

# AHPFS work plan

## February 2025 – January 2026

### Vision:

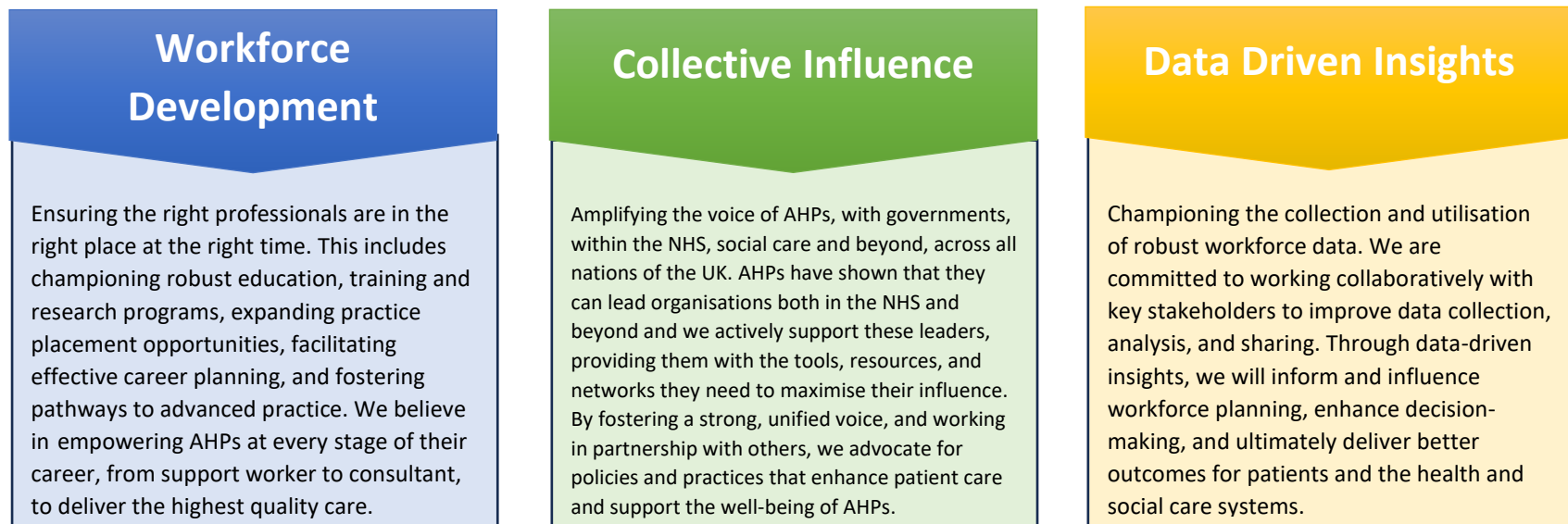
“The AHP workforce is positioned to improve the health and well-being of the population in Scotland”

### Mission:

The AHPFS provides collective AHP leadership and representation to influence national policy and guidance at a strategic level

### AHPFS strategic priorities:

Together we are building a thriving AHP workforce that is equipped, empowered, and influential. By harnessing the power of collaboration, embracing innovation, and focusing on data-driven solutions, we are transforming the landscape of healthcare in the UK.



We will deliver by:



| <b>Strategic priority 1: Workforce development</b> | <b>AHPFS is committed to:</b> <ul style="list-style-type: none"> <li>• Advocating for an increase in the supply of AHPs across all professions</li> <li>• Supporting diverse access routes to qualification</li> <li>• Highlighting disparity between AHPs and other medical professionals</li> <li>• Highlighting opportunities for workforce development in terms of widened scope, advanced practice and learning and development</li> <li>• Highlighting the unique contribution of AHPs and benefit and impact for the people we serve</li> </ul> | <b>By doing this AHPFS demonstrates a commitment to the health, wellbeing and resilience of AHPs.</b>  |          |
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| Key Theme  | Outcomes   | Actions (in order to deliver outcomes...)  | Progress |
| <b>AHP Education and Workforce Review</b>          | The AHP Education and Workforce Review is given the same attention, weight and resource as the ministerial taskforce on nursing and midwifery  | Support delivery of education and workforce review including by representation and contribution at EWR advisory board.<br><br>Establish regular update cycle to AHPFS on the implementation of EWR action plan seeking transparency on progress, challenges and next steps.<br><br>Engage with Scottish Government ministers and CAHPO to ensure AHP EWR is kept in focus and delivers on the recommendations. |          |
| Flexible routes into AHP Professions               | A commitment that AHP earn and learn/apprenticeships are established to increase the supply of AHPs and fix the vacancy crisis across Scotland, particularly in rural areas.   | Collaborate with CAHPO, Scottish Government and HEIs to influence proposals for sustainable routes into AHP professions to ensure these meet the needs of the professions as well as improve remote and rural access to training opportunities.  |          |

