

## Education and Training Committee

<b>Meeting Date</b>	10 September 2025
<b>Title</b>	<b>Update on planned webinars for allied health professionals (AHPs) working at advanced levels of practice</b>
<b>Author(s)</b>	Matthew Clayton, Policy Lead Stephanie Tempest, Clinical Fellow
<b>Executive Sponsor</b>	Andrew Smith, Executive Director of Education, Registration & Regulatory Standards
<b>Executive Summary</b>  <p>The HCPC is developing webinars and resources with the General Osteopathic Council to support allied health professionals (AHPs) working at enhanced, advanced, and consultant levels. The resources will focus on helping AHPs meet their regulatory standards in three key areas: scope of practice, delegation and supervision.</p> <p>The Committee is invited to review and provide feedback on the outline of the materials for the planned webinars. We also plan to develop more detailed resources for AHPs following the webinars and we look forward to returning to the Committee with these materials in early 2026.</p>	
<b>Action required</b>	The Committee is asked to review the information provided and seek clarification on any areas.
<b>Previous consideration</b>	The Committee received a briefing on the planned webinars at its meeting on 4 June 2025.
<b>Next steps</b>	Following the Committee's input, we plan to deliver webinars between September and November 2025. We plan to return to the Committee in the first quarter of 2026 with draft resources for AHPs working at advanced levels of practice.
<b>Financial and resource implications</b>	This work was contracted and funded by NHS England. There are no financial or resource implications outside of agreed budgets and workplans.

<b>Associated strategic priority/priorities</b>	Continuously improve and innovate Promote high quality professional practise Promote the value of regulation
<b>Associated strategic risk(s)</b>	4. We are unable to effectively build trust, engage with and influence our stakeholders, reducing our ability to understand their perspectives and regulate effectively  6. We do not sufficiently or appropriately promote our work, leading to opportunities to enhance our regulatory activity being missed and the benefits of regulatory reform remaining unrealised.
<b>Risk appetite</b>	Regulation - measured Influence/leadership - seeks
<b>Communication and engagement</b>	We have undertaken extensive communication and engagement work on this project as is detailed in the paper. We know that this work may generate interest from our stakeholders and communications plan includes FAQs as well as proactive and reactive messaging.
<b>Equality, diversity and inclusion (EDI) impact and Welsh language standards</b>	We have sought inputs on the EDI impact of this project in our extensive engagements with stakeholders across the four nations and through the EDI forum.  Our post-event feedback forms will ask attendees to complete demographic information and seek their input on webinar content. This information will be used alongside further stakeholder engagement to shape our planned resources.
<b>Other impact assessments</b>	None
<b>Reason for consideration in the private session of the meeting (if applicable)</b>	Not applicable

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## **Update on planned webinars and resources for allied health professionals (AHPs) working at advanced levels of practice**

### **1. Background**

- 1.1 The HCPC has been commissioned by NHS England to deliver materials to assist experienced AHPs across the UK to continue to meet regulatory standards when working at advanced levels of practice, with a focus on scope of practice, delegation and supervision.
- 1.2 This work targets two groups. First, all AHPs – which includes osteopaths in England. We are therefore working closely with colleagues at the General Osteopathic Council (GOsC) to deliver webinars and materials which are relevant for the whole AHP workforce. The second group consists of any professionals who manages an AHP, regardless of their own professional background.
- 1.3 While this commission focuses on supporting AHPs working at advanced levels of practice, the content will be useful for HCPC registrants who are not AHPs who are interested in learning more about how the HCPC's standards support registrants to optimise their scope of practice and delegate safely and effectively.
- 1.4 We know that AHPs work at advanced levels of practice (now defined within the NHS context as three different levels – enhanced/specialist, advanced, consultant with some variation across the four UK countries), as they seek to meet increasingly complex needs of service users. The HCPC and the GOsC do not set or limit the scope of practice of AHPs in keeping with our standards being outcome focused. Despite this, we know that there has been confusion from AHPs (and non-AHPs who manage AHPs) about how AHPs can continue to meet their regulatory requirements while working at these advanced levels of practice. This sits within a context of an evolving understanding of the nature of advanced practice itself, which is now commonly viewed as a level of practice enacted within a number of roles rather than a single, distinct role.
- 1.5 This project will provide webinars and resources to improve understanding of how Allied Health Professionals (AHPs) working at advanced levels of practice can optimise their scope of practice, effectively supervise and delegate work to others, and meet the HCPC and GOsC standards. The webinars and resources will be aimed at experienced practitioners who are currently or looking towards working at advanced levels, and their employers, managers, and senior leaders.
- 1.6 This paper provides an overview of the planned workshops, and we welcome feedback from the Committee which we will take into consideration when we finalise the materials for the workshops.

