Developing people for health and healthcare

Queen's Nursing Institute
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How do we get the education right for the community nursing workforce?

Lisa Bayliss-Pratt | Director of Nursing

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What HEE is here to do

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To improve health outcomes for the people of England by developing people for health and healthcare

We are responsible for the education, training and personal development of every member of staff, and recruiting for values from our schools and into our Universities.

We are employer led, to provide the right workforce – now and in the future - with the right skills and values, in the right place at the right time, to better meet the needs and wants of patients.

HEE Mandate – blueprint for all health education & training

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- Focusses on training for staff to deliver better prevention and care to patients with long-term conditions incl. diagnosis, treatment and care of those with dementia)
- New nurses to have skills to care for increasing no's of older people with complex needs

Department of Health

Delivering high quality, effective, compassionate care: Developing the right people with the right skills and the right values

A mandate from the Government to Health Education England: April 2013 to March 2015

May 2013

Getting recruitment right

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- Piloting frontline care experience for aspirant student nurses
- Pilots in six of our 13 LETBs in range of NHS settings
- Enable aspirant nurse students to make the right career choice
- First cohort of 200 HCAs will commence in October
- Will test for values and behaviours, timescale, reduced attrition
- No previous care experience – widening participation in future workforce

Recruiting for values

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- Situational judgement tests (SJTs) are work-relevant assessments that:
  - Present challenging situations likely to be encountered
  - Require candidates to make judgements about possible responses

- SJTs focus on values and professional attributes:
  - Integrity
  - Empathy
  - Resilience
  - Team working

- Reliable, cost effective assessments, popular with applicants and increasingly used for education/development

Investing in our HCWs

"Improve healthcare by developing the training and career options for our staff in Bands 1-4 positions"

- 40 per cent of the NHS's 1.7 million workforce
- 60 per cent of direct patient contact
- Receives only around 5 per cent of the whole training budget
- Baseline HCA training standards
- Minimum standards for HCAs
- Increasing numbers of healthcare apprentices
- Implementing Cavendish recommendations
- Support progression into nursing / wider professional training.

The Six Cs in Education and Training

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- Care
- Compassion
- Competence
- Communication
- Courage
- Commitment

Around £4.9bn funding

Around £10,000 a minute

Around 1900 HEE staff supporting..

91,000 non-medical pre-reg

44,600 post grad medical and dentistry

23,000 under grad medical and dentistry

Around 159,000 students in system now

Some specific HEE actions…

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Continuing development of Clinical Academic Careers for Nurses and Midwives

Ensure EOF reflects the 6 Cs

Make multi-disciplinary teams the norm in education

Make employer led planning a reality

More focus in curricula, on…

Illness prevention

Every contact counts

Bio markers in personalised care

Service improvement techniques

Leadership

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Community Nursing Strategy Programme

Vision

Strengthening innovation, supporting the workforce and improving commissioning practice for community, district and practice nursing that enables care to be delivered closer to home and improve the outcomes for people with long term conditions whilst simultaneously improving the experience of patients, carers and staff

A commitment to supporting carers through the carers workstream linking to the dementia challenge and supporting people with long term conditions

Issues to be addressed

- Need for change to meet challenges of ageing population and increase in number of patients with long term conditions and the demand for care closer to home
- Financial pressures
- Need to make better use of technology
- Need to better integrate primary and secondary care
- Need to support carers
- Need to improve compassion in practice
- Need to improve end of life care
- Need to reduce numbers using emergency services
- Need to promote health and wellbeing

Community Nursing Strategy Programme Projects

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1. Commissioning development (SRO – Hilary Garratt, NHS England)

   To provide commissioners with robust and evidence based tools to inform commissioning intentions for staffing in 2013/14 contracting round and subsequent years

2. Integration (SRO – Jane Cummings, NHS England)

   To synergise the nursing contribution with national and local integration priorities to identify and develop potential commissioning models

3. Public Health (SRO – Viv Bennett, DH)

   To use the commissioning process to incentivise providers and independent contractors to prioritise prevention

4. Technology & Innovation (SRO – Anne Cooper, Health & Social Care Information Centre)

   To provide commissioners with examples of models of delivery that support the adoption and use of technology and innovation and share these across the commissioning community

   To evaluate case management models and provide commissioners with evidence for commissioning

