Council of Deans of Health

Education and Training Proposals in England: Opportunities and Challenges for the HE Sector

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Reshaping the Nursing Workforce
22 February 2012

Nursing Education and Training in England

- Health Select Committee Inquiry into Education and Training
- Planning for long-term sustainability? Education and training commissioning in England
- Future Forum report 'Education and Training: Next Stage'
- Liberating the NHS: Developing the Healthcare Workforce
- The Education Outcomes Framework: measuring for quality

Health Select Committee

- Moving away from transactional relationships: the importance of partnership working in workforce planning and the co-production of the healthcare workforce
- Movement away from ‘boom and bust’ workforce planning
- Role of research within universities
- The central role of the clinical academic workforce

TAKEN BEFORE THE HEALTH COMMITTEE

EDUCATION, TRAINING AND WORKFORCE PLANNING

TUESDAY 24 JANUARY 2012

Education and Training Commissioning

- Around 10% year-on-year decline in education and training commissions since 2009
- Risk to viability of healthcare provision in universities
- Questions over how this links to long-term workforce needs and planning and the work of CfWI
- Commissioning for a new health service
- SHAs to bear responsibility for MPET spending and workforce planning until April 2013
- DH to monitor MPET budget from April 2013

Case Study: London Commissioning 2012-13

- 2011-12 reduction in Adult Nursing of **12%**
- 2012-13 further reduction in Adult Nursing of **24%**

  Allocation of commissions through a tender process

Outcomes of tender process

- Winners and losers
- One provider in London no longer has NHS London commissions for Adult nursing

Messages from Future Forum and Government report on developing the healthcare workforce

Duty on Secretary of State to: 'secure an effective system for education and training'

Move to employer/provider led system for commissioning of education and training

Transparent funding flows and accountability at all levels of the system

Importance of developing whole workforce through integrated planning and CPD

Government's response to the Future Forum report

Liberating the NHS:Developing the HealthcareWorkforce

From Design to Delivery

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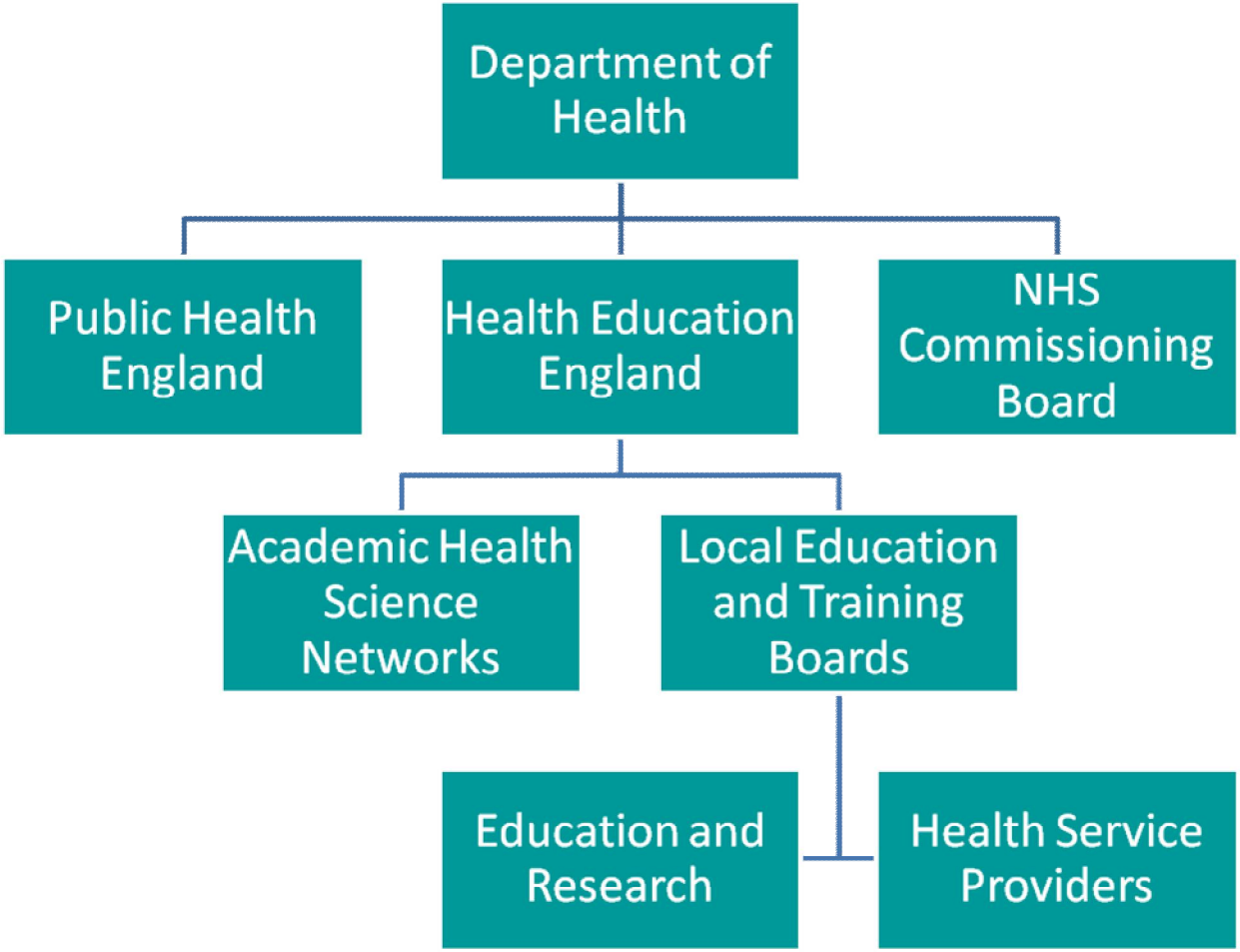
New Education and Training System



