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The Bulletin's aim is to address matters related to the organisation and delivery of AHP services, and includes items of direct interest to AHP staff.

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Staff can receive the AHP Bulletin directly by e-mail each month by e-mailing their details to [DH-Test-Emails@doh.gsi.gov.uk](mailto:DH-Test-Emails@doh.gsi.gov.uk)

Clicking on the above link will give you access to a pre-addressed email. Please include the following – your name, organisation, full postal address (including postcode), phone and fax numbers and email address. Your preferred email address can be your personal one at work or home (or both), or the address of a manager or group of people at work, whichever is most convenient.

Other Department of Health bulletins covering a range of topics of interest to NHS staff are also available. They include the **Chief Executive Bulletin**, **Chief Medical Officer's Bulletin** and **The Chief Nursing Officer's Bulletin**. They can be found on the DH website at [www.doh.gov.uk/publications/bulletins.htm](http://www.doh.gov.uk/publications/bulletins.htm)

## TOP NEWS

### Changing workforce programme – update

#### Collaborative working is one of the ways AHP roles are being revamped to deliver improved patient care.

As highlighted in the last *AHP Bulletin* the *Changing Workforce programme*, is helping to achieve improvements.

There are already 16 pilot schemes up and running across the country, focusing on a range of areas.

In Salford, Greater Manchester, the role of education health worker has been developed by the programme's AHP pilot site.

Linda Dutton and Stephanie Kelly have been appointed as education health workers at a local special school to provide educational, nursing and therapy support to 11 to 18 year-olds with complicated medical and therapeutic needs, including physiotherapy, occupational therapy and speech and language therapy.

The role was developed to help pupils with complicated medical needs who had difficulty learning because they were being taken away from the classroom to receive therapy.

With the support of the education health workers, pupils are now able to continue their lessons.

A wide range of training is being undertaken providing skills and knowledge across nursing, therapies and education, to a trained but not registered level.

The professionals involved are in the process of signing off the competencies to identify where

further training is needed to support the continued development of the roles.

The pilot is already proving to have many benefits. There is less disruption to education because Linda and Stephanie work within normal lessons and help teachers continue with group work, as they are instantly able to respond to pupils' needs.

The roles have improved communication regarding pupils across the range of professionals groups and, with time, they will provide support to ensure teaching targets for these pupils are achieved.

The workers have supported a child during a stay in hospital and also provided education programmes to the pupils during home recovery. This provided some respite for parents and prepared the child for returning to school, as well as informing the school about progress.

It is expected that as the role develops, the therapists will work together to produce collaborative treatment plans.

An evaluation of the role is underway and is expected to be completed in April.

For more information about this role please contact Carys Kinsella at [carys.kinsella@srht.nhs.uk](mailto:carys.kinsella@srht.nhs.uk) or for information about the Changing Workforce Programme please visit [www.modern.nhs.uk/cwp](http://www.modern.nhs.uk/cwp) or telephone 020 7210 5852.

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### Chief health professions officer Kay East talks about new ways of working and changing AHP roles.

Often our 'bread and butter' work is in services essential to help patients achieve and maintain independence and take an active part in society. Many have long-term disabling conditions and require support to manage their daily lives.

This presents AHPs with many challenges, particularly in developing working partnerships across the NHS and social care as well as the independent and voluntary sector.

*Shifting the Balance of Power* – the Government's policy of giving more power to frontline staff – has had a major impact on the way AHPs work.

I know that many of you have embraced the opportunity to influence your primary care colleagues to improve services and develop strong relationships with secondary care. I am sure you are also finding that you have a whole range of new people to negotiate with as you promote your services to different stakeholders.

There are other challenges too – changing the way we all work to improve services. The NHS Modernisation Agency's *A Guide To Workforce Redesign In Diabetes Care* is re-examining roles while ensuring patient care is not compromised. The innovative practice in the guide outlines real 'exemplars of innovation' in the workforce. This all demonstrates the changes we need to make to really focus on patients and the health needs of the community.