## **2. Overview of webinar content**

- 2.1 A comprehensive explanation of the webinar content, including learning objectives, is annexed to this paper.
- 2.2 We're running a series of webinars from late September to early November 2025 to support allied health professionals to optimise their scope of practice while meeting regulatory standards. The online workshops will provide attendees with advice and guidance on working to their scope of practice and how to supervise and delegate safely and effectively, particularly when working at advanced levels of practice.
- 2.3 Acting as continued professional development for attendees, the workshops will aim to:
  - 2.3.1 answer questions and dispel misconceptions around scope of practice and delegation at advanced levels of practice;
  - 2.3.2 enable registrants to understand how to optimise their scope of practice and use the standards to support their advanced practice;
  - 2.3.3 provide clarity on how registrants can meet HCPC/GOsC standards; and
  - 2.3.4 use scenarios and examples to show how registrants can meet HCPC/GOsC standards while working at advanced levels of practice.
- 2.4 Some registrants and managers may not be fully aware of how the HCPC and GOsC standards apply to advanced levels of practice, particularly with regard to scope of practice and supervision and delegation.
- 2.5 Through our webinars, we want managers and employers to feel confident in permitting registrants to work at the optimum level within their scope of practice and to delegate and supervise other staff while meeting HCPC/GOsC standards. We want to reassure registrants and managers that the HCPC's standards are a strong and robust basis for moving into advanced levels of practice, with a particular focus on working to their scope of practice and safe and effective delegation and supervision of other health and care professionals.
- 2.6 The webinars will be delivered by our Clinical Fellow Dr Stephanie Tempest with assistance from Florence Milliken, one of the professional liaison consultants from our Professionalism and Upstream Regulation team. The content for the webinars has been informed by extensive stakeholder engagement with relevant professional bodies and stakeholders.
- 2.7 Once all the webinars have been delivered, we will upload a version of each topic to the HCPC's YouTube channel.

Webinar title	Description	Audiences	Dates
Understanding your scope of practice at advanced levels of practice	This webinar will help experienced registrants optimise their scope of practice by understanding how they can meet their regulatory standards when working at or towards advanced levels of practice.	AHPs working at or approach advanced levels of practice	29/09/25 22/10/25
Supervision and delegation at advanced levels of practice – what you need to consider.	This webinar will help experienced registrants understand how to continue to meet their regulatory standards as they delegate to and supervise their colleagues including within the support workforce.		01/10/25 03/11/25
Maximising your team's potential through safe and effective delegation and supervision	This webinar will help those managing allied health professionals (who are working at or towards advanced levels of practice) to understand key regulatory and governance issues surrounding delegation and supervision across a multidisciplinary team.	Professionals who manage AHPs working at or approach advanced levels of practice	06/10/25 05/11/25
Effectively managing practitioners working at advanced levels of practice	This webinar will help those managing allied health professionals (who are working at or towards advanced levels of practice) to ensure their teams are working to their full potential while meeting their regulatory standards.		08/10/25 20/10/25

### 3. Overview of communications and engagement work

- 3.1. There is a high level of interest in the nature of AHP advanced practice and how professionals working at advanced levels of practice continue to meet their regulatory standards. We want to ensure that the webinars and additional published materials are a useful resource for AHPs. These are aligned to the Four country AP statement published in 2024 (see Appendix).
- 3.2. We are mindful that any work the HCPC undertakes on advanced practice may raise questions about the HCPC's approach to regulation. Our position on that is clear and is available on the [HCPC website](#).
- 3.3. Through our Clinical Fellow and our Strategic Relationships Lead, we have already engaged widely with professional bodies, Chief Allied Health Professions Officers, the HCPC's EDI Forum and NHS Education Scotland as well as other forums for AHPs.
- 3.4. Through these engagements we have been clear that the HCPC's approach has remained unchanged and that professionals working at advanced levels of practice are already fully regulated and must meet their relevant regulatory standards. This project seeks to give additional support to AHPs working at advanced levels of practice to enable them to meet their existing standards.
- 3.5. As of 1 September, 4,330 professionals have registered their interest in our webinars. We are pleased that our engagement work has achieved a high response rate, although we know that registration figures will likely be higher than final attendance figures. A snapshot of webinar registrations is annexed to this paper.

### **3. Financial and resource implications**

- 3.1 We have been contracted by NHS England for this project and the work is being funded by NHS England with the aim of reaching AHPs working across all four nations. The subsequent resources will also be inclusive of all four UK nations.
- 3.2 The delivery of this project has no financial or resource implications outside our agreed budget.

### **4. Conclusions and next steps**

- 4.1 We will deliver eight webinars between 29 September and 5 November 2025. In addition to the webinars, we are developing new online resources for AHPs working at advanced levels of practice.
- 4.2 The online resources will focus on optimising scope of practice and enabling delegation and effective supervision. Like the webinars, the materials will be aimed at AHPs as well as those who manage AHPs.
- 4.3 Through our stakeholder engagement we are co-developing case studies and scenarios to help illustrate how AHPs working at advanced levels of practice can continue to meet their regulatory standards. We will also signpost a range of contemporary materials already available, including from the professional bodies.

