RCSLT Hubs

An exciting development for the profession
Changes impacting the profession

- Economic downturn & pressures
- Policy
- Legislation
- International comparisons
- Growing demand for services driven by demographic change and new ways of meeting patient and client need
- Use of technology
- Organisational/System changes
- Plurality of commissioners and providers
- Workforce & skills mix
- Quality and evidence based practice to meet needs
- Showing value for money and a return on investment
- Outcome measures and commissioning on outcomes
Responding to changes and opportunities

- Influencing policy and legislation
- Understanding the local context
- Working with a range of commissioners and providers
- Portfolio careers
- Speaking the language of the organisation you work for. What are their:
  - priorities
  - financial pressures
  - outcomes
  - performance measures
- Workforce and skills mix options
- Being proactive and innovative e.g. Traded services
- Clinical business skills: conversations that combine quality, evidence, patient outcomes, as well as finance
Working across the UK

Hubs provide the networks of SLTs to inform and engage at a regional and UK wide level on key projects including:

- Development of a UK wide approach to outcome measures
- Updating of CQ 3 (CQ Live)
- Developing the evidence base through national & regional CENs, national & regional RCSLT Specialist Advisers & research champions
- Influencing budget holders and decision-makers (Giving Voice champions and service leaders)
- Identifying examples of good practice and issues affecting the profession
Other Examples

- Informing decision makers
- soft skills
- Workforce
  - clinical evidence
  - developing reform knowledge
- Influencing
  - joint health and wellbeing strategies
- Service user involvement
- Marketing
- Professional standards
- Better Communication Research Project - embedding good evidence based practice
Through working together
Each RCSLT Hub is helping to develop the profession in these four key areas, using the breadth of skills and experience from all areas of the Hub community.

1. Professional development / CPD
2. Service development
3. Research
4. Raising awareness (& campaigning influencing)
Each community within the Hub is helping to make this vision a reality

In the following slides are ideas from each community about where they are now and where they would like to progress to in the future
Higher Education Institutions

Things we are getting right:

- Developing the workforce
- Shaping the skill set to suit the workforce needs
- Hosting clinical networks / invited speakers
- Providing CPD
- Postgraduate education
- Developing clinical collaborations
- RCSLT policy office and WSLTAF inform no. of students commissioned by WEDS

Things we still need to do:

- Move from anecdote to evidence
- Systematic data collection
- Link with regional colleagues and RCSLT around clinical issues and opportunities
- Align strategic priorities
- Work with clinical networks and experts to participate in developing the evidence
- Develop employer engagement strategy
- Develop clinically-useful student projects
- Tasked by WEDS to review undergrad programme
WSLTAf; the service leaders in Wales

Things we are getting right:
- Graduate SLTs
- CPD for workforce
- Clinical leadership
- Service leadership
- Service evaluation and audit
- Formal postgraduate study linked with service delivery
- Links with regional colleagues
- Share good practice
- Influence WG policy eg Flying start
- Seat on WTAC

Things we still need to do:
- Workforce development for SLTs as researchers
- Ensure practice based on evidence of what works in context of prudent healthcare
- Apply research in everyday practice
- Data collection, analysis and outcome measures
- Developing new skills: entrepreneurial, business; influencing
- Using Giving Voice in face of financial pressures
- Cost benefit and return on investment
- Alignment of strategic and business priorities with local and national priorities
Clinical excellence networks
Previously known as SIGs

Things we are getting right:

- Providing examples of passionate SLTs committed to sharing good practice and providing value-for-money CPD
- Active and engaged membership within and across CENs
- Multidisciplinary engagement
- Contributing towards ‘projects’ in specific areas, eg guidelines/sharing resources
- Sharing good practice (care pathways and models of service delivery)
- Providing examples of ‘on the ground’ success stories

Things we still need to do:

- Communicate ‘value for money’ effectively
- Disseminating evidence
- Linking with regional colleagues and RCSLT around clinical issues and opportunities
- Providing leadership to support the profession in using data and measuring outcomes
- Working with HEIs and experts to participate in developing the evidence
- Influencing the research agenda
- Acting as centres for ‘expertise and practice’
Where are we now in Wales?

Professional Body

Wales Board
Royal College of Speech and Language Therapy

Organisational

RCSLT Policy Officer

Wales Speech and Language Therapy Advisory Forum (NHS Staff)

Clinical Networks
RCSLT Exec e.g. Country Councillor
Independent HEI
Occupational Group e.g. Education Management
Health Board Giving Voice Champions

Wales Board – High Level Objectives
1. Communication, education and engagements of members – ‘Engaging’
2. Influencing policy makers and stakeholders – ‘Influencing’
3. Evidencing and demonstrating the value of speech and language therapy – ‘Providing evidence’ from CEN’s and best practice workplan WSLTAF
4. Supporting members in Wales involved in activities for the RCSLT – ‘Supporting’
5. Keeping a watching brief on development that affect RCSLT members in Wales – ‘Monitoring’

Wales Speech and Language Therapy Advisory Forum – Work Programme 2013/2014 Objectives, e.g.
1. WSLTAF will support and inform the development of WAG strategy
2. WSLTAF will consider and plan for future services on an All Wales basis within the framework of current WAG policy/strategy.
3. WSLTAF will consider how speech and language services can further contribute to the health promotion agenda
4. WSLTAF will contribute to the strengthening of professional practice
5. WSLTAF will contribute to the strengthening of speech and language information and performance management

Role of the Policy Officer
1. Supporting SLT members – two key membership groups include Wales Board and the Wales Speech and Language Therapy Advisory Forum – ‘Supporting’
2. Providing the ‘policy’ position of the SLT to stakeholders, in particular WAG and Assembly Members – ‘Policy’
3. Networking with key partners, stakeholders and those who the SLT needs in influence – ‘Networking’
4. Raising the profile of the speech and language profession and the RCSLT – ‘Profile’
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RCSLT

But things we still need to do…

- Work in collaboration to enhance use of new technology for patient care
- Influence local management by supporting members with new structures and skills at a time of austerity
- Support members with data collection and outcome measures work
- Coordinate research effort to address gaps in the evidence
- Provide regular CPD opportunities to support evidence based practice
- Coordinate support and collaboration between members and others online and face-to-face
- Develops guidance in response to pressures on the profession
- Set up systems to update members in the political and policy landscapes
All the W’s

- WTAC
- WSLTAF
- Wales RCSLT Board – currently GV champs
- Wales RCSLT Hub
How can the Wales RCSLT Hub add value?

- Does not replace existing networks
- Creates opportunities to strengthen partnership working and add value to existing networks
- Enables different members of different communities within the profession to come together
- Provides an infrastructure to support the whole profession
Small groups: questions for consideration

Given the current structures in Wales:

- How do these support the realisation of the RCSLT ‘Hub’ in Wales?
- What are the gaps?
- How can these be filled?