About the NES AHP Careers Fellowship Scheme

The AHP Careers Fellowship Scheme was launched in autumn 2010. The scheme provides funding to support AHP learning and development activities. The Scheme is one way by which the AHP Team in NES aims to deliver on the objectives – as outlined in the NES AHP Strategy 2011-2014: The Next Chapter – by providing financial and educational support to successful AHP applicants working across Scotland. The scheme is flexible and can reflect priorities relating to:

- Career framework levels
- Skills
- Care settings

The Scheme’s priority areas for funding for 2010 to 2013 are AHP Healthcare Support Workers and Assistant Practitioners. Other applications outwith the priority area will be considered.

The NES website provides background information in relation to the Fellowship Scheme and Frequently Asked Questions.

Fellowship scheme is open for funding applications

The fellowship scheme re-opened on 30th July 2012 to consider exception funding applications specifically related to the priority areas for support - AHP Healthcare Support Workers, Assistant Practitioners and work that is of direct benefit to support staff. Only applications related to these priority areas will be considered during this funding round.

Support from both the applicant’s Line Manager and the health board AHP Director/Lead is a pre-requisite for all funding applications.

Please use the guidance notes and FAQs to help you complete your application form. These can be accessed from the website along with the application form at:


The closing date for funding applications is 12 noon on 23rd August 2012.

Applicants will be notified of the outcome of their funding application by end September 2012.

Funding rounds: future dates

It is anticipated that the fellowship scheme will re-open to consider all applications for funding early December 2012.

NES are keen to move to set opening and closing dates for the fellowship scheme and it is envisaged that moving forward, the scheme will open to consider all funding applications during December and May of each year. NES, however, reserves the right to add exception funding rounds during the course of the year for specific priority areas ensuring that all available funds can be utilised by AHPs in NHS Scotland.

Further details will be added to the NES website in due course.

Kinds of learning that are included in the scheme

Learning and development can take many forms such as practice-based learning, undertaking qualifications, work placements andshadowing opportunities. The NES AHP Team recognises the emphasis put on collective learning as well as an opportunity for individuals to engage in quality learning experiences and therefore funding can be used to support individual or team education and development activities.
Examples of how the fellowship scheme has benefited support workers and other practitioners

The focus of the fellowship scheme is on individual or group’s personal learning and development experience. Examples of how the fellowship scheme has benefited some of the fellows who received funding are illustrated in the following examples:

**Talking Mats Communications online module**

A wide range of AHP support workers have undertaken the 12 week online learning module designed to increase understanding of communication and communication difficulties and know how to ensure that people with communication difficulties are included in health interactions. Reflections from support workers on their experience of the Talking Mats online module are illustrated below:

Physiotherapy Technical Instructor and Language Therapy Support Worker, NHS Tayside

“I found Talking Mats aided my role as a facilitator especially when working with non verbal children. Using Talking Mats allows me to offer valuable support to children to help them share their own views and emotions using a simple range of pictures and symbols”.

“By the end of the course I have definitely a different way of working with the children and have hugely increased my understanding of children with communication and communication difficulties. I am so enthused with Talking Mats and their Communication Framework I have recommended this course to all my colleagues”.

“The course has increased my confidence in using the technology personally in the workplace in collaboration with my colleagues.” I have demonstrated the use of Talking Mats with a therapist during a therapy session with a patient and I intend to share my experience with other support workers”.

**Group application for OT support staff to submit abstracts and attend the College of Occupational Therapy Annual Conference**

“The funding from NES enabled us (4 OT support staff) to fully engage in the conference experience including exploring clinical areas and ideas which would have previously been open to qualified staff only. We all submitted poster abstracts” Janet Love said “although at first a daunting prospect, I thoroughly enjoyed the process of being involved in the production of 2 poster presentations, one of which (Get to Blether) won Best Overall Poster for the conference” Carol Prattis added “I enjoyed all workshops and seminars. By attending the Life Story seminar I found it refreshing, informative and increased my knowledge and has allowed me to consider new concepts to my service delivery”
Assessment of Motor and Process Skills (AMPS course)

Occupational Therapist, NHS Greater Glasgow and Clyde

“I found that the course was very motivating in encouraging me to develop myself as a professional and not just the service. Following the course I actually felt more confident in my occupational therapy skills and felt that I was better equipped to explain my role and outcomes of functional assessment more professionally and coherently”.