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|                   |  | <p>Seek opportunities to improve links with HEIs.</p> <p>Foster strong links with HEIs and students to support quality practice education for AHPs.</p> <p>Seek opportunities to challenge inequity of bursaries for AHPs compared with other professions and campaign for parity.</p> <p>Use FOI requests to seek information regarding enrolment and graduate numbers to identify topics to influence.</p>  |  |
| Advanced Practice | Improved access to AHP Advanced Practice opportunities, funding and education. | <p>Representation and contribution to AHP Advanced Practice Commissioning Stakeholders Meeting to ensure influence with regard to consistency of titles, governance arrangements and national direction.</p> <p>Work with NES and Scottish Government to influence improved access for AHP training opportunities related to advanced practice.</p> <p>Advocate for recognition of the transforming roles paper and recommendations once finalised with Scottish Government.</p> <p>Advocate for formal career pathways with NES and Scottish Government.</p> <p>Advocate for AHPS to have access to post graduate training and development</p> |  |

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|                   |   | <p>opportunities including clearly defined funding.</p> <p>Influence improved access for AHP training opportunities related to advanced practice.</p>   |  |
| <b>Leadership</b> | Create the conditions so AHPs are empowered to influence effectively. | <p>Take opportunities to highlight parity issues between AHPs and nursing and medical professions to ensure equity of leadership roles.</p> <p>Implement clear communication plan to ensure AHP workforce are aware and engaged with AHPFS priorities and work where required.</p> <p>Promote digital curiosity and encourage leadership skills across AHPs to ensure telehealth, AI and data analytics are explored as novel ways of working</p> <p>Promote unique role of AHPs in Early Intervention &amp; Prevention</p> |  |

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| <b>Strategic priority 2: Collective Influence</b> | <b>AHPFS is committed to:</b> <ul style="list-style-type: none"> <li>• Building strong and collaborative relationships with a wide variety of stakeholders</li> <li>• Promoting the unique contribution of AHPs</li> <li>• Contributing to the reduction of health inequalities for the people we serve</li> <li>• Promoting AHPs as leaders in driving transformation, innovation and improvement</li> <li>• Being responsive to requests</li> <li>• Identifying and taking opportunities to influence on behalf of AHPs which link with current priorities</li> </ul> | <b>By doing this AHPFS demonstrates a commitment to the health, wellbeing and resilience of AHPs.</b>  |  |
| <b>Parity</b>                                     | <p>AHPs must be positioned on an equal footing with nursing and medics in Scottish Government, Health Boards and Integrated Joint Boards</p> <p>AHPs are cited more frequently in written and verbal communication by local and national government</p>   | <p>Promote the unique role and contribution AHPs have as the third largest clinical workforce.</p> <p>Challenge written and verbal communication where AHP contribution is omitted in favour of nursing/medical colleagues.</p> <p>Provide challenge where AHPs are excluded from roles traditionally delivered by other professions.</p> <p>Challenge inequity of proactive practice education planning and bursaries for AHPs compared with other professions and campaign for parity.</p> |  |

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| <b>Reform and Improvement</b>                          | <p>AHPs recognised for their ability to support redesign of the whole system with a focus on public health/preventative care, prehabilitation and rehabilitation to improve outcomes, prevent harm, speed up delayed discharges and reduce admissions.</p> <p>Decision makers understand the contribution AHPs make across key policy areas</p> | <p>Ensure appropriate ministers are informed on the range of AHP innovation, transformation and impact for patient outcomes in a meaningful way.</p> <p>AHPFS liaises with key political parties to ensure AHP asks are included in manifestos.</p> <p>Link with CAHPO/AHP Team to ensure current priorities drive AHPFS workplan and associated work.</p> <p>Ensure representation on appropriate workstreams and regular feedback to AHPFS and wider workforce.</p> <p>Refresh Compendium to ensure case examples reflect the breadth of AHP impact on outcomes and innovative working practices eg rehabilitation, waiting well, health inequalities.</p> <p>Promotion of AHPs via PR events eg parliamentary events.</p> |  |
| <b>Building strong and collaborative relationships</b> | <p>AHPFS is seen as an accessible and valuable partner by CAHPO, AHP Advisors and other policy colleagues (eg primary care, Chief Social Work Officer) and other stakeholders as required (eg NES, HIS, PHS).</p> <p>CAHPO and AHPFS will combine collective influence where appropriate.</p>   | <p>Regular and open contact with CAHPO, AHP advisors and other policy colleagues (as required).</p> <p>AHP team have regular schedule to attend AHPFS meetings with clarity on purpose of discussion.</p>  |  |