The Department of Health is also facing change as we continue to move more power away from Whitehall and invest it in the NHS at a local level. Over the next 18 months the department will become significantly smaller and will have a completely new look and feel about it. This will help to crystallise the evolving role of strategic health authorities as the local leaders of the NHS and will help ensure:

- the patient comes first, with greater choice, information and control
- clinical teams and front line staff are involved in decision making and planning
- there is a clear framework of values and national standards together with independent inspection and regulation
- the NHS and social care are working together.

The department's challenge will be to support the development of the health and social care system and create more space for the NHS, social care and other partners to innovate and take decisions locally.

In the coming months, we will be reflecting on how the professional expertise within the department can be used to support and promote the development of AHPs while strengthening the partnership with other professionals.

Our roles are clearly changing and this brings with it challenges as well as opportunities. But I believe we can rise to those challenges because we share a common goal of improving patient care.

Kay East

## Patient Group Directions

### Patient Group Directions could be extended to more AHPs.

The Department of Health is considering allowing dieticians, speech and language therapists, prosthetists, orthotists, occupational therapists and arts therapists to supply and administer medicines to patients under Patient Group Directions.

Since August 2000, within the NHS chiropodists, radiographers, physiotherapists, orthoptists and paramedics have been able to supply and administer medicines under Patient Group Directions. The direction must be signed by a doctor and a pharmacist, and allows non-medical health professionals to treat patients without a direct referral from a doctor.

The arrangements help to make best use of the skills and expertise of AHPs reduce pressure on doctors and improve access to treatment for patients.

A preliminary meeting will be held shortly between AHP representatives, the Medicines and Healthcare products Regulatory Agency (MHRA) and Department of Health representatives to discuss the feasibility of extending the legislation on Patient Group Directions to the six additional AHP groups.

Any proposed changes would be subject to a period of public consultation by the MHRA.

Please send your comments to [ahp-branch@doh.gsi.gov.uk](mailto:ahp-branch@doh.gsi.gov.uk)

## AHP 10 key roles

### Results of a survey that asked your views on what you think are the main roles for AHPs will be presented at a national workshop this month.

Professional roles in health and social care are changing. AHPs are reviewing and clarifying their roles as part of the modernisation agenda to help improve delivery and patient experience.

Some of the AHPs who

completed the survey, which also asked what roles you think are likely to be important in the future, will discuss the results at workshop in London on 9 April. The next course of action will also be discussed.

## Have your say

The Allied Health Professions Branch in the Department of Health welcomes feedback on any aspect of the information that we have included in the Bulletin.

E-mail [ahp-branch@doh.gsi.gov.uk](mailto:ahp-branch@doh.gsi.gov.uk) or write to AHP Branch, Wellington House, 135 – 155 Waterloo Road, London SE1 8UG.

### Modernisation Board report

Allied health professionals are continuing to grow in numbers and demonstrate the valuable contribution they are making to NHS reforms.

The NHS Modernisation Board's second annual report said that the recruitment of more staff was essential to the continued development of a patient-centred NHS.

Provisional figures for September 2002 show there are now 5,500 more allied health professionals working in the NHS than in 1999 – close to The NHS Plan target for 6,500 extra therapists by 2004.

Set up to advise the health secretary on NHS reforms, the board said the resources going into the NHS were paying dividends for patients but there was still a long way to go, adding: "Capacity problems remain. The building blocks are there and the culture of the NHS is changing. With extra resources about to come on stream we feel confident that fast and effective progress can be made."

Particular attention was paid to new ways of working in the NHS. The board said staff were taking the opportunity to develop their skills and responsibilities, saying: "There is considerable evidence that staff are embracing this new spirit of innovation."

Liz Sargeant, head of rehabilitation at Huntingdonshire Primary Care Trust and a board member, said: "I believe the greatest priority ahead for all staff is to think and behave differently – to move from a position where organisational structures are our prime driver to one where our prime driver is our understanding of how what we do is experienced by service users."

The full report is at [www.doh.gov.uk/modernisationboardreport](http://www.doh.gov.uk/modernisationboardreport)

### Action on NHS Professionals

NHS Professionals – the NHS in-house staff agency – will be given a stronger national management structure with the establishment of a special health authority to tackle the costs of temporary staffing agencies.

The special health authority will be in place before the end of the year. It will provide a national service to help trusts locally best manage temporary staffing needs including AHPs.