### **5. Appendices**

- 5.1 Appendix A: Webinar overview and objectives
- 5.2 Appendix B: Snapshot of registration figures for webinars as of 1 September 2025
- 5.3 Appendix C: Further reading: Four UK country CAHPO statement Advanced practice in the Allied Health Professions (AHPs)

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## Webinar outlines for Scope of practice, delegation and supervision webinars September – November 2025

### Target audiences:

- Experienced AHP practitioners (including those working at enhanced/specialist, advanced and consultant levels)
- Experienced registrants (not defined as AHPs)
- Managers of experienced AHP practitioners

Base structure for all webinars	
Item and description	<p>This column describes the purpose of each section of the webinar, written as the intended learning outcomes i.e. what we hope the participants will know/understand/appreciate from actively engaging in each webinar.</p> <p><b>*Information presented in italics relate to learning outcomes for the project team and not for the participants</b></p> <p><b>Intended learning outcomes. By the end of the webinar, participants will:</b></p>
Welcome, introductions, project overview	<ul style="list-style-type: none"><li>• Be provided with a project overview i.e. delivery of webinars and subsequent development of resources to support experienced practitioners and those who manage them.</li><li>• Understand how to meet their regulatory standards at all levels of practice (including scope of practice, CPD and standards of conduct, performance and ethics/osteopathic practice standards and related guidance).</li><li>• Appreciate the relationship between regulatory standards, organisational governance and professional judgement and reasoning when applying standards to practice.</li></ul>
Service user perspective	<ul style="list-style-type: none"><li>• Know that core to the HCPC/GOsC role is to protect the public.</li><li>• Appreciate that the HCPC defines service user in the broadest sense – anyone affected by registrant services therefore including students, staff etc.</li><li>• Place the service user voice as central to workforce development.</li></ul>

<i>Webinar-specific content</i>	
Interactive elements including rating statements and identifying take home points	<ul style="list-style-type: none"> <li>• <i>Create an opportunity for us to gather questions and comments during the event as information is shared in segments including asking people to rate statements (an outcome from the pre-webinar stakeholder engagement conversations).</i></li> <li>• <i>Provide us with a baseline, outcome-driven evaluation from the information / learning gained from the webinar.</i></li> </ul>
<i>Webinar-specific content</i>	
Actions identified by the participants for them to complete in the next 2 weeks	<ul style="list-style-type: none"> <li>• Identify something they can work on and to see actions identified by others</li> <li>• <i>Engage in rating belief statements (I believe that....).</i></li> </ul>
Final Q+A	<ul style="list-style-type: none"> <li>• Know that the outstanding questions will inform resources.</li> <li>• See they have been provided a space to share their voice.</li> </ul>
Thank you, close and next steps	<ul style="list-style-type: none"> <li>• Understand that these webinars are part of the ongoing by the HCPC/GOsC .</li> </ul>

<b>Understanding your scope of practice at advanced levels of practice</b> Monday 29 September 2025 1.30 – 2.30pm Wednesday 22 October 2025 10.00-11.00am <b>Description:</b> <i>This webinar will help experienced registrants optimise their scope of practice by understanding how they can meet their regulatory standards including working at or towards advanced levels of practice.</i>		
Time(s)	Item and description	<b>This column describes the purpose of each section of the webinar, written as the intended learning outcomes i.e. what we hope the participants will know/understand/appreciate from actively engaging in each webinar.</b>  <b>Intended learning outcomes. By the end of the webinar, participants will:</b>
	Welcome, introductions, project overview	See base structure pg. 1-2



	Service user perspective	See base structure pg. 1-2
	Introducing key concepts	<ul style="list-style-type: none"> <li>• Understand the following key concepts and terms within the UK context: advanced levels of practice; four pillars of practice; experienced practitioners (i.e. not just AHPs), autonomous registrants, scope optimisation.</li> <li>• Appreciate there are variations across professions, UK countries and sectors in how these terms, concepts and structures are used, alongside confusion in practice too.</li> <li>• Be directed to the four UK country statement on Advanced Practice for further information.</li> </ul>
	Scope of practice:  HCPC standards  GOsC standards	<ul style="list-style-type: none"> <li>• Know what the HCPC/GOsC standards currently say about scope of practice.</li> <li>• Fully appreciate that safe and effective optimisation of scope of practice involves a matrix of governance including the registrant and their professional reasoning/judgement, their organisation (where applicable) and the regulator, with support from professional bodies and other arm's length bodies.</li> <li>• Appreciate that an individual's scope of practice evolves with more experience, including through taking additional qualifications, and as the needs of local service users change too. Therefore, scope of practice must be viewed as a live concept and something that is reviewed regularly e.g. through job planning/job description reviews, identifying CPD activities, appraisals (if applicable), reflective practice by registrants.</li> <li>• Appreciate that a professional's scope of practice can narrow as they take on more specialised work including in roles which may have less patient interaction such as research, academia and management and/or be broad (advanced generalist) to meet defined needs</li> <li>• Appreciate that a professional's scope of practice will alter if they move into different sectors (e.g. community or private practice), change specialties.</li> <li>• Understand the importance of optimising scope of practice to meet the often complex needs of local service users as they evolve.</li> </ul>
	Growth across all four pillars of practice	<ul style="list-style-type: none"> <li>• Revisit their understanding of what the standards currently say about CPD and relate this to scope of practice, renewal process and growth across the four pillars of practice.</li> <li>• Recognise the evolution of the four pillars of practice themselves - previously framed at advanced level of practice only, reinforce that the four pillars of practice now apply to all levels of practice for many professions (but not universal).</li> </ul>

