

Section 3

AHP Action Statements



AHP Action Statements continued

TO CREATE A WORKFORCE THAT FEELS VALUED

Action Statement

"Putting the AHP workforce front and centre and saying we're unashamedly going to prioritise your experience."



What does good look like?

Demonstrate, celebrate and showcase the value of AHP services and careers.

Reignite the passion in colleagues by allowing time for discussion and planning regarding career progression and service development.

Actively seek opportunity, either formally or informally to develop leadership skills knowledge and experience.

How can I demonstrate this in my role?

Celebrating success and sharing innovation.

Engage with your team members to make them fully part of the decision-making process regarding professional development, staff wellbeing and what they enjoy about their job.

Employ distributed leadership by giving staff opportunities to focus on projects which are important to them and improves the outcomes and experience of people in Mid and South Essex.

Which system principle does this support?

Enhancing productivity and value for money.

Helping the NHS to support broader social and economic development.



BECOME A UNIFIED VOICE

Action Statement

"Coming together as 14 different professionals groups to make things better as one unified voice."



What does good look like?

Making sure that we do have a unified voice across both professional and organisational boundaries.

Collective representation of all the AHP professionals rather than siloed professions.

How can I demonstrate this in my role?

AHP voice established and considered valuable.

Brave leaders who identify and advocate long term outcomes.

Which system principle does this support?

Improving outcomes in population health and health care.

Helping the NHS to support broader social and economic development.



AHP Action Statements continued

COMMIT TO SOCIAL JUSTICE AND ANTIDISCRIMINATION

Action Statement

"AHPs need to commit to social justice and antidiscrimination for our workforce and those we serve."



What does good look like?

Actively reduce inequalities in the workforce and our local communities by proactive challenge, advocacy and collaboration.

Understand the social determinants and health and care needs of our local population.

How can I demonstrate this in my role?

Display behaviours consistent with fairness, psychological safety, and inclusivity.

Raise awareness and promote action to address health inequalities that you encounter at a individual, service or a community level.

Which system principle does this support?

Tackling inequalities in outcomes, experience and access.

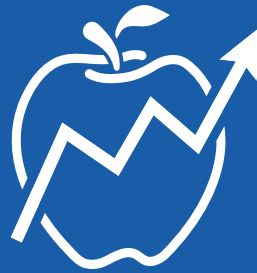
Improving outcomes in population health and health care.



PROMOTE INTEGRATION, COLLABORATION AND CO-PRODUCTION

Action Statement

"True integration is when you stop the barriers and you just do the best for that person."



What does good look like?

Make changes across the whole pathway rather than everybody doing their individual aspect.

Collaboration and coproduction for a person to have a seamless service across social care and health services.

Work more strategically to integrate delivery between hospital and community services.

How can I demonstrate this in my role?

Stop differentiating between what is health, what is social care, and wrap around the individual and their needs.

Improve joined up care across the entire system and by sharing good practice.

Challenge criteria driven care being a barrier to integration, collaboration and co-production – drive the conversation to a needs based approach.

Which system principle does this support?

Improving outcomes in population health and health care.

Enhancing productivity and value for money.