5. Workforce (SRO – Lisa Bayliss-Pratt, HEE, Project lead – Carol Jollie)

   See later slides

Governance

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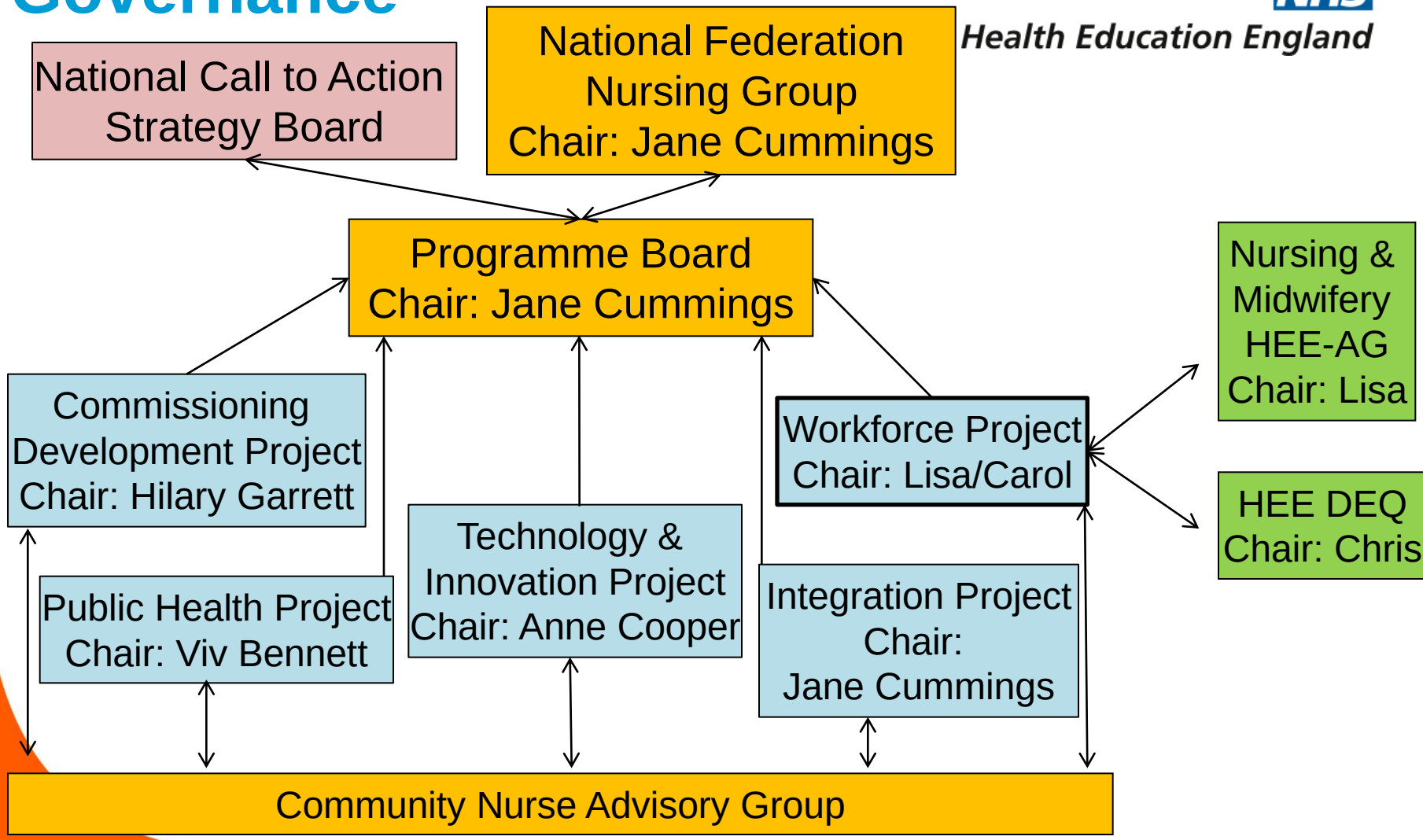

Programme focus:

- Patient-centred care through delivery closer to home
- Long term conditions
- Needs of frail elderly and those with dementia
- Supporting carers
- Avoid emergency admissions
- End of life care

Other links:

Compassion in practice
PH/Making Every Contact Count
Integration (CC, PC, SC, PH)
QNI WP project
LETB workstreams

Links to HEE priority workstreams:

P/G training for nurses caring for older people
Dementia
HV Programme
Pre-degree year of care
GP training improvements
More GP trainees
HCAs/Apprenticeships
Workforce planning
Community placements

