

Strategic Plan

2024-2028

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Foreword

This document marks a significant milestone for the ARTP, as it introduces the first formal strategy developed for the organisation. As we navigate a rapidly evolving landscape, we recognise that various challenges are impacting numerous aspects of our profession. The ARTP, in its commitment to the betterment of its membership and the profession, is determined to play its part in addressing these challenges.

The development of this strategy is not just a response to these rising issues, but also a proactive step towards ensuring that the organisation's direction is clear, purposeful, and aligned with the needs of its stakeholders. It will provide a framework for defining clear goals and objectives for the board, unify the work being done by the committees towards common aims, and set forth long-term development plans to ensure a sustainable future for the ARTP.

For years, the ARTP has hosted an annual national strategy day for heads of service, providing valuable insights and opportunities for networking and collaboration. However, it became apparent that while these events benefitted service leads, they lacked a clear strategic direction for the ARTP as a whole. There was a growing desire within the leadership for a more cohesive set of objectives to guide their work, ensuring a focused and unified approach throughout their terms of office. This strategy is the result of that need.

The creation and implementation of this strategy represent a collaborative effort within the leadership of the ARTP. It embodies the principle that working together, sharing knowledge, and setting clear goals is essential for success. This approach will be mirrored across all facets of the organisation's work and will strengthen our partnerships with other organisations towards achieving shared objectives. It also aligns with the broader strategies set out by the Chief Scientific Officers, ensuring that the ARTP continues to contribute meaningfully to the wider scientific community.

As we embark on this new chapter, we do so with a renewed sense of purpose and a shared commitment to ensuring the ongoing success and growth of the ARTP. This strategy is not just a document; it is a roadmap for the future, a call to action, and a pledge to our members that the ARTP is dedicated to making a positive and lasting impact in the years to come.