Health Education England

- New annual Strategic Education Operating Framework
- Take responsibility for ensuring commissioning of smaller professions
- Compliance with Education Outcomes Framework
- HEE responsible for negotiating BMP
- Will be supported by CfWI
- Nursing Education advice to HEE

Quality of Education

- Emphasis on need for health professionals to be ‘caring and compassionate’
- Align education to the service vision and educate nurses, midwives and health visitors to use their professional judgment about what is right for patients and families.

Local Education and Training Boards

Bring together Health, Education and Research

- LETBs to address variation in quality through different 'levers at their disposal' including resources
- HEE to hold LETBs to account though the Education Outcomes Framework
- LETBs to hold HEIs to account through the Education Outcomes Framework
- The Board will include representation from local education providers

Education Outcomes Framework

Ensure the health workforce has the right skills, behaviours and training, available in the right numbers, to support the delivery of excellent healthcare and health improvement

1. Excellent education
2. Competent and capable staff
3. Adaptable and flexible workforce
4. NHS values and behaviours
5. Widening participation

Excellent experience for staff (inc students /trainees) and patients

Effectiveness

Safety

Aim | **Domains** | *Quality*

Clinical Academic Careers

- Small ageing workforce
- Lack of sufficient volume and succession planning-critical mass
- Enhance learning and excellence in education
- Commitment to educating the next generation of healthcare professionals
- Leading research and uptake of innovation in practice
- Improving outcomes for patients though research, education and innovation sharing

Health and Social Care Bill

- Continuous Quality Improvement will be achieved through innovation which must be underpinned by high quality research

CPD Funding

- Shift of responsibility to employers
- Minimum levels of funding to be agreed between LETBs and HEE
- Ensuring patient safety is not compromised
- Concerns from Future Forum that employers will cut spending in this area
- Differentiating between CPD and career development

CNO Scotland Review of Nursing and Midwifery Education: Objectives

- Identify the characteristics of a world class educational system that will deliver our vision of high quality education, research and care, which is safe, effective and person-centred, over the next ten years.
- Engage in open and constructive debate to analyse the strengths and weaknesses of the current system and generate a range of creative solutions, approaches and models.