		<ul style="list-style-type: none"> <li>Understand that to optimise our scope of practice is to keep knowledge and skills up to date and this may include working across all four pillars at the level required for our roles, capabilities and to meet local service needs.</li> </ul>
	Levels of practice	<ul style="list-style-type: none"> <li>Revisit their understanding of different levels of practice within the workforce from support workforce to consultant levels.</li> <li>Acknowledge levels of practice are context specific and do not correlate explicitly with pay grades (banding, spine points etc).</li> <li>Recognise that to optimise own scope of practice is to do the same across the workforce i.e. to optimise at advanced or consultant level requires a support workforce that is working at an optimum level too.</li> <li>Appreciate workforce planning involves identifying local service needs and the skill mix needed to address them e.g., staff at different levels of practice who provide supervision and support for delegated activities.</li> <li>Make links to other seminar on delegation and supervision – e.g., if we can ensure the support workforce is working optimally, with effective supervision and delegation, that creates space within the system for experienced registrants to grow too (understand this is different from referring onto other professions).</li> </ul>
	Take home points so far....	See base structure pg. 1-2
	Resources / work to support scope optimisation	<ul style="list-style-type: none"> <li>Make links between standards relating to scope of practice, code of conduct, CPD, other existing HCPC/GOsC resources, professional body resources and multiprofessional ones.</li> <li>Know some of the work currently underway across the four UK countries e.g. multiprofessional and uniprofessional frameworks.</li> <li>Be reassured that there is alignment in the many resources available from regulators, professional bodies and arm's length bodies, in part to instil confidence in participants that there is consistency and consensus.</li> </ul>
	Actions to complete in the next two weeks	See base structure pg.1-2
	Final Q+A	See base structure pg.1-2

	Thank you, close and next steps	See base structure pg.1-2
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<b>Supervision and delegation at advanced levels of practice – what you need to consider</b> Wednesday 1 October 2025 9.30-10.30am Monday 3 November 2025 1.30-2.30pm <b>Description:</b> <i>This webinar will help experienced registrants understand how to continue to meet their regulatory standards as they delegate to and supervise their colleagues including within the support workforce.</i>			
<b>Time(s)</b>	<b>Item and description</b>	<b>This column describes the purpose of each section of the webinar, written as the intended learning outcomes i.e. what we hope the participants will know/understand/appreciate from actively engaging in each webinar.</b>  <b>Intended learning outcomes. By the end of the webinar, participants will:</b>	
	Welcome, introductions and project overview	See base structure pg. 1-2	
	Service user perspective	See base structure pg. 1-2	
	Introducing key concepts	<ul style="list-style-type: none"> <li>Definitions for supervision, including different types e.g. peer supervision.</li> <li>Definition of delegation (and difference between this and referring on to others).</li> <li>What supervision is not (mentoring, coaching, counselling, preceptorship etc).</li> </ul>	
	Supervision and delegation – HCPC standards	<ul style="list-style-type: none"> <li>Understand what the standards say about supervision (including for self) and how they can support registrants to confidently decide who they can delegate to, and the associated policies and processes required within an organisation.</li> </ul>	
	Principles of supervision	<ul style="list-style-type: none"> <li>Be provided with a brief overview of the principles for supervision as part of delegating with confidence and finding the balance between delegation and appropriate levels of oversight.</li> </ul>	
	Take home points so far....	See base structure pg.1-2	

	Resources to support supervision and delegation	<ul style="list-style-type: none"> <li>• Make links between standards relevant to scope of practice, code of conduct, CPD, other existing HCPC/GOsC resources, professional body resources and multiprofessional ones.</li> <li>• Know some of the work currently available across the four UK countries E.g. principles of effective supervision.</li> <li>• Be reassured that there is alignment in the many resources available across organisations, in part to instil confidence in participants that there is consistency and consensus.</li> </ul>
	Actions to complete in the next two weeks	See base structure pg. 1-2
	Final Q+A	See base structure pg. 1-2
	Thank you, close and next steps	See base structure pg. 1-2

### Maximising your team's potential through safe and effective delegation and supervision.

Monday 6 October 2025 1.30-2.30pm

Wednesday 5 November 2025 9.30-10.30am

**Description:** *This webinar will help those managing allied health professionals working at or towards advanced levels of practice to understand key regulatory and governance issues surrounding delegation and supervision across the multidisciplinary team.*

Time(s)	Item and description	<p><b>This column describes the purpose of each section of the webinar, written as the intended learning outcomes i.e. what we hope the participants will know/understand/appreciate from actively engaging in each webinar.</b></p> <p><b>Intended learning outcomes. By the end of the webinar, participants will:</b></p>
	Welcome, introductions and project overview	See base structure pg. 1-2
	Service user perspective	See base structure pg. 1-2

