

Optimising the contribution of the Allied Health Professions support workforce 2025

A statement from the following Professional Bodies and Trade Union Partners:

BAMT BRITISH ASSOCIATION
FOR MUSIC THERAPY

UNISON
the public service union

BDA The Association
of UK Dietitians

 Chartered Society
of Physiotherapy

 The British
Association of
Dramatherapists

 **RCSLT**

 **BIOS** BRITISH AND IRISH
ORTHOPTIC SOCIETY

RCOT Royal College of
**Occupational
Therapists**

 **SoR** 100
YEARS
THE SOCIETY OF RADIOGRAPHERS

Who this statement is for

This statement applies to all allied health professionals (AHPs) and AHP support workers, including assistant practitioners, workforce planners, workforce leads, managers, and people working with AHP support and assistant workers.

Purpose of this statement

2025

Our goal, as professional bodies, and trade union partners for the AHPs, is to ensure that our professions meet the needs of the people who use them. We also strive to ensure that our members, the individuals who deliver these services, are treated fairly, and guided by robust professional standards and guidelines. This applies to the AHP support workers, assistant practitioners and our registered workforce.

In 2021, we issued a [call to action for NHS employers, policymakers, and workforce planners](#) across the UK to make a firm commitment to expanding and developing the AHP support workforce as one element of workforce transformation.

Our vision continues to be to actively contribute to the ongoing development and enhancement of the support workforce, enabling them to make a meaningful impact on delivering high-quality, efficient, and safe services.

What we have achieved

2021-2025

Members of the AHP Professional Body and Trade Union Partners group jointly and individually, influenced, contributed to, or supported the development of:

- [AHP Support Worker Competency, Education and Career Development Framework](#)
- Occupation-specific apprenticeships for AHP support workers in all four nations
- NHS England Delegation, accountability, and Support Workers in the allied health professions: guidance for employers (publication date TBC)
- [The NHS Education for Scotland \(NES\) Nursing, Midwifery and Allied Health Professions \(NMAHP\) Healthcare Support Worker \(HCSW\) Development and Education Framework](#)
- [The Cavendish review – 10 years on](#)
- [Developing the role of AHP Support Workers | NHS England | Workforce, training and education](#)

A number of the AHP Professional Body and trade union organisations developed:

- Dedicated support workforce web resources
- Support Workforce Education and Career Development Frameworks
- CPD (Continuing Professional Development) opportunities, networks, and dedicated officers/workers to provide support
- Supporting information for appropriate supervision and delegation
- Mapping of levels of practice to the scope of job roles at distinct levels
- Pathways to support progression into the regulated AH profession

Call for Action!

We need you to help us make a difference

Support workers, we need your help by you:

- Engaging with and supporting future projects and workstreams that aim to support and develop your roles
- Accessing, promoting, and using the resources provided such as:
 - Profession-specific role and responsibility guides
 - Governance, supervision and delegation guidance
 - Support workforce education and career frameworks.
 - Signposting to membership of professional bodies/trade unions where appropriate

Managers or leaders, we are asking you to help by:

- Promoting and using the resources to recruit, retain, develop, and support our valuable AHP Support Workers by engaging as above
- Support a diverse AHP SW workforce through inclusive practices
- Supporting access to improved career pathways by:
 - Providing high-quality personal development plan (PDPs)
 - Ensuring annual appraisals
 - Developing career conversations, which may include apprenticeships where relevant.
- Ensuring all members of the support workforce have access to the required education and training so they can:
 - Work to the maximum of their capability within their individual agreed scope of practice
 - Use the full ability of the professionally defined scope of practice

- Have robust career development opportunities
- Have fulfilling job roles
- Work efficiently and safely
- Supporting, developing and encouraging access to regular CPD activities for all support workers by:
 - Providing dedicated practice educator support
 - Supporting focused activities for the support workforce
- Building support worker numbers by:
 - Developing business plans/workforce plans that include their roles.
 - Ensuring that AHP career promotion includes the support workforce.
- Recognising the support workforce contribution to service delivery by
 - Engaging in initiatives that promote their value.
 - Ensuring equity in the support, resources and opportunities available
 - Ensuring they have a voice and are listened to, especially regarding developments and changes that affect them.

Appendix

Link for all web resources based in PBs and trade unions:

- [RCSLT Support Worker hub and toolkit](#)
- [BDA Dietetic Support Workforce hub](#)
- [SoR Support Worker resources](#)
- [SoR Assistant Practitioner resources](#)
- [CSP Associates Support Workers hub](#)