

NHS Long Term Plan and Interim People Plan

A joint professions statement

July / 2019

In 2017 representatives of a wide range of clinical professions produced a statement setting out the value of multi-professional working and key issues for the success of team working.

Senior members of several clinical professional bodies came together again in June 2019 at the Academy of Medical Royal Colleges to consider their roles in assisting implementation of the NHS England Long Term Plan and Interim People Plan.

The Professional Bodies fully support the direction of travel, particularly regarding multi-disciplinary working and wider training opportunities for professional development within the NHS and wish to encourage careful consideration of the following points in the Final People Plan:

1. Ensuring that a holistic view of patient care is put centre stage through the provision of continuity of care and cross-organisational multi-professional team working
2. Increased numbers of staff in all disciplines are welcome and essential but this alone is insufficient to solve the current workforce crisis
3. Diversification and expansion of roles is essential for the delivery of 21st century care and should be actively pursued alongside increasing the supply of traditional roles. Expansion must be dependent upon the highest standards of professional education and training. There needs to be a culture change in the way people think about existing roles to ensure that new roles are used most effectively and that the right person is used to deliver appropriate care. This requires mutual respect and collaboration and recognition of professional identity without professional protectionism
4. There must be provision of adequate career progression to make work rewarding for the individual and aid retention of staff and to ensure that professions remain an attractive career choice in the long term
5. There should be absolute transparency to the public about the new roles and how they will contribute positively to their care
6. Provision of adequate, transparent CPD for all staff providing NHS services is essential and increased funding is required in the Spending Review for Health Education England to support CPD budgets. This has to be accompanied by the provision by employers of appropriate opportunities and remuneration for staff to put new skills into practice in accordance with the needs of the service
7. Apprenticeships may play an important role in addressing some workforce issues in the medium and long term but the NHS has not yet made the most of the opportunities, in part because the arrangements do not seem sufficiently flexible to suit NHS processes
8. Clarity is required on what is meant by multi-professional credentialing and a collaborative approach to how this will be implemented and regulated.

The Professional Bodies are committed to supporting the delivery of the plans on this basis and would expect to be closely engaged with NHSE/I and HEE as well as the ICS community and local employers in their development and implementation for the benefit of patients and staff alike.

The following professional organisations have agreed this statement:

- Allied Health Professions Federation
- Academy for Healthcare Science
- Academy of Medical Royal Colleges
- British & Irish Orthoptic Society
- Chartered Society of Physiotherapy
- College of Operating Department Practitioners
- Institute of Osteopathy
- Royal College of Midwives
- Royal College of Nursing
- Royal Pharmaceutical Society
- Queen's Nursing Institute
- Society of Radiographers
- The College of Optometrists
- The Royal College of Speech and Language Therapists