	Introducing key concepts	<ul style="list-style-type: none"> <li>• Definitions for supervision, including different types e.g. peer supervision.</li> <li>• Definition of delegation (and difference between this and referring on to others).</li> <li>• What is not included (mentoring, coaching, counselling, preceptorship etc).</li> </ul>
	Supervision and delegation – HCPC standards	<ul style="list-style-type: none"> <li>• Understand what the standards say about supervision (including for self) and how the standards can support registrants to confidently decide who they can delegate to and the associated policies and processes required within an organisation.</li> <li>• Understand in their managerial/leadership role how they can support their experienced staff to confidently decide who they can delegate to alongside the on-going support required as part of delegating.</li> <li>• Consider the extent to which workforce planning involves identifying local service needs and the skill mix needed to address them e.g. staff at different levels of practice who provide supervision and support for delegated activities.</li> </ul>
	Principles of supervision	<ul style="list-style-type: none"> <li>• Be provided with a brief overview of the principles for supervision as part of delegating with confidence and finding the balanced between delegation and appropriate levels of oversight.</li> <li>• Revisit the regulatory requirement for supervision including where managers themselves are not regulated by HCPC or GOSc.</li> </ul>
	Take home points so far....	See base structure pg. 1-2
	Resources to support registrants with supervision and delegation	<ul style="list-style-type: none"> <li>• Make links between standards relevant to scope of practice, code of conduct, CPD, other existing HCPC/GOSc resources, professional body resources and multiprofessional ones.</li> <li>• Know some of the work currently available across the four UK countries.</li> <li>• Be reassured that there is alignment in the many resources available across organisations, in part to instil confidence in participants that there is consistency and consensus.</li> <li>• Know a range of resources to support registrant staff, including where managers themselves are not regulated by HCPC or GOSc e.g. principles of effective supervision.</li> </ul>
	Actions to complete in the next two weeks	See base structure pg. 1-2
	Final Q+A	See base structure pg. 1-2
	Thank you, close and next steps	See base structure pg. 1-2

<b>Effectively managing practitioners working at advanced levels of practice.</b> Wednesday 8 October 2025 9.30-10.30am Monday 20 October 2025 2.00-3.00pm <b>Description:</b> <i>This webinar will help those managing allied health professionals working at or towards advanced levels of practice to ensure their teams are working to their full potential while meeting their regulatory standards.</i>		
<b>Time(s)</b>	<b>Item and description</b>	<b>This column describes the purpose of each section of the webinar, written as the intended learning outcomes i.e. what we hope the participants will know/understand/appreciate from actively engaging in each webinar.</b>  <b>Intended learning outcomes. By the end of the webinar, participants will:</b>
	Welcome, introductions and project overview	See base structure pg. 1-2
	Service user perspective – short montage of quotes from service users	See base structure pg. 1-2
	Introducing key concepts	<ul style="list-style-type: none"> <li>• Understand the following key concepts and terms across the UK: advanced levels of practice; four pillars of practice; experienced practitioners (i.e. not just AHPs) as they are being used within the context of enabling accessible webinars for a wide variety of registrants.</li> <li>• Appreciate there are variations across professions, UK countries and sectors in how these terms, concepts and structures are used, alongside confusion in practice too.</li> <li>• Be directed to the four UK country statement on Advanced Practice for further information.</li> </ul>
	Scope of practice – HCPC standards  Knowledge, skills and performance – GOsC standards	Same as scope of practice webinar for registrants, plus: <ul style="list-style-type: none"> <li>• Revisit that professional judgement and reasoning are key elements in determining scope of practice. As an employer, you are responsible for following the law and adhering to/ informing organisational policies. Therefore, scope of practice must be viewed as a live concept and something that is reviewed regularly e.g. through job planning/job description</li> </ul>

		<p>reviews, identifying CPD activities, appraisals (if applicable), reflective practice with registrants, to maintain oversight of employees' practice.</p> <ul style="list-style-type: none"> <li>• Importance of optimising scope of practice to meet the needs of local service users as they evolve.</li> </ul>
	Growth across all four pillars of practice	<ul style="list-style-type: none"> <li>• Same as scope of practice webinar for registrants, with an emphasis on the need for job planning and descriptions to reflect evolutionary nature of scope of practice.</li> <li>• Consider the inclusion of the four pillars of practice as part of scope optimisation (NB while not a statutory requirement).</li> </ul>
	Levels of practice	<ul style="list-style-type: none"> <li>• Same as scope of practice webinar for registrants, with the emphasis on managers to consider skill mix.</li> </ul>
	Take home points so far...	See base structure pg.1-2
	Resources to support scope optimisation:	<ul style="list-style-type: none"> <li>• Make links between standards relevant to scope of practice, code of conduct, CPD, other existing HCPC/GOsC resources, professional body resources and multiprofessional ones e.g multiprofessional frameworks for advanced practice</li> <li>• Know a sample of the work currently underway across the 4 UK countries inc professional bodies</li> <li>• Be reassured that there is alignment in the many resources available across organisations, in part to instil confidence in participants that there is consistency and consensus.</li> </ul>
	Actions to complete in the next two weeks	See base structure pg. 1-2
	Final Q+A	See base structure pg. 1-2
	Thank you, evaluation, close and next steps	See base structure pg. 1-2

## APPENDIX B: Scope of Practice and Delegation Webinars: Registration Figures as of 1 September 2025

### Webinars for AHPs

Webinar & Date	Registered
<b>Understanding your scope of practice at advanced levels of practice</b>	
Monday, 29th September, 1:30-2:30pm	1,000
Wednesday, 22nd October 10:00-11:00am	669
<b>Supervision and delegation at advanced levels of practice - what you need to consider</b>	
Wednesday, 1st October, 9:30-10:30am	688
Monday, 3rd November, 1:30-2:30pm	435