Joanna Shakespeare
Chair ARTP

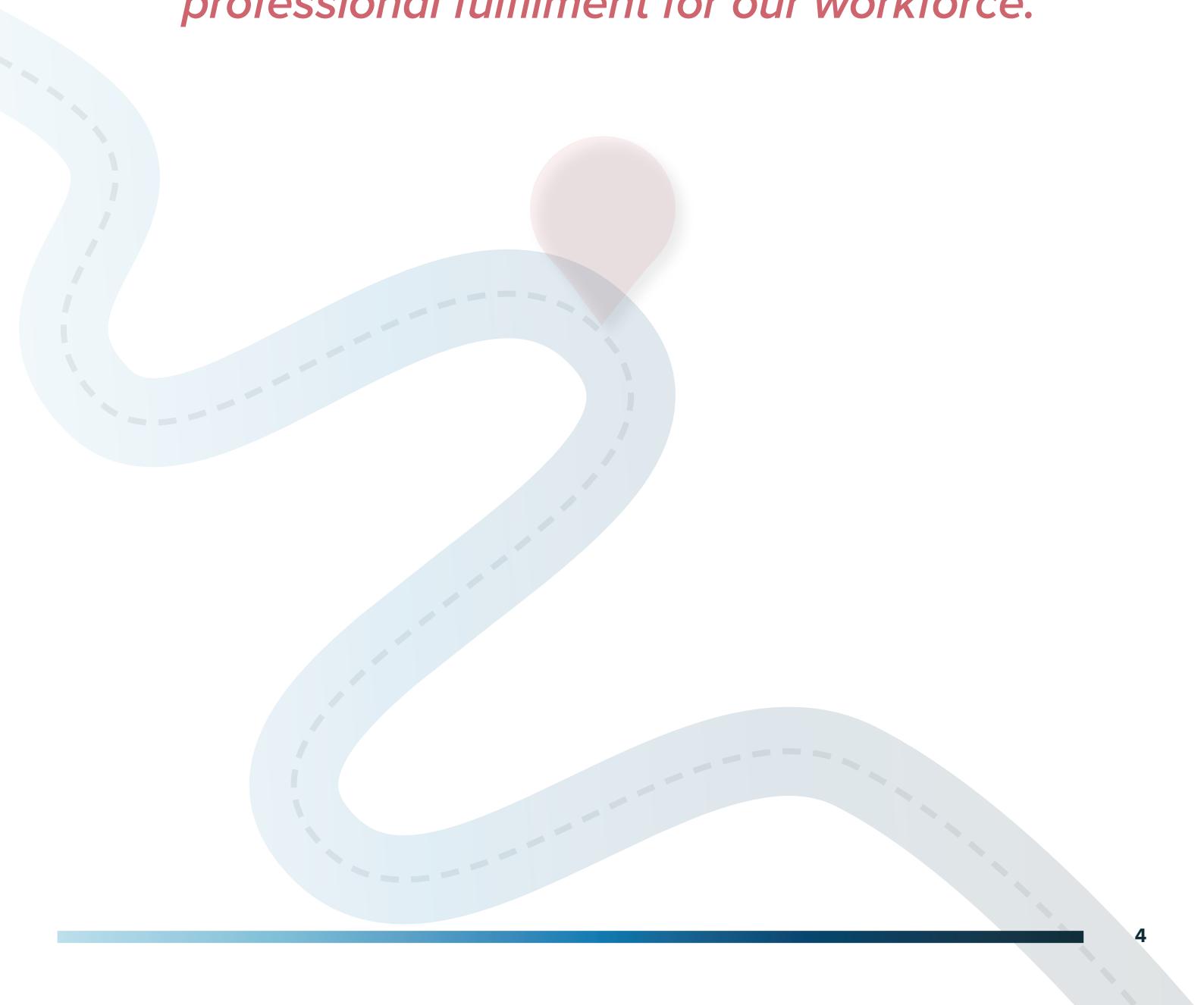


Matthew Rutter
Vice Chair ARTP



Vision Statement

To be the leading organisation advancing excellence in respiratory and sleep technology and physiology, ensuring high-quality care for patients and professional fulfilment for our workforce.





Introduction

The field of respiratory and sleep healthcare sciences is at a pivotal moment, driven by growing demand for innovative, patient-centred care and advances in diagnostics and therapeutic technologies. Informed by the recommendations outlined in the Prof Sir Mike Richards Review and the diagnostic and physiology transformation programmes of the Chief Scientists' Offices (England, Scotland and Wales), this strategy document provides a comprehensive framework to strengthen and support respiratory and sleep services, ensuring their alignment with emerging clinical, technological, and policy priorities.

The Prof Sir Mike Richards Review underscored the need for a more integrated, equitable, and proactive approach to healthcare, highlighting diagnostic precision, workforce development, and the rapid adoption of cutting-edge technologies as critical enablers of future success.

This strategy seeks to address these challenges through a multi-faceted approach that:

- **Enhances diagnostic capabilities** to improve early detection and management of respiratory and sleep disorders through improvements in quality and workforce development.
- **Strengthens the healthcare workforce** with tailored education, training, and career development opportunities.
- **Leverages research and innovation** to support timely, accurate, and patient-focused care.
- **Promotes quality**, enabling equitable access to high-quality services.

Guided by the principles of evidence-based practice, collaboration, and continuous improvement, this strategy aims to serve as a roadmap for ARTP to work collaboratively with stakeholders to advance respiratory and sleep healthcare sciences.

This document aspires to deliver a transformative vision that prioritises patient outcomes, operational excellence, and long-term sustainability.



Strategic Pillars and Objectives

The ARTP has identified four strategic pillars that will form the basis of our strategic objectives for the next four years.

THE FOUR STRATEGIC PILLARS



EDUCATION



WORKFORCE



QUALITY



INNOVATION

The overall vision for these pillars, and the objectives that ARTP aim to achieve to deliver against these pillars, are summarised below.



EDUCATION

Vision: To deliver outstanding education and training opportunities that equip professionals with the knowledge and skills to excel in respiratory/sleep technology and physiology.

OBJECTIVES:

1. Development of roles and opportunities for progression

- Review scope of current professional qualifications and look to develop qualifications at MSc level.
- Partner with universities to offer specialist modules integrated into allied health professional curricula.
- Support international recruitment where necessary to help with workforce gaps.

2. Promote coordination of training

- Engage with regional and national teams to develop educational pathways/frameworks.
- Support the development of local networks/academies/practice educators to support training and development of workforce.
- Liaise with Higher Education Institutions (HEIs) and other professional bodies where appropriate.

3. Identify and promote greater leadership opportunities

- Work with current HEI providers to establish leadership qualifications.
- Expand potential to work within ARTP through the use of membership projects and task force groups.



WORKFORCE

Vision: To build a sustainable, diverse, and highly skilled workforce ready to meet future healthcare challenges.

OBJECTIVES:

1. Increase ARTP membership

- Promote the benefits of ARTP membership to the workforce.
- Review and promote incentives to membership through membership savings identification.

2. Raise the profile of Respiratory and Sleep Scientists

- Attend career fairs to raise awareness of careers in respiratory and sleep physiology, targeting students from underrepresented backgrounds.
- Identify and promote award programmes relevant and appropriate to ARTP members.
- Work with other national, professional and Patient and Public Involvement & Engagement (PPIE) groups to promote the role of Healthcare Scientists in Respiratory and Sleep.

3. Understand ARTP workforce and ensure representation

- Implement processes to collect data from members that will allow us to better understand our workforce and membership, enabling better representation.

4. Increase workforce

- Support teams working to establish routes for international recruitment.
- Expand professional qualifications.



QUALITY

Vision: To champion excellence and consistency in the delivery of respiratory and sleep services across the UK.

