

AHP Development Journey

The State Hospital



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Background

This poster describes the process of developing and delivering AHP services at The State Hospital. Our AHP's have evolved from solely Occupational Therapists to a wide range of professions including Dietetics, Physiotherapy, Speech and Language Therapy and Arts Therapies. We seldom met together, lacked opportunities for collaboration and functioned as separate AHP groups. As a national board we want to ensure services we provide are of the highest quality for the people we serve. By AHPs committing to working more closely together, we can ensure we provide a sustainable service that meets long term aspirations of our staff, patients and NHSScotland.

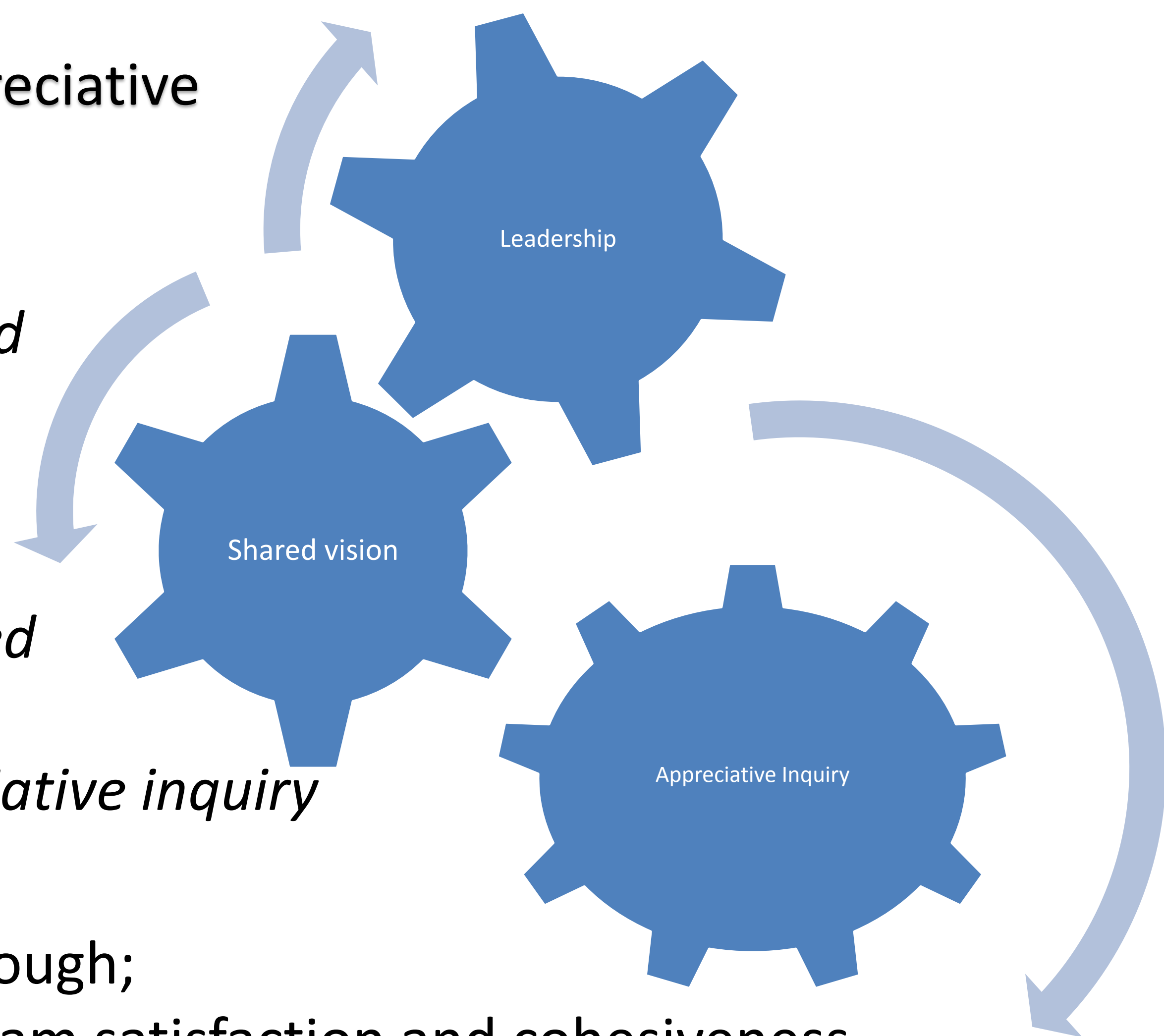
Aims

Our aim was to function as one strong AHP service, embed collaborative working, strengthen resilience and to improve efficiency of AHP services

Approach

AHPs took a new direction through appreciative inquiry¹ and service redesign.

- *AHPs now managed by one Lead AHP*
- *Monthly business meetings established*
- *AHP Service work plan created*
- *AHP weekly lunchtime meet-ups*
- *AHP Practice Education Lead in post*
- *Monthly AHP CPD meetings established*
- *Use of appreciative supervision*
- *Team development days using appreciative inquiry*



Outcomes

All aims achieved and demonstrated through;

- ✓ *IMatter² report evidences improved team satisfaction and cohesiveness.*
- ✓ *Increased AHP co-facilitated group and individual interventions*
- ✓ *Increased focus on early intervention, working towards the Active and Independent Living Programme (AILP)³ ambitions.*
- ✓ *Raised national profile through presentation of AHP service work nationally*
- ✓ *AHPs now represented at all hospital forums*

References: 1. Hammond, S. *The Thin Book of Appreciative Inquiry*. Thin Book Publishing, 1996.

2. NHS Scotland. *IMatter*. Available from: <https://www.staffgovernance.scot.nhs.uk/monitoring-employee-experience/imatter/#accordion-1>

3. Scottish Government, *Allied Health Professions Co-creating Wellbeing with the People of Scotland*. Scottish Government, 2017.