### Webinars for Managers

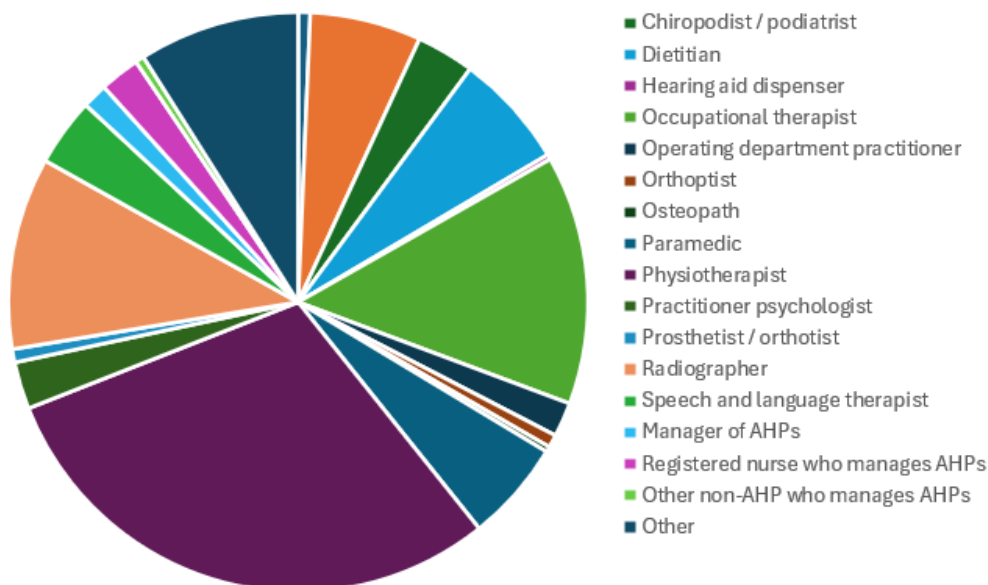
Webinar & Date	Registered
<b>Maximising your team's potential through safe and effective delegation and supervision</b>	
Monday, 6th October, 1:30-2:30pm	566
Wednesday, 5th November, 9:30-10:30am	272
<b>Effectively managing practitioners working at advanced levels of practice</b>	
Wednesday, 8th October, 9:30-10:30am	388
Monday, 20th October, 2:00-3:00pm	312

### Total Number of Registered Attendees by Profession

Profession	Registered Attendees
Arts therapist	29
Biomedical scientist	269
Chiroprapist / podiatrist	140
Dietitian	277
Hearing aid dispenser	12
Occupational therapist	602
Operating department practitioner	83
Orthoptist	31
Osteopath	13
Paramedic	244
Physiotherapist	1,289
Practitioner psychologist	114
Prosthetist / orthotist	32
Radiographer	464
Speech and language therapist	164
Manager of AHPs	61
Registered nurse who manages AHPs	97
Other non-AHP who manages AHPs	21
Other	388
<b>Grand Total</b>	<b>4,330</b>



## Proportion of professions

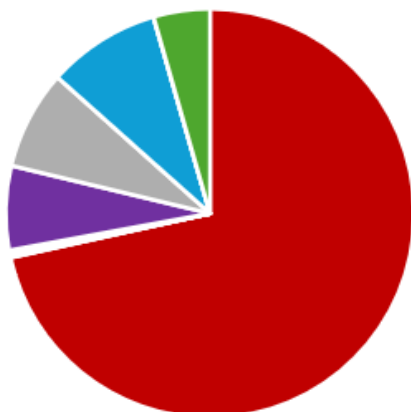


## Total Number of Registered Attendees by Nation

Where are you based?	Registered Attendees
England	3,097
Northern Ireland	288
Scotland	387
Wales	193
Outside of the UK	339
England, Northern Ireland	2
England, Wales	3
England, Scotland, Wales	4
England, Northern Ireland, Scotland, Wales	4
England, Outside of the UK	6
Scotland, Outside of the UK	1
England, Wales, Outside of the UK	1
England, Northern Ireland, Scotland, Wales, Outside of the UK	5
<b>Grand Total</b>	<b>4,330</b>

Count of Location

### Proportion of Location



Where are you based (select all...)

- England
- Northern Ireland
- Outside of the UK
- Scotland
- Wales

## **Advanced practice in the Allied Health Professions (AHPs)**

### **1. Introduction**

- 1.1 The Chief Allied Health Professions Officers in each of the four UK countries have collaborated to produce this statement in order to provide clarity for leaders and decision makers about how advanced practice for allied health professions is defined, regulated and governed.

### **2. Statement on Advanced Practice**

**Whatever the specific profession, role and context, all advanced practice AHPs will have the necessary advanced-level capabilities across all four pillars of practice needed to provide safe, high quality, holistic care with people, their families and carers.**

**All AHPs, including those working in advanced practice roles, are statutorily regulated by the Health and Care Professions Council (HCPC) or General Osteopathic Council (GOsC).<sup>1</sup>**

**Robust employer governance is central to the safe and effective employment, utilisation and deployment of advanced practice AHPs.**

### **3. Defining advanced practice for AHPs**

The following provides a high-level, common definition agreed across the four UK countries.