Policy drivers

- NHS England's *The NHS belongs to the people: a call to action* and *Improving general practice: a call to action*
- Making every contact count
- Compassion in practice
- High quality care for all, now and for future generations: Transforming urgent and emergency care services in England
- More Care, Less Pathway - A review of the Liverpool Care Pathway
- Creating a vulnerable older people's plan

- Nursing supply is not currently large enough to meet increasing needs
- Nurses will be needed with skills in complex case management, advanced specialist practice knowledge in care delivery, and the confidence to work independently in community rather than acute hospital settings
- Main challenge will be to commission and make changes to E&T system to create the necessary high-level community nursing capacity at a pace that will meet demand

Care in local communities: A new vision and model for district nursing

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Part of the *Compassion in Practice* national vision and strategy - shows how compassion in practice's 6 values and action areas apply within DN services and sets out actions to be taken.

Action to support implementation
HEE and its LETBs will:

- Work with HEIs to ensure the curriculum will equip DNs with the skills and knowledge to enable them to deliver the new service offer
- Promote professional development training, including specific training in new technology approaches to support care
- Support high quality professional practice, including the model of practice for effective district nursing and clinical supervision and providing development to ensure that this can be embedded through the leadership role of the DN
- Support local areas to develop joint training between DNs, other community nursing services, primary care and social care
- Secure sufficient training commissions to deliver the service offer

Locally service and education commissioners, provider organisations and professionals will need to develop service and workforce plans to ensure high quality DNs and teams for current and future services

Workforce Project

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Purpose:

- To ensure an adequate supply of highly skilled staff to meet service needs, improve patient care and support the move of care out of acute settings into primary and community settings

Draft Objectives:

- To ensure that we have NHS staff available in the right numbers with the right skills, values and competencies to deliver both excellent clinical outcomes together with patient-centred care
- To improve workforce and education planning for community nursing, including staff employed in general practice, and specialist training requirements
- To adapt curricula and modes of delivery to meet the changing needs of those working in community practice, including strengthening leadership and team building skills, skills in preventative care and improved ability to use evidence-based practice, utilise technology and support innovation
- To support investment in CPD which focuses on the skills needed to work with other health and social care professionals to support integrated care in primary and community settings
- To support the development of career pathways
- To ensure work of groups feeds into, and is informed by, other relevant work streams, eg. HEE's dementia programme and development of post-graduate training for nurses caring for older people with complex needs

Workforce Project

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Draft Deliverables:

- Advise on development of a workforce planning guide to help providers and commissioners analyse their workforce and model staffing and skill requirements for future service levels through HEE Advisory Group for Nursing and Midwifery
- Production of workforce forecasts which assess future service demand, and include information on turnover, including expected retirement
- Forecast output from education supply
- An analysis of educational provision
- An assessment of supply side constraints (eg under recruitment to courses, placement capacity) and alternative approaches to training (eg in-service modular course)
- A contribution to the analysis of skills development needs (including specialist training, leadership skills) and current commissioning of education and training

For further enquiries

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Visit: www.hee.nhs.uk

Email: hee.enquiries@nhs.net

Twitter: @NHS_HealthEdEng

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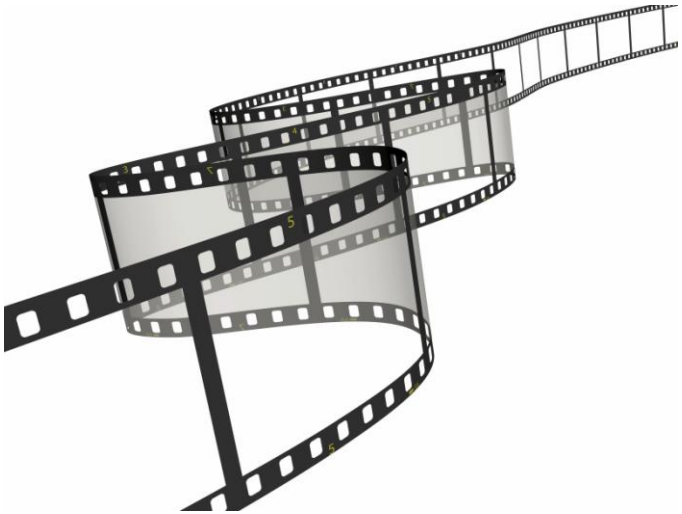
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