It will be responsible for the strategic oversight of temporary labour, managing agency framework contracts, setting standards and policy framework for temporary staffing and managing NHS Professionals in partnership with the local NHS.

NHS Professionals has already made a difference in some parts of the country to help trusts manage their temporary needs, offer staff the benefits of flexible working and help the NHS achieve better value for money.

### AHP advisory network

A network of advisors is being created to support and advise allied health professionals.

The Allied Health Professions advisory network recently advertised for professional advisors to work up to 24 days a year from April 2003 to April 2005.

Advisors will be appointed from arts therapists, podiatrists, dieticians, occupational therapists, orthoptists, orthotists, prosthetists, paramedics, physiotherapists, radiographers and speech and language therapists.

For more information contact Rachel Brookes on 020 7562 1677 or e-mail [Rachel@centrepointhgroup.co.uk](mailto:Rachel@centrepointhgroup.co.uk)

### Guidance on lifting and handling

A judgement on a disability case involving East Sussex County Council has implications for all local authorities.

The ruling by the Queen's Bench Division (Administrative Court), recommends that councils should adopt the Health and Safety Executive guidance on lifting and handling, in favour of Royal College of Nursing guidelines.

HSE guidance is £9.50. To order call 01787 881165, fax 01787 313995, or order online at [www.hsebooks.co.uk](http://www.hsebooks.co.uk)

### Commissioning AHP services

AHPs play a key role in providing patient care and a key challenge for primary care trusts (PCTs) is to be proactive in attracting and retaining AHPs and developing their services.

The Allied Health Professionals Framework has been developed with PCTs to help deliver the challenging NHS modernisation agenda.

It highlights the significant issues for delivery, modernisation and commissioning of AHP services and forms part of a revised PCT competency framework, to be published in May.

It is vital that AHPs are key influencers of PCT local delivery plans so all agencies involved can work together to help deliver better services.

The Allied Health Professionals Framework will be posted at [www.natpact.nhs.uk](http://www.natpact.nhs.uk)

### Complaints pilot extended

The independent complaints support and advocacy pilots have received a £2 million funding boost.

Extra money will ensure continued development of the new service that offers support to patients who make a complaint about their NHS care or treatment.

AHPs can sometimes be put in an awkward position if a patient confides in them and asks for help to make a complaint.

AHPs should refer complainants to the Independent Complaints Advocacy Service (ICAS), which has a duty to provide independent support to patients who complain.

A list of pilots is at [www.doh.gov.uk/complaints](http://www.doh.gov.uk/complaints)

### Guidance on promoting the health of looked after children

Promoting the Health of Looked after Children sets out a framework for health services and local authorities to promote and improve the health and wellbeing of children and young people in care.

Key statutory changes include a health assessment, physical and mental health promotion, health plan and reviews.

*It is relevant to agencies in the statutory, voluntary and independent sectors, including education and leisure.*

*It sets out the role and responsibilities of different agencies and outlines principles of good health care.*

*Primary care teams have an important role to play in identifying young people's health care needs. For example, their prior knowledge of the person, of the birth parents and of carers can help them take a holistic and child-centred approach to decisions.*

*The GP-held clinical record can also integrate all known information about health and health events during the young person's life. It enables AHPs and other primary care professionals to establish health priorities and know if decisions have been planned and implemented. This is particularly important for children and young people who move frequently.*

*Guidance is at [www.doh.gov.uk/lookedafterchildren/promotinghealth.htm](http://www.doh.gov.uk/lookedafterchildren/promotinghealth.htm) and [www.doh.gov.uk/qualityprotects/index.htm](http://www.doh.gov.uk/qualityprotects/index.htm)*

*To order a hard copy contact Jim Brown at [jim.brown@doh.gsi.gov.uk](mailto:jim.brown@doh.gsi.gov.uk) or call 020 7972 4431.*

## Wider health care team development lead

*West Midlands South Workforce Development Confederation, in association with*

*The Department of Health's employment branch is offering a 12 to 18-month secondment to lead on recruitment, retention and return for the wider healthcare team.*

*The NHS Plan sets out the need to increase the wider healthcare team and the main aim of this role is to lead the recruitment, retention and return agenda to help make this happen.*

*Candidates should have a minimum of three years experience of working within health and social care and be able to travel.*