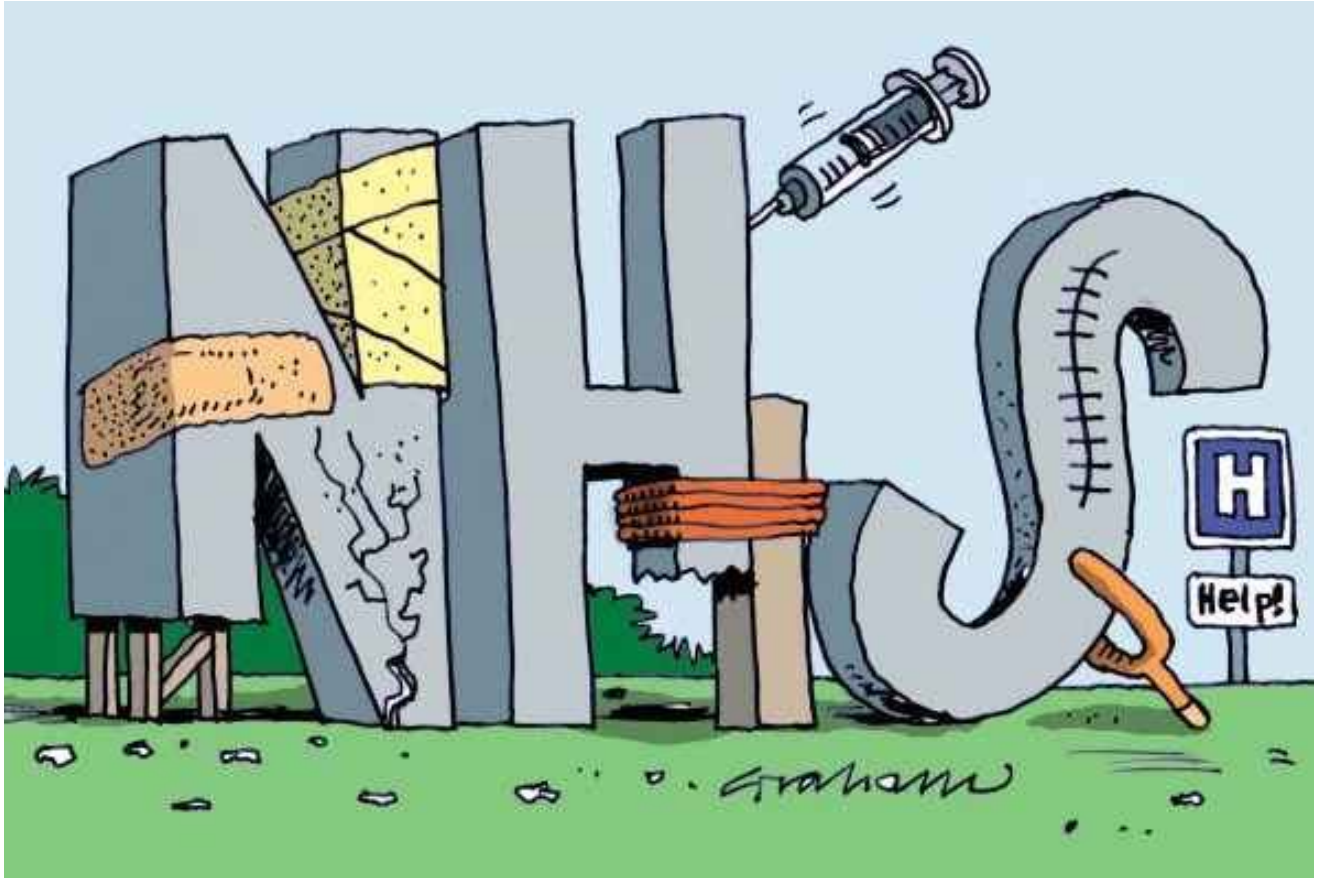
Objectives of Review

- Agree the future direction of sustainable nursing and midwifery education and research in Scotland and develop plans for making it happen, supported by measurable outcomes.
- Agree a structure to deliver the recommendations including a Project Plan.

Establishing Scottish Nursing and Midwifery Alliance Professoriate

- Nursing research evidence-based practice must be at the heart of professional nursing standards and recognised by all those involved as fundamental to high quality, safe and effective practice.
- Employers must recognise research and evidence-based practice as an integral part of nursing activity.

Sept 2011



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