

## **Summary of Proposals for ANutr Support Framework**

The following table outlines the proposed Support Framework to facilitate progression and development of an ANutr registrant, during the first few years of their professional life.

### **It is proposed that:**

- This process should take place over a minimum of three years, during which an ANutr is working in practice and undertaking Continual Professional Development (CPD). For some ANutr registrants who may be working part time or on a career break this may take longer, but whether this occurs over three years or five years, the ANutr should still be undertaking a minimum of 30 hours CPD per year.
- There should be a number of webinars made available online to explain the roles and remit of AfN; core competencies; different specialisms; reflective practice; ethical and professional practice; early career development and practice management. These would be supported by live Q&A sessions every few months.

### **It is highly recommended by AfN that:**

- All ANutr registrants should have a named Professional Advisor. This role could be a workplace supervisor or line manager, or another person, but it they should be an RNutr or a Registered Dietician (if appropriate to the role). The supervision meetings should be quarterly, and in addition to normal supervisory or line management meetings. The role of the Professional Advisor would be to support the work and development of the ANutr registrant through reflective discussions about work planned and work undertaken. They could also advise on gaps in knowledge, CPD and scope of practice in line with the AfN Code of Ethics, Conduct and Performance. The Professional Advisor would be able to advise and support the ANutr with the process of transfer to RNutr, and at least once a year would look at portfolio entries and give formative feedback. Professional Advisors who are RNutr would receive training from AfN and their names and specialisms would be made available on a searchable list. It is envisaged that the time spent in discussions with the ANutr could count as CPD and that the role could be helpful in their career development.

### **It is anticipated that:**

- CPD would have a wide remit and could include webinars, conferences, reflective reading, online forums, public consultations and other professional activities.
- The term work experience would also have a wide remit and could include paid work, volunteering, internships and postgraduate study, as long as the experience is in the field of nutrition and is covering the core competencies.
- The ANutr would be encouraged to become involved in networking opportunities at either a regional or specialist level and to gradually take on more responsibility so that they could develop professionally and collaboratively with other registrants. The aim is that in the future the new RNutr would be able to contribute in roles within AfN and the wider community.

## Proposed ANutr Support Framework Outline

After Graduation →	AN1 (at least 1 year) →	AN2 (at least 1 year) →	AN3 (at least 1 year) →	Transfer to RNutr
<b>Strand 1: Webinars / Process Support</b>				<b>(After at least 3 years)</b>
<b>Guidance</b>	Documents, 'Talking Heads' and other information would be available on the AfN website.			<p><b>There would be guidance on the formal transfer process:</b></p> <ul style="list-style-type: none"> <li>• Guidance documents</li> <li>• Transfer webinar for ANutrs</li> <li>• Zoom clinics</li> <li>• Webinar for Professional advisors on supporting the transfer process</li> </ul>
<p><b>Pre-recorded Intro Webinar</b> This would define terms and roles in the Framework and explain support structure, core competencies, portfolio recording and CPD.</p>	<p>There would be 3-4 pre-recorded specialist webinars available each year, with some live Q&amp;A sessions. These sessions could count as Continuing Professional Development (CPD).</p> <p>The webinars would include topics such as: roles and remit of AfN; core competencies; different specialisms; reflective practice; ethical and professional practice; early career development and practice management.</p>			
<b>Strand 2: Professional Advisor</b>				
<p><b>Named Professional Advisor</b> (Strongly recommended)</p> <p>This person would normally be an RNutr, but could be a Registered Dietician (RD) if appropriate to the job role (e.g. working in a multi disciplinary team led by an RD). The discussions with the ANutr could count as CPD and may be helpful in career development for the RNutr. The new ANutr registrant should identify a relevant person.</p>	<p><b>Role:</b> – The Professional Advisor could discuss professional and ethical issues with the ANutr in a reflective manner and help the ANutr develop as a professional nutritionist. The Professional Advisor could advise on what is appropriate and relevant CPD, how to reflect on skills gained through work experience and how to evidence this for the Transfer Portfolio. This role would be supported by templates and frameworks for the discussions.</p> <p><b>Remit:</b> – There should be quarterly meetings to check progress on CPD and work experience. Discussion of ethical issues should be encouraged. This discussion could be in a group format or individually. At least once each year the Professional Advisor should give formative feedback to the ANutr.</p> <p>AfN would provide: Training and resources for Advisors and a searchable list of AfN trained Advisors.</p>			
<b>Strand 3: Portfolio Development</b>				
<p><b>Work Experience</b> It could be paid work, voluntary or postgrad study, with a wide remit.</p>	The ANutr should input 3-4 pieces of evidence online each year, which matches up the type of experience with the RNutr core competencies. There would be an on line reporting log available via the AfN website, or it could be recorded by the ANutr in appropriate format			A supporting statement should be written for the transfer portfolio by the ANutr
<p><b>Continuing Professional Development (CPD)</b> Including reading, online forums, public consultations, webinars etc.</p>	There should be a minimum of 30 hours of Continuing Professional Development conducted per year. Some of this would be signposted and directed for the ANutr. Each CPD activity would be able to be continuously logged online with a reflection. The current CPD endorsement scheme would signpost the activities suitable for ANutr development.			A reflection should be written for the portfolio by the ANutr
<b>Portfolio</b>	Evidence should be recorded in the portfolio showing progression and development of knowledge, skills and application. The portfolio should include reflections and this could be discussed with the Professional Advisor who could provide formative feedback			The ANutr should finalise the portfolio and submit to AfN for assessment
<b>Additional support</b>				
<p><b>Networking</b> This would be recommended for regional or speciality groups.</p>	There would be promotion of Regional Networks and/or Speciality Networks for the ANutr to join.			The new RNutr could then take on a greater role within AfN