

Health Education England update – June 2021



HEE update for People Board – 16th June 2021
Kate Holliday – Workforce Transformation Lead

Faculty of Advancing Practice

The new West Yorkshire Faculty of Advancing Practice came into effect in April 2021. Incorporating existing work done around Advancing Practice and embedding the four pillars of Advancing Practice, the Faculty will work to provide strategic direction and a coordinated approach to how Advancing Practice can support the ICS priorities.

Advancing Practice roles include Advanced Clinical Practitioners, Physician Associates and First Contact Practitioners. These experienced clinicians from a range of professional backgrounds are educated at Masters level which enables them use complex decision making and critical thinking to develop a higher degree of autonomy to safely work beyond traditional scopes of practice.

Benefits of Advanced Practice are felt across the system. Trusts see a long-term cost efficiency saving, staff feel rewarded as they are being invested in and patients receive an improved patient experience.

The Faculty is working with stakeholders to support multiple national programmes which have been identified as key workforce issues and is preparing to enter a further round of applications for learners to commence their educational programme in January 2022. Work has also commenced around improving the application process for employers.

To support our learners and stakeholders to provide a safe and high-quality workforce we are currently in the early stages of a multidisciplinary supervision pilot looking at how to effectively utilise qualified clinical supervisors.

HEI stakeholders are currently on a journey to achieve course accreditation which will enable successful graduates to register with the HEE Centre for Advancing Practice.

As we develop the West Yorkshire Advancing Practice Network the Faculty will provide support to clinicians at all stages of their Advancing Practice journey through support networks as well as working with the system to provide leadership placements, CPD and training opportunities.

For more information please contact: Kim.Toon@hee.nhs.uk

Learning and Placement update

The Enabling Effective Learning Environments (EELE) team have produced a Memorandum of Understanding in relation to working collaboratively to enable effective learning environments and increase learning capacity which all HEIs will be asked to sign. The MOU has been presented to and well received by the Investment and delivery group and will be discussed with individual HEIs at the Workforce Development Contract meeting being held this month. The EELE team have also held a series of stakeholder engagement events to share best practice amongst system partners and better understand the barriers to expanding placement capacity. The WY Learning Environment and Placement (LEAP) Strategy is currently being developed and will align to the Regional LEAP Strategy and the West Yorkshire and Harrogate People Plan, all the system partners will be asked to feedback and input via a LEAP Strategy Group which is currently being established.

We are currently working across HEE with Faculty and Deanery Colleagues to develop a multi-disciplinary supervision model, a pilot is to be run at Calderdale and Huddersfield NHS Trust involving Physicians Associates, Advanced Clinical Practitioners and Junior Doctors. This will

reduce the demand on Consultants time and provide career progression for PAs and ACPs. Another key workstream is the development of blended clinical placements for physiotherapy students to help address the chronic shortage of placements in this profession.

The new model will utilise placements for all 7 days in a week, each student will have 3.5 days a week practice based learning and 1.5 days virtual learning allowing 2 students to be allocated to each placement that traditionally only took 1 student for a 5 day week. For more information please contact: Sarah.Rowson@hee.nhs.uk

Workforce Planning

We are supporting the Operational Planning process, liaising with ICS workforce colleagues, NHSEI, NHS Trust and Primary Care colleagues and also supporting updates and additions to the North East & Yorkshire Workforce Insight Report ,which goes to the Regional People Leadership Group on a fortnightly basis. Alongside regional HEE Workforce Planning colleagues we are looking at what can be replicated at ICS and Place level to support decision making.

In terms of workforce planning support for programmes, we are mapping the specialist workforce in Adult Palliative Care, Paediatric Palliative Care, Stroke and the Psychological Professions to support the development of workforce strategies and identify opportunities for workforce transformation.

With NEY colleagues from HEE and NHSEI, there is initial planning for a webex to deliver strategic and operational workforce planning training to NHS Trusts. For more information please contact: Gaynor.Clark@hee.nhs.uk

Workforce Investment and Development

Following 15th April's People Board where the recommendations for realigning the WY Investment and Development and WY&H Delivery Group were approved in principle, the proposals were discussed at the Workforce Hub on the 11th May and subsequently at the WY I&D Group on 20th May and at the WY&H DG on the 27th May. All recommendations were accepted and approved by all meaning that the WY&H Delivery Group has now ceased in its current form and will be re-established as the WY Workforce Transformation Group with a change of membership including place leads, programme leads, profession and HEI representatives and HEE.