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|  | <p>MSPs and Ministers are informed of AHP related challenges and the impact AHPs make to the people they serve.</p> <p>AHPFS are well represented within developing areas influencing workforce, education, health and social care, and involved in relevant consultations.</p> <p>AHPFS proactively engage with MSPs, Ministers and policy colleagues.</p> | <p>Raise profile of AHPs with MSPs and arrange meetings as required.</p> <p>Support MSP to raise parliamentary questions.</p> <p>Dialogue with wider range of stakeholders to ensure AHPFS invited to represent AHPs eg Centre for Sustainable Delivery.</p> <p>Build on links with SDAHPs and identify opportunities for collaborative working.</p> <p>Seek opportunities to improve links with HEIs.</p> <p>Build on links with NES and identify shared priorities and projects.</p> <p>Ensure requests are linked to current priorities and workplans.</p> <p>Respond to requests, represent AHPs and provide collective feedback.</p> <p>Engage with and contribute to SLWGs, workstream, committees.</p> <p>Collaborative approach with influential groups eg SDAHP</p> |  |
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| <b>Strategic priority 3: Data Driven Insights</b> | <b>AHPFS is committed to:</b> <ul style="list-style-type: none"> <li>• Adequate and appropriate AHP workforce planning to support workforce development and highlight challenges</li> <li>• Advocating for high quality AHP data</li> </ul> |  |  |
| <b>Workforce Data</b>                             | <p>Advocate for improved workforce tools data for AHPs in line with other profession and to support implementation of health and care staffing act.</p> <p>improved data around practice education</p>                                      | <p>Continued representation and contribution to NES/HIS HealthCare Staffing Programme.</p> <p>Ensure AHP requirements are represented – proactively and reactively.</p> <p>Promote workforce planning which takes into account discrete challenges for individual professions.</p> <p>Contribute to the development and refinement of workforce tools.</p> <p>Highlight gaps or specific improvement areas for AHP data.</p> |  |
| <b>Digital Improvements</b>                       | <p>understand and influence AI landscape of AHPs in Scotland</p> <p>Professional governance of digital tools/ systems</p>   |  |  |

## Potential priority areas:

### Workforce development

- **Advanced Practice** – ensuring improved access advanced practice opportunities, funding and education for AHPs
- **Flexible Routes into AHP Profession** - A commitment that AHP earn and learn/apprenticeships is established to increase the supply of AHPs and fix the vacancy crisis across Scotland, particularly in rural areas.
- **AHP Education and Workforce Review** – Advocating that the AHP Education and Workforce Review is given the same attention, weight and resource as the ministerial taskforce on nursing and midwifery.
- **Practice Education** – Improved quality of practice education in Scotland and better links with HEIs.
- **Equity of bursaries** – Challenges inequity of bursaries for AHPs compared with other professions.
- **Wellbeing** - Demonstrate commitment to health and wellbeing and diversity of AHPs
- **Leadership** – Create the conditions so AHPs are empowered to influence effectively

### Collective Influence

- **Parity** - AHPs must be positioned on an equal footing with nursing and medics in Scottish Government, Health Boards and Integrated Joint Boards.
- **NHS reform and improvement** – AHPs recognised for their ability to support redesign of the whole system with a focus on public health, prehabilitation and rehabilitation to improve outcomes, prevent harm, speed up delayed discharges and reduce admissions.
- **Influencing language** – AHPs are cited more frequently in written and verbal communication by local and national government.
- **Manifesto asks** – AHFS asks are included in manifesto of key political parties.
- **Building strong and collaborative relationships** e.g. CAHPO, NES, SDAHP, political parties
- **Social media / website** – improved online presence and visibility both on social media and website.

### Data driven insights

- **Artificial Intelligence** – understand and influence AI landscape of AHPs in Scotland
- **Workforce data** – Advocate for improved workforce data for AHPs in line with other profession and to support implementation of health and care staffing act.
- **Practice Education** – improved data around practice education