated AHP lead”*, and that these roles should be put in place in each Trust<sup>1,2</sup>.

3.1. Do you expect to advertise/create a job role meeting the above description within the next 6 months?

- Yes  
 No

3.2. If no, are you planning to advertise/create this role in the long term 12-24 months?

- Yes  
 No

3.3 If no, what has been the main barrier/s that are preventing a job role meeting the above description from being created in the long term (12-24months)?

Currently there is not a job that specifically offers this. The responsibility sits with the Director of Nursing and Head of Therapies. The development of a role in its own right, is being worked through.

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3.4. Is your Trust aware of the NHS England and NHS Improvement strategy (2019 *Investing in chief allied health professionals: insights from trust executives.*) to have designated AHP leads?

- Yes
- No

References:

1. NHS England and NHS Improvement. Investing in chief allied health professionals: insights from trust executives. 2019;(July). <https://improvement.nhs.uk/resources/investing-chief-allied-health-professionals/>
2. NHS England and NHS Improvement. *Developing Allied Health Professional Leaders: A Guide for Trust Boards and Clinicians.*; 2019.

## RESPONSE

As above