*For more information contact Ian Jacques, of West Midlands South WDC or send him your CV by the end of 11 April. Contact Ian on*

*01527 587601 or at [ian.jacques@wmswdc.org.uk](mailto:ian.jacques@wmswdc.org.uk)*

## Older people's services – progress

*The population is getting older. The number of people aged over 65 has doubled in the last 70 years. Older people are living more active lives, spending more money and demanding more from services.*

*The National Service Framework for Older People, launched two years ago, is an essential component of The NHS Plan. It set, for the first time, national standards for better, fairer and more integrated health and social care services for older people.*

*The purpose of the National Service Framework for Older People - A Report Of Progress And Future Challenges 2003 is to highlight the progress made by the NHS and social care - with support from the Department of Health - in these past two years. It signals the challenges and activities for the years ahead.*

*This report is at [www.doh.gov.uk/nsf/olderpeople.htm](http://www.doh.gov.uk/nsf/olderpeople.htm)*

*Or by contacting 08701 555 455 (quote reference 31074)*

*Fax: 01623 724 524*

*E-mail: [doh@prolog.uk.com](mailto:doh@prolog.uk.com)*

*08700 102870 - Textphone (for minicom users) for the hard of hearing (8am to 6pm Monday to Friday).*

## Championing change for older people

*Championing change for older people – a newsletter highlighting developments, best practice and celebrating champions of change in the care and treatment of older people is now available.*

*It contains views from the national director of older people's services, Ian Philp, news, work in progress and events.*

*The next newsletter will be available in June 2003.*

*The newsletter is at [www.doh.gov.uk/nsf/olderpeople/opbulletinmar03.htm](http://www.doh.gov.uk/nsf/olderpeople/opbulletinmar03.htm)*

*To add your details to the older people's champions database e-mail [nsf-for-older-people@doh.gsi.gov.uk](mailto:nsf-for-older-people@doh.gsi.gov.uk) indicating what type of champion you are.*

# The Digest

Did you see the news about...? If you missed an announcement or new development of interest to you, the chances are it could be listed in The Digest. Each month in The Digest we feature subjects of note including where to obtain more information.

## Department of Health restructuring

An 18-month programme of change is now underway to remodel the Department of Health in line with the Government's drive to decentralise power from Whitehall to the frontline.

NHS chief executive Nigel Crisp said: "The aim is to have a Department which has a productive set of relationships across the whole health and social care system, with strong links with all its leaders and a shared goal of improving health and services for patients, service users and the public."

A briefing pack is available at [www.doh.gov.uk/dh\\_change\\_programme/index.htm](http://www.doh.gov.uk/dh_change_programme/index.htm)

## Children's interests

Karen Dinsdale has been appointed Department of Health health professions advisor – AHP branch and will be leading on children's interests.

For more information contact Karen on 020 797 21330 or e-mail [Karen.dinsdale@doh.gsi.gov.uk](mailto:Karen.dinsdale@doh.gsi.gov.uk)

## Guidance on labelling

New guidance for the design of medicines labelling and packaging aimed at reducing medication mistakes came into effect on 1 March.

*The Best Practice Guidance on the Labelling and Packaging of Medicines* is at [www.mca.gov.uk/](http://www.mca.gov.uk/)

## Teenage conception down

Teenage pregnancy rates have fallen for the third year in a row.

An extra £40 million will support implementation of the Government's Teenage Pregnancy Strategy over the next three years.

New figures from the Office of National Statistics are at [www.statistics.gov.uk/](http://www.statistics.gov.uk/)

## Patient Focus: improving the patient experience

Patient Focus is a new monthly newsletter from parliamentary under secretary of state for health David Lammy.

It aims to highlight the impact of patient and public involvement in health as part of the improving the patient experience programme.

It is at [www.doh.gov.uk/involvingpatients](http://www.doh.gov.uk/involvingpatients)  
To subscribe e-mail [doh\\_ppi\\_subscription@talkingnumbers.com](mailto:doh_ppi_subscription@talkingnumbers.com)

Feedback to [Patient.Focus@doh.gsi.gov.uk](mailto:Patient.Focus@doh.gsi.gov.uk)

## New statutory arrangements for maternity leave

Employers should be aware of new statutory arrangements for maternity leave for those giving birth on or after 6 April.