OBJECTIVES:

- 1. To increase the number of Improving Quality in Physiological Services (IQIPS) accredited respiratory and sleep services**
 - Provide support to services undertaking the IQIPS process.
 - Work with the United Kingdom Accreditation Service (UKAS) through the Accreditation Clinical Advisory Group (ACAG) to ensure that the accreditation process is appropriate and achievable for physiological services.
- 2. Individual registration**
 - Support individuals to achieve Health and Care Professions Council (HCPC) or Academy of Healthcare Science (AHCS) registration.
 - Promote the potential benefits of registration in the longer term e.g. ability to work within Patient Group Directions (PGDs).
- 3. Promote standardisation**
 - Provide a range of job profiles for members to utilise and link to professional qualifications and experience.
 - Provide support for undertaking competency assessments.
 - Provide the membership with standard operating procedures for diagnostic investigations.



INNOVATION

Vision: To be at the forefront of innovation, harnessing technology and research to transform respiratory care.

OBJECTIVES:

1. Support research projects

- Provide training and education in all aspects of research.
- Provide mentorship for research projects.

2. Support dissemination of physiology research

- Identify routes for publication of physiology-related articles.
- Provide opportunities for physiology research dissemination through conference planning.

3. Increase and expand social media use

- Develop an interactive social media presence.
- Use social media to promote and expand respiratory and sleep physiology education.



Measuring Success

It is essential that ARTP monitors the success of this strategy and the delivery against these objectives throughout the next four years. Delivery against the objectives will be monitored through:

- **Annual Performance Reviews:** Regular assessment of progress against objectives will be published each year prior to the Annual General Meeting.
- **Key Performance Indicators (KPIs):** Defined for each objective to ensure measurable outcomes.
- **Stakeholder Engagement:** Ongoing feedback from members, patients, and partners.



Key Performance Indicators

A range of key performance indicators have been identified for each objective. ARTP Executive Board members will be made aware of these indicators and will develop committee annual objectives to support the implementation of the ARTP strategic objectives. Delivery against the KPIs will be assessed prior to each year's annual general meeting (AGM).

Objectives	Key Performance Indicators (KPI)
Education	
Produce educational options to support scientific roles and continued professional development.	Develop additional ARTP professional qualifications that support advanced and complex tests. Develop a bespoke ARTP professional examination process to support NHSE with international recruitment.
Promote coordination of training.	Facilitate the work and role of practice educators in the delivery of ARTP training and qualifications.
Identify and promote greater leadership opportunities.	Liaise with HEIs to deliver Higher Specialist Scientific Training (HSST) leadership qualifications independently. Develop and implement ARTP membership projects and task forces.
Workforce	
Increase ARTP membership.	Increase ARTP membership by 15% (to 1100). Implement a members' savings feature to the new website. ARTP member discount for submission of research to BMJORR. ARTP Conference abstracts submitted for publication to BMJORR.
Raise the profile of respiratory and sleep scientists.	Attend a minimum of four careers/science fairs per year. Attend appropriate allied health conferences to promote ARTP and its workforce. The nominations committee will identify national/international awards programmes and develop a submission process.
Understand ARTP workforce and ensure representation.	Recruit a Chair for Equality, Diversity & Inclusion (ED&I). Develop a committee for ED&I. Audit the workforce and ensure representation across committees.
Increase the workforce.	Work with NHSE to support international recruitment. Develop additional ARTP professional qualifications.

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Key Performance Indicators (KPI)

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Objectives	Key Performance Indicators (KPI)
Quality	
To increase the number of IQIPS accredited respiratory and sleep services.	Development and implementation of supporting documentation and webinars. Provide representatives to sit on ACAG and represent ARTP.
Individual registration.	Implement an ARTP grant to support the application for 10 x Scientific Training Programme (STP) equivalence and 10 x Practitioner Training Programme (PTP) equivalence candidates. Develop and implement a webinar to support the equivalence process. Raise awareness of the benefits of being registered, for example, Healthcare Scientists as prescribers.
Promote standardisation.	Provide a range of example job profiles. Develop an ARTP guideline on clinical peer review. Provide a range of Standard Operating Procedures (SOPs) for diagnostic investigations.
Innovation	
Support research projects.	Develop and deliver an ARTP Research Course. Develop a mentorship process for research projects.
Support dissemination of physiology research.	Pecure a contract with BMJRR. Publish ARTP Annual Conference abstracts in BMJRR.
Increase and expand social media use.	Pommence a programme of quarterly (as a minimum) educational/interactive social media posts to encourage user engagement.



Conclusion

This strategy document is the first to be published by the Association for Respiratory Technology and Physiology. It outlines a clear and actionable path for achieving ARTP's goals over the next four years. Our aim is to support continual advancements in respiratory and sleep technology and physiology, ensuring and maintaining high quality care for patients whilst engaging and developing the workforce.

As we move forward, collaboration across teams, continuous evaluation and a commitment to adapt where necessary, will be essential in ensuring we stay on course and respond to an ever-changing landscape. The successful execution of this strategy will depend on the dedication and alignment of all stakeholders, and we are confident that with collective effort, we will realise the vision outlined in this document.

We are excited about the future and look forward to tracking our progress, celebrating our milestones, and ultimately achieving our strategic aims.



ARTP

Association for
Respiratory Technology
& Physiology

Website: ARTP.org.uk
Email: admin@artp.org.uk