



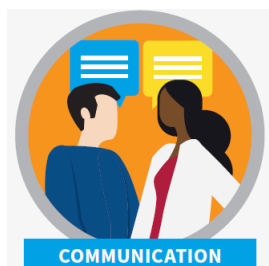
During 2018/19 the NES AHP Careers Fellowship Scheme continued to support the learning and development of AHP staff. Some of the highlights include;

- supporting AHP attendance at short courses, delivery of workshops, education of colleagues and larger work-based learning and/or improvement projects
- introducing a new model for the delivery of the AHP Careers Fellowships Scheme
- 4 Fellows undertaking work at a national level and linked to AILP

The stories below give a flavour of some of the work.

Gill Earl – Evaluation of Effective Decision Making (EDM) training

NES has contributed to the Effective Decision Making (at the point of referral) education delivered in several NHS Boards. Gill has recently started a six-month Fellowship to evaluate the impact of this education. She will explore the conditions required for engagement, learning and sustainable implementation of the EDM framework. The work will consider practice development in the context of a complex intervention that entails deep learning, and which may challenge existing working practices and assumptions. The evaluation will be used to inform future learning and development activity.

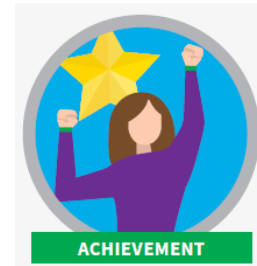


Christine McArthur – Falls Prevention Fellowship

Christine picked up the Falls Fellowship in December 2018 after the original Fellow was unable to continue due to unavoidable circumstances. Christine built on work she had started in NHS Highland (in partnership with Lothian). She worked with Falls Leads from across Scotland to develop a short resource (video) pitched at the wider workforce. It aims to support staff to understand that falls prevention is part of everyone's role and increase the likelihood they will ask about falls as part of their conversations with people. The video will be available on Turas in late spring 2019

Karin Massie – Refresh of Skills Maximisation Tool

The Skills Maximisation toolkit ('Skills Max') supports AHP teams to make sure that they make best use of the unique skills and knowledge of each team member and maximise available resources to support people. During 2018/19 Karin reviewed the content of the existing skills max, exploring what worked well and how it could be improved. This resulted in a refresh of the content, testing and redesign into an interactive online resource. The refreshed Skills Max will be available on Turas in early summer 2019



Clare MacDonald – Work as a health outcome

Claire built on the extensive work that has already been done to enable AHPs to have the skills, knowledge and attitudes required to support people in relation to work. Alongside the national VR education group she analysed what challenges and/or enables AHPs (at a non-specialist level) to have conversations about work and explored existing education resources and learning opportunities. Following this she developed a short resource which aims to raise awareness of the importance of work and share good practice to support conversations about work. It's for AHP staff who don't work in specialised work rehab services and will be available on Turas in summer 2019

Fiona Little, Kirstin Drummond and Katrina McGurk – Promoting postural care

During 2018/19 Fiona, Kirstin and Katrina worked on a project to promote Postural Care (PC) and support self-management approaches with children and young people at risk of body shape changes. They produced resources, upskilled staff, and engaged families to increase knowledge of PC. Along the way they learned about what worked well to engage different groups of people, how best to use the evidence and ways to widen the breadth and effectiveness of PC as the foundation of care for children with complex motor disorders



Gillian Flannigan and Kirsty Paton - Assistant Practice Educators

Gillian and Kirsty have been appointed as Assistant Practice Educators (fixed term) in Lothian and Dumfries and Galloway to further develop and test the role. Working with the PELs and the NES HCSW team they will learn from and build on the good work which has already started in Scotland. So far they have been working to embed the HCSW Learning Framework in HCSW role development and KSF/PDP processes within AHP teams and identify and respond to AHP HCSW learning needs. They've also developed an evaluation framework for the project.