Employers will need to change current procedures and apply the new rules. Full details at [www.dti.gov.uk/er/individual.htm](http://www.dti.gov.uk/er/individual.htm)

Contact Jeremy Orr on 0113 254 5770 or e-mail [jeremy.orr@doh.gsi.gov.uk](mailto:jeremy.orr@doh.gsi.gov.uk)

## Postgraduate education

A UK policy statement has been prepared jointly by the four UK health departments and indicates how modernisation of postgraduate medical education will be taken forward in the context of wider workforce reforms.

This follows publication of the consultation paper *Unfinished Business* last August which generated more than 370 replies.

The statement is at [www.doh.gov.uk/shoconsult/index.htm](http://www.doh.gov.uk/shoconsult/index.htm)

For further information e-mail [modmedc@doh.gsi.gov.uk](mailto:modmedc@doh.gsi.gov.uk)

## Allergy UK

Allergy UK now offers fact sheets on *What is Allergy and Allergy Testing, Asthma, Eczema and Rhinitis* in Urdu, Punjabi, Bengali, Gujarati and Hindi. Copies of posters advertising this service are available from Allergy UK, 30 Bellegrave Road, Welling, Kent, DA16 3PY on 0208 303 8525 or e-mail [info@allergyuk.org](mailto:info@allergyuk.org)

## New and expectant mothers work guide

The Health and Safety Executive has published *New and expectant mothers at work – A guide for health professionals* to offer advice and action guidelines for employers. It is at [www.hse.gov.uk/pubns/indg373hp.pdf](http://www.hse.gov.uk/pubns/indg373hp.pdf)

A guide for new and expectant mothers who work is available for patients from 01787 881165 or at [www.hse.gov.uk/pubns/indg373.pdf](http://www.hse.gov.uk/pubns/indg373.pdf)

## Diabetes tsar

Dr Sue Roberts has been appointed the first national clinical director for diabetes after her work as part of a team drawing up the *National Service Framework (NSF) for Diabetes*.

She will be responsible for ensuring local NHS trusts achieve the NSF's eye screening and check up targets as well as providing national leadership.

More information at [www.doh.gov.uk/nsf/diabetes](http://www.doh.gov.uk/nsf/diabetes)

## Delivering better heart services

A new report by the national heart director Roger Boyle highlights the progress being made to deliver the *National Service Framework (NSF) for CHD* and to meet the commitment to cut deaths from heart disease by 40 per cent by the end of the decade.

*The National Service Framework for Coronary Heart Disease Progress Report 2003* is at [www.doh.gov.uk/heart/progress2003](http://www.doh.gov.uk/heart/progress2003)

## Health and Social Care Bill

*The Health and Social Care (Community Health and Standards) Bill*, which aims to decentralise the NHS, has been published.

It represents the next stage in the Government's programme of NHS investment and reform and aims to strengthen links between local communities and health services.

It will create a new form of public ownership with the creation of NHS Foundation Trusts. These new trusts will be run locally rather than centrally, but follow national NHS standards.

The bill is at [www.parliament.uk/index.cfm](http://www.parliament.uk/index.cfm)

## Health and social care awards

These awards recognise the achievements of those who have shown outstanding commitment, partnership, innovation and leadership in all aspects of health and social care and the scheme covers all areas of our NHS and social services in England, whether statutory, voluntary or independent.

The awards give winners the opportunity to share good practice and the chance to win £15,000 to develop their services and ideas. The winners will be announced at an awards ceremony in London on 1 July.

For more details and to apply visit [www.modern.nhs.uk/healthandsocialcareawards](http://www.modern.nhs.uk/healthandsocialcareawards)

The closing date for entries is 2 May 2003.

## Diary

### National show

The UK's premier show for healthcare professionals and their clients Naidex and KideQuip 2003 will be held at the Birmingham NEC between 13 and 15 May.

Incorporating KideQuip, the national show for children with special needs, this year there will be more than 250 exhibitors from across the UK, Europe and Far East plus free professional seminar programmes tailored to meet the information needs of allied health professionals.

Entry is free. Pre-book your place by calling 0870 429 4428 or visit [www.naidex.co.uk](http://www.naidex.co.uk)