HEE, £5bn and your workforce - A mandate for now and the future

Chair: Sir Keith Pearson, Chair, Health Education England
Ian Cumming, Chief Executive, Health Education England
Lisa Bayliss-Pratt, Director of Nursing, Health Education England
Nicki Latham, Chief Operating Officer, Health Education England
Stephen Welfare, Managing Director, Health Education East of England
£5bn and your workforce – a mandate for now and the future
We are HEE

• Deliver excellent health/health improvement through the right numbers of staff, with the **right skills, values and behaviours, at the right time and place**

• Single national organisation responsible for NHS and PH education, recruitment, training and development

• ‘Future proof’ the workforce – longer term planning, genomics, innovation, better access to training

• National and local – strength in Local Education and Training Boards (LETBs) leadership, knowledge and expertise
• 13 LETBs
• Committees of HEE
• Local leadership/knowledge
• Provider-led
• Stakeholder representation
• Core leadership of:
  Managing Director
  Independent Chair
  Director of Education and Quality
  Head of Finance
• Dispersed HEE leadership
• Deaneries part of LETBs
HEE funding and levers

Around £4.9bn funding annually

Workforce planning
Commissioning under and post graduate education to ensure that we have a workforce in the right numbers, with the right skills, values and behaviours to respond to the current and future needs of patients.

NHS Careers
Web based service that promotes the NHS as a place of work to potential employees.

Spending around £9,500 a minute on Education and Training

Recruiting for values and behaviours

Continuing professional development (CPD)

In service training for bands 1-4

Dotted lines represent areas where HEE holds a leadership responsibility and indirect influence although direct influence lies elsewhere.

Non-dotted lines represent factors for which HEE has a direct responsibility.

Around 159,000 students in the system now

Undergraduate & postgraduate education
Commissioning places to reflect the future needs of patients.
Our new policy landscape

Local priorities

Government priorities

National priorities

HEE’s new policy landscape

www.hee.nhs.uk
Our mandate – blueprint for all health education and training

• Strengthens our vision – delivery of excellent healthcare and health improvement

• Sets out the Government’s objectives for HEE until March 2015

• Shines a welcome light on education and training and £5bn spend

• Central to new system and better patient care

• Looks at what the NHS needs - more health visitors and emergency medicine doctors; changing patient demands

• Holds the NHS, through HEE and its LETBs, responsible and accountable for delivery.

www.hee.nhs.uk
Good to see emphasis on putting patients, families (and communities) first. Primary care mission critical to NHS

RCN welcomes HEE mandate’s dementia focus

Well good to see in the Mandate, HEE will take leadership role with bands 1-4 - need clearer routes & partnership

The development of five year consolidated workforce plans is to be welcomed so we can understand where we are and where we want to get to
Scale

- Ambition: 38 short term deliverables, 18 longer term
- Workforce planning/education central to new system
- Tackling historical issues
  - 20,000 oversupply of consultants by 2020 but shortages in others
- We spend…
  - £70,000 to train a qualified nurse
  - £60,000 to train a AHP
  - £560,000 to train a medical consultant
  - £500,000 to train a GP
- Almost £10,000 spent every minute on education and training 160,000 people
Strategic priorities

- Pre-degree care experience
- Genomics training
- GP training
- Values-based recruitment
- Dementia training
- Widening participation
- Widening access to the professions
- Gamification
- Trainee feedback
- Older people / LTCs
Why we’re here

• Right workforce now and in future
• Delivering mandate for needs of local people
• Don’t forget:
• Visit us on stand A21 and pledge your idea to boost the skills of your workforce to win one of three £10,000 prizes!

www.hee.nhs.uk
The Secretary of State announced in “Patients First and Foremost” that

“Starting with pilots, every student who seeks NHS funding for nursing degrees should first serve up to a year as a healthcare assistant, to promote frontline caring experience and values, as well as academic strength.”

A steering group with representation from nurse leaders, universities, employers and unions will advise HEE on the design and delivery of the pilot, including

- content and structure
- LETB bidding process
- implementation
- evaluation
Aims

Between 150 to 200 prospective nurse students will be selected for pilot placements to commence in September 2013 with their experience evaluated in summer 2014. The placements will be paid jobs of one year in duration, and will allow students to gain experience across different care settings.

Further evaluation will look at the pilot’s efficacy in demonstrating and testing NHS values and behaviours; reducing attrition rates; giving experience and appreciation of a hands-on patient care experience; building an understanding of a career in the NHS.

HCAs will be recruited for NHS values and behaviours, and will sign up to the Skills for Health/Care code of conduct and receive induction training to the minimum training standards.
Key milestones and plan

The pilot placements need to start in September 2013

For that to happen
• Agreed process and criteria for LETBs to bid to pilot – early June
• LETBs to develop bids with HEIs and employers – June/July
• Selection of LETBs to pilot – July
• Successful LETBs to arrange and recruit to placements – July/August

In addition
• Specification of evaluation for procurement – July
Pilot quality assurance

- LETBs have engaged with HEIs and employers to allow HCA placements to start in September 2013
- Appropriate mix of care settings during placements offering HCAs a breadth of experience
- A high quality placement so HCAs get the best out of their experience
- Appropriate supervision is available to robustly assess placement HCAs.
Outcomes

A variety of approaches to pre-degree care experience:

• Length of experience
• Variety of settings to gain experience
• Variety of models to recruit – eligibility
• Models of values based assessment
• Identification of what constitutes rich learning environments
5 June 2013

Recruiting for values

Nicki Latham
Chief Operating Officer
Health Education England
The Mandate and Directions

The Mandate (April 2013 to March 2015)

Ensure that selection into all new NHS funded training posts incorporates testing of value based recruitment by March 2015

HEE is committed to working with:
• Healthcare providers, regulators and educational institutions to ensure both recruitment processes and education and training curricula identify and reinforce these values

• Employers, professional bodies and education providers to develop evidence based approaches to recruitment and selection for training programmes based on values and behaviours as well as technical and academic skills

• Providers to ensure that the continuing personal development of staff reinforces these values

The Health Education England Directions 2013

• The Secretary of State directs that HEE must ensure that education and training for healthcare workers is provided in a way which promotes the NHS Constitution
Objectives of the Values Based Recruitment Programme

1. Values based recruitment for all new roles recruited for in the NHS

2. Values based recruitment for all new University intakes for courses funded by HEE

3. Evidence based research – reviewing the evidence base for the effectiveness of values based recruitment
HEE progress and next steps

• Following the authorisation process, it is clear that some LETBs have made considerable progress in this area so we are collating and sharing this good practice.

• HEE is beginning to engage our LETBs and stakeholders to co-design and deliver the rollout.

• Meetings with partners & interested bodies to discuss progress made with values based recruitment and designing and using SJTs.

• Set up a steering group of key partners to influence and support the VBR project
Development of healthcare support staff

- HEE - unique whole workforce and career focus
- Mandate deliverables
- National strategy
- Local workforce strategies and investment plans
- National reviews; Cavendish Review and Keogh Mortality Review
Development of healthcare support staff

- Promotion…
Thank you for attending