- 3.1 Advanced Practice in allied health professions involves complex decision-making, underpinned by a post-registration master's level award or equivalent undertaken by an experienced practitioner that encompasses all four pillars of practice: clinical practice, leadership and management, education, and research. It is delivered by skilled and experienced registered health and care professionals who exercise significant autonomy, judgement and responsibility in their roles.
- 3.2 Advanced practitioners manage complex care in partnership with individuals, families and carers, analysing and synthesising complex problems, often as part of multi-professional teams. They handle clinical risk and uncertainty across significant areas of work, in various settings, developing innovative solutions to expedite access to care, optimise peoples' experiences, drive population health and prevention and improve outcomes

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<sup>1</sup> Osteopaths are considered AHPs in England only

## **4. Regulation of AHP advanced practice**

- 4.1 All AHPs, including those working in advanced practice roles, are statutorily regulated by the Health and Care Professions Council (HCPC) or General Osteopathic Council (GOsC).<sup>2</sup> AHPs must hold registration with the appropriate regulator and meet the regulatory standards applicable to their registration and practice.
- 4.2 The regulators for allied health professionals have assessed the risks of advanced practice and consider that existing regulatory arrangements are in place to manage any risks which arise from advanced practice.

## **5. Advanced practice governance**

- 5.1 Robust employer governance is central to the safe, effective employment and utilisation of advanced practice AHPs. Specific governance requirements and arrangements will vary between the four countries of the UK, but there should always be clear lines of leadership oversight and accountability for the advanced practice AHP workforce. This should include leadership oversight from an Executive Director of AHP / Chief AHP, or equivalent.

## **6. More information**

- 6.1 See Annex A for more information about advanced practice in the AHP workforce across the four countries of the UK.

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<sup>2</sup> Osteopaths are considered AHPs in England only

## **Annex A**

### **Advanced practice in the Allied Health Professions (AHPs) – more information**

#### **1. Introduction**

- 1.1 The Chief Allied Health Professions Officers in each of the four UK countries have collaborated to produce a statement in order to provide clarity for AHP leaders and decision makers about how advanced practice for allied health professions is defined, regulated and governed.
- 1.2 This document is an annex to that statement and provides more information about advanced practice in the AHP workforce across the four UK countries.

#### **2. Approaches to AHP advanced practice in the four UK countries**

- 2.1 The AHP workforce is a large multi-professional workforce. This comprises a range of different professions, each with their own unique contribution to health and care. Whilst there is a high degree of alignment, the specific professions which are considered to part of the AHP workforce varies to some extent between the four UK countries.
- 2.2 Each country has different policy documents, governance and funding mechanisms for advanced education, training and practice in the AHP workforce. There are professional practice frameworks in each country which address advanced practice. Some frameworks are specific to the AHP workforce, whilst others apply to a wider multi-professional workforce. However, overall our approaches, including our descriptors for advanced practice, are closely aligned.

#### **3. Defining advanced practice for AHPs**

- 3.1 The definition of AHP advanced practice in the four UK country statement uses 'post-registration master's level award or equivalent' to indicate that advanced practice education and training has developed over time and as a result there will be AHPs in the existing workforce who have followed a variety of different education, training and development routes into advanced practice roles.
- 3.2 Advanced level capability across all pillars (not just capability in the clinical pillar) is essential to driving the fundamental shifts in care pathways needed to meet population health and service needs now and in the future.

## 4. Advanced practice in the AHP workforce

- 4.1 Each AHP profession is unique, working across different specialties and sectors. Advanced practice in each AHP profession will therefore look very different. AHP advanced practice roles have developed over time and will continue to develop to respond to population health and service needs.
- 4.2 Many AHP advanced practice roles will be in specialist but narrow fields of expert knowledge and skill; others will have a much broader scope of practice. Most roles will be within the primary scope of practice of each AHP profession – the care pathways and areas of practice typically associated with each AHP profession. Other roles will cut across pathways and professional boundaries and utilise the knowledge and skills of practitioners from a range of different professional backgrounds.
- 4.3 The following describes the characteristics which underpin what advanced practice looks like in the AHP workforce:
- AHPs are trained at entry to the workforce to be autonomous, accountable health and care professionals who are able to practise safely and effectively within their professional scope of practice.
  - Advanced practice education and training builds on pre and post-registration education, training and experience to develop and synthesise high-level knowledge and skills across all four pillars of practice. This equips advanced practice AHPs with the ability to manage and handle increasing levels of complexity, uncertainty and risk in caring for people, their families and carers.
  - Advanced practice education and training is undertaken by AHPs who have acquired post-registration experience. Some AHPs will enter the workforce through completing a pre-registration master's level award. However, they will need to build their capability and experience whilst delivering professional care over time before undertaking further recognised post-registration education and training which addresses all four pillars at advanced level.
  - AHPs undertaking education and training in advanced practice will demonstrate their capabilities at advanced level across all four pillars, but will do so in relation to their profession, role and specific area of practice.
  - The specific requirements and job content of advanced practice roles will vary based on factors including profession, area of practice and population health and service need. The ability to prescribe, for example, is not an integral requirement of AHP advanced practice, but may be integral to some AHP advanced practice roles and to maximising the benefit of advanced practice to some care pathways
  - All advanced practice AHPs are able to combine expert knowledge and skills in their profession and area of practice with the ability to lead and

manage episodes of care, holistically, and in the context of complexity, uncertainty and risk. They are able to apply their advanced level capabilities to meet the needs of people, their families and carers in their area of practice, driving population health and prevention and improving peoples' outcomes and experience.