“Several members of my team have specifically requested this assessment and it seems to have highlighted the valuable role of occupational therapy within the team again. At the moment I undertake at least one AMPS a week, and I plan to utilise it as an outcome measure for ADL interventions as well”.

These examples are but a few of the fellows who have received funding and have successfully undertaken and completed their personal learning and development opportunities.

Successful funding applications – Spring 2012

The Fellowship Review Panel met in June 2012 to consider applications submitted during the most recent full funding round and there were 27 successful applications. These included priority applications for support workers wishing to undertake HNCs, Open University modules, online modules in Communication Disability and Talking Mats and an array of other learning opportunities.

Applications that did not meet the priority category of support workers were also considered. The fellowship scheme made contributions to support funding to professional doctorate studies and attendance at profession specific training events. These fellowships were often conditional on the applicant considering the impact of their learning on support worker roles and development.

Other applications received, whilst not from support workers, focussed on learning and development opportunities for the direct benefit of AHP support staff. The outcomes of these activities should be of benefit to the wider AHP community within NHSScotland. A brief summary of the nature of the activities these Fellows will be undertaking is provided along with the fellows contact details. If you want to know more or want to offer information resources or other input relating to your experience please contact the Fellows directly.

Trainer: Occupational Therapists experience in clinical supervision

Contact Norma Clark – normaclark@nhs.net

The purpose of this project is to develop an introduction programme to supervision training through gaining endorsement of the training by SQA. The training programme is targeted primarily toward OT junior staff and OT assistant staff levels. An existing Occupational Therapy Specific Supervision training programme will be developed.
through the process of SVQ endorsement. On successful endorsement, the NHS Fife Supervision Steering Group intend to offer the endorsed training programme to other OT staff in surrounding NHSScotland Health Boards.

**Update on successful applications focussing on learning opportunities for AHP support workers**

**Mackay experiential learning placement**
Contact Lynda Bussetil – lyndabussetil@nhs.net or Linda Halcrow - linda.halcrow@nhs.net

We spent three days in the Golden Jubilee Hospital in Glasgow shadowing staff in the orthopaedic wards. We found the staff very friendly and sharing of all their knowledge. We spent time with a variety of professions updating our knowledge in the pre and post operative care in elective hip/knee replacements. Learning about the Enhanced Recovery Pathways was very interesting and was useful in the planning of my additional role working in our local hospital. Our future plan is to share our knowledge with the rest of our team by in-service training. We also plan to implement our learning with appropriate patients who are planning to undergo elective surgery.

**A scoping exercise to identify the educational materials available for healthcare support workers in personal effectiveness**
Contact Eileen Sharp – eileen.sharp@nhs.net

This project aims to scope the formal educational material available in personal effectiveness for Healthcare Support Workers. In order to gather information on this topic a focus group was undertaken with Healthcare Support Workers who volunteered to take part. The aim of the focus group was to define personal effectiveness and discuss formal training in this area. Additionally a questionnaire was electronically emailed to representatives from the Further Education Colleges offering formal education to Healthcare Support Workers and to the local managers of the focus group participants. The information gathered will be collated and themed. The findings will be presented within a report.

**Developing learning for podiatry support staff**
Jenny Ackland – jenny.ackland@ggc.scot.nhs.uk

The process for production of an accredited training programme for podiatry assistants in Scotland is nearing completion. All the Units for the Professional Development Award (PDA) at SCQF Level 7 in Podiatry Support have been written, vetted and approved. The individual Units themselves have been validated by SQA and can now be accessed on the SQA website.

A validation date for the PDA has been set for 27th July 2012. The validation panel, which has representation from NHS, Scotland’s Colleges, Society of Chiropodists and Podiatrists, Glasgow Caledonian University and NES, will make a decision on the validation of the award.
If approval is gained, details on how to access the programme will be made available on the SQA website.

**Further Information**

If you wish further information in respect of any of the above learning opportunities supported through the AHP Careers Fellowship Scheme, you can contact the fellows direct.

**AHP Careers Fellowship Scheme - Enquiries**

If you have any queries in relation to the AHP Careers Fellowship Scheme please do hesitate to contact the Project Team at ahp.fellowship@nes.scot.nhs.uk

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