As workforce investment and developments decisions aligned with WY priorities and economies of scale are now aggregated at place, the change in governance introduces new emphasis on place leads ensuring that all organisations within place are fully engaged in needs analysis processes, and conversely individual organisations ensure their needs are appropriately expressed at place. The next action is for the WY I&D Group to set out its terms of reference and establish the new WY Workforce Transformation Group.

It is noted that the original LWAB recommendation approved in January 2020 for the SHAPE Network to be developed as part of the new infrastructure will continue as a network for programmes and places to showcase and share best practice with WY health and care organisations as an opportunity to retain their connections and develop at scale.

For more information please contact: Andrew.Broadhead@swyt.nhs.uk

The workforce development budget is currently being finalised and we have had a range of communication with the HEIs across West Yorkshire to confirm what modules the Universities will deliver. This has included working with the ICS Mental health programme lead to explore requirements for autism and learning disability training for all NHS clinical employees; ICS maternity programme lead; optometry network chair; and the neonate network chair. For more information please contact: Kay.Butterfield@hee.nhs.uk

Apprenticeships

We are supporting the Primary care hub managers to develop primary care understanding of apprenticeships and how apprenticeships support recruitment, retention, career progression and workforce planning. A variety of short webinar/information sessions are being developed to support this work.

We have developed an action plan which supports the actions in the Race Inequality Plan. We are in the process of developing a working group, which will work to understand why there are a low number of minority apprentices undertaking health related apprenticeships across the ICS with the aim of developing an action plan to widen participation from these groups, increase numbers to meet national averages and local demographics.

We are supporting acute trusts to complete a self-assessment of their apprenticeship programme and develop an action plan to support their apprenticeships programmes and looking at what support can be provided to develop apprenticeship training opportunities to support the reduction of the risk of shortage of pharmacy technicians. For more information please contact: Claire.Ryan@hee.nhs.uk

The Integrated rotational TNA programme commenced for the first cohort this week (with a general and a paediatric focussed programme) – at University of Huddersfield.

For more information please contact: Kirsty.Lowery-Richardson@hee.nhs.uk

Mental Health

We are working with the WY mental health workforce lead to look at ways to increase the number of applicants for Learning Disability nursing degrees and have established a task and finish group to take this forward, focusing on career campaigns and ways to increase placements.

A new roles group is being established to look at how we can increase the numbers of Advanced Clinical Practitioners, Physician Associates, Trainee Associate Practitioners and Peer Support Workers across mental health. Health Education England are supporting a new roles seminar on the 29th June which will outline what these new roles are and support around they how they can be embedded into the workforce. To book a place please contact: workforce@tavi-port.nhs.uk

A centralised application process for IAPT is to be piloted in 2022 which includes cohorts from Sheffield, Hull and Bradford and HEE is looking to support the training of peer support workers and Approved Clinicians.

For more information please contact: Kate.Holliday@hee.nhs.uk

Cancer

The Cancer Workforce Lead has worked with the Cancer Alliance to identify workforce priorities for cancer and including diagnostics and work is ongoing across these priority areas. Recent highlights include: A NEY-wide collaboration has been established to address Cancer Nurse Specialist workforce careers and succession planning, with an initial action plan agreed and an online platform to support the collaboration under development. New international partnerships for oncology workforce are being explored in collaboration with HEE's Global Team. The Cancer Alliance has worked with diagnostic leads and stakeholders across the WYH System to inform development of a strategy and vision for diagnostics, responding to the recommendations of NHS E/I's Diagnostics Recovery and Renewal, with workforce emerging as a key element of this work.

For more information please contact: Rachel.Moser@hee.nhs.uk

Calderdale Framework Practitioner Training

HEE staff and system wide workforce leads are undertaking the Calderdale Framework Practitioner training which looks at reviewing skills, roles and service design. It enables patient focused development of new roles and new ways of working, leading to improved efficiency in utilisation of roles. Each delegate will be undertaking a real life project and this will include areas such as End of Life Care, Maternity, Primary Care and Mental Health.

For more information please contact: Kate.Holliday@hee.nhs.uk

Health & Wellbeing

Place based Health & Wellbeing initiatives are now underway as is system wide HWB support for carers. Additionally, we are in the discovery phase of developing a HWB app for use on mobile phones (improving access for all health and care staff). Interviews took place on Tuesday for an experience and wellbeing lead.

We have submitted a bid for £300,000 to take forward system wide initiatives around menopause support, MSK, long covid and compassionate leadership and better conversations.

For more information please contact: Kate.Holliday@hee.nhs.uk

Retention

We are going to bring together our two local WY retention groups into a single WY retention stakeholder group with representation from nursing, AHP, social care and primary care professional groups. Together, they will support the WY retention action plan.

For more information please contact: wy.workforce@hee.nhs.uk