- Advanced practice AHPs work in multi-professional teams. Where optimally trained and deployed, these practitioners can increase capacity and capability within health and care teams by enabling the skills of individual multi-professional team members to be utilised to best effect.

## 5. Career development framework

- 5.1 Advanced practice is part of a career development framework which spans all levels of practice, including enhanced/specialist, advanced and consultant level practice.
- 5.2 Enhanced/specialist, advanced and consultant level practice are steps on a career and workforce development trajectory. This starts from qualification as a health and care professional, as practitioners progressively gain the education, training and experience required to develop their knowledge, understanding and skills in roles which have a significant, positive impact on population health and services.
- 5.3 The professional frameworks in place in each of the four countries of the UK sometimes use different language, but are closely aligned. For example, in Scotland and Northern Ireland, 'specialist' is the terminology used, but in England and Wales, 'enhanced' is used to describe the same level of practice.

## 6. Regulation of AHP advanced practice

- 6.1 As outlined in the four UK country statement, **all AHPs, including those working in advanced practice roles, are statutorily regulated by the Health and Care Professions Council (HCPC) or General Osteopathic Council (GOsC).**<sup>1</sup>
- 6.2 All AHPs must:
  - hold registration in their profession with the appropriate regulator;
  - meet the professional standards of their regulator;
  - have in place a professional indemnity arrangement for their practice which meets the regulator's requirements; and
  - undertake continuing professional development relevant to their scope of practice, participating in periodic audits when required.

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<sup>1</sup> Osteopaths are considered AHPs in England only

- 6.3 The regulators set professional standards but do not set or limit their registrants' scope of practice. All AHPs, including those working in advanced practice roles, are required by the regulators to make sure they only work within their scope of practice – the area or areas in which they have the education, training, skills and experience to practise safely and effectively.
- 6.4 The regulators are able to investigate concerns about the fitness to practise of registrants and take action where required to protect the public. In serious cases this can include removing a registrant from practice.

## **7. Advanced practice governance**

- 7.1 Advanced practice is a partnership between AHPs, employers and regulators – each has an important role to play in ensuring high quality, safe care for people, their families and carers.
- 7.2 **Robust employer governance is central to the safe, effective employment and utilisation of advanced practice AHPs.** Specific governance requirements and arrangements will vary between the four countries of the UK, but the following should always be in place:
- Clear lines of leadership oversight and accountability for the advanced practice AHP workforce, including oversight from an Executive Director of AHP / Chief AHP, or equivalent.
  - Consistent understanding of AHP advanced practice at all operational levels.
  - Robust workforce planning and recruitment processes for AHP advanced practice roles.
  - Consistent training, assessment and supervision for all trainees and, once qualified, on-going CPD support.
  - Job descriptions and job plans / job role designs that map against the four pillars of practice.
  - Defined scopes of practice, underpinned by appropriate education, training, competencies and capabilities that are reviewed at regular intervals.



## Key resources

### England

Centre for Advancing Practice

<https://advanced-practice.hee.nhs.uk>

Multi-professional framework for advanced clinical practice in England

<https://www.hee.nhs.uk/sites/default/files/documents/multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf>

The principles of enhanced level practice

<https://www.hee.nhs.uk/our-work/enhanced-practice-0>

Multi-professional consultant-level practice capability and impact framework

<https://advanced-practice.hee.nhs.uk/resources/consultant-resources/>

### Scotland

Advanced practice toolkit

<https://learn.nes.nhs.scot/63343>

Career framework for health

[https://www.skillsforhealth.org.uk/wp-content/uploads/2020/11/Career\\_framework\\_key\\_elements.pdf](https://www.skillsforhealth.org.uk/wp-content/uploads/2020/11/Career_framework_key_elements.pdf)

Nursing, midwifery and allied health professionals (NMAHP) development framework - post-registration framework

<https://www.nmahpdevelopmentframework.nes.scot.nhs.uk/post-reg-framework/>

### Wales

Professional framework for enhanced, advanced and consultant clinical practice

<https://heiw.nhs.wales/workforce/workforce-development/professional-framework-for-enhanced-advanced-and-consultant-clinical-practice/>

### Northern Ireland

Advanced AHP practice framework

<https://www.health-ni.gov.uk/publications/advanced-ahp-practice-framework>

## Professional regulators' standards

General Osteopathic Council

<https://www.osteopathy.org.uk/standards/>

Health and Care Professions Council

<https://www.hcpc-uk.org/standards/>