

Health Education England Update: October 2018

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GP Fellowships in Cheshire & Mersey

The General Practice Forward View (GPFV) commits to expand the workforce capacity of General Practice. NHS England and Health Education England (HEE) have set ambitious targets to expand the workforce, which includes a target of training 250 GP Fellowships by 2020. Health Education England (HEE) agreed a national programme framework and investment model, which will be managed by HEE across the North, to offer wider and more varied training opportunities.

The GP Fellowship posts are intended to meet current and future primary care workforce needs, as determined by local Training Hubs working with LWABs/STPs. The programme provides additional support and development for newly qualified GPs or those in their first few years of practice. The programme will also provide further training opportunities in areas of poorest GP recruitment that encourage new CCT holders to work as GPs in those areas, whilst pursuing special interests and meeting local need, such as urgent care and learning disability care.

Fellowship programmes directly contribute to the transformation of the primary care workforce by supporting both the acquisition of clinical maturity in general practice and extended development in specific clinical or professional areas, furthering both local workforce capability and the career aspirations of the GP fellows themselves.

Currently, in Cheshire and Merseyside, we have GP Fellowships in the following CCGs:

CCG	Posts
Halton CCG	2
Liverpool CCG	4
South Sefton CCG	1
St Helens CCG	1
Warrington CCG	1
Wirral CCG	3

The HEE lead for GP Fellowships is Rebecca.Baron@hee.nhs.uk

Trainee Nursing Associates update

NMC regulations:

HEE can confirm that final standards for the new nursing associate role have been agreed by the NMC's Governing Council. The standards set out the skills and knowledge nursing associates will need to know before they qualify. The new role introduced by Health Education England will also provide a training pathway to becoming a registered nurse for those nursing associates who want to further their careers.

Counted in staffing levels:

Trainee nursing associates will be able to be counted as part of ward staffing levels prompting concerns about the standard of education and safety. The Nursing and Midwifery Council has given employers the option of not awarding nursing associate trainees 'supernumerary' status, according to its final standards published today.

Workforce expansion:

As the introduction of trainee nursing associates into health and care services continues to develop, HEE have committed an additional £4,000 for trainee nursing associates commencing the programme between April 2018 and 31st December 2018.

To see how the nursing associate role contributes to better patient care and bridge the gap between healthcare assistants and registered nurses, please watch the film below which has been produced by the Nursing and Midwifery Council (NMC).

[Trainee Nursing Associates Film](#)

Advanced Clinical Practice update

The Advanced Clinical Practitioner cohort for 2018/19 (September courses) have commenced with all Universities.

Shortlisting has taken place for January 2019 cohort and letters will be sent out to confirm allocated places by 26th October. There were 72 applications for 38 places, those who were not successful will be kept on a reserve list for future allocations, providing a full application was received. If a full application including job description was not submitted, feedback will be provided on how to re-submit your application in the future.

The HEE lead for the Cheshire and Merseyside Advanced Clinical Practitioners is joanne.hancock@hee.nhs.uk.

Community Pharmacists and Pharmacy Technicians

The HEE have been working to support the NHS FYFV by seeking to integrate community **pharmacy** within the wider **primary care** team. HEE is currently funding a range of courses for [community pharmacists](#) and [pharmacy technicians](#) to help them develop the right skills and behaviours to provide more patient-focused care.

Two flyers have been produced to promote community pharmacists and community pharmacy technicians to raise awareness of the training on offer.



4.1 Pharmacist
Flyer.html



4.2 PharmTech
Flyer.html

The HEE contact for Pharmacy is SPaMO-North@hee.nhs.uk

NHSI Developing Workforce Safeguards

Safe, sustainable and productive workforce planning is critical for trusts. ‘Developing workforce safeguards’ provides a comprehensive set of guidelines on workforce planning and includes new recommendations on reporting and governance approaches:

<https://improvement.nhs.uk/resources/developing-workforce-safeguards/>

Public Health Education & Training Directory

HEE, in collaboration with the North West Population Health & Prevention Network (NW PHPN), have produced an update to the existing North West facing Public Health Education & Training Directory to include the North East and Yorkshire and Humber.

The [Education & Training Directory](#) for the North of England has been compiled to help identify education and training related to public health skills and practice at all levels of academic practice and provide a single reference point across the Northern geographic footprint for individuals and organisations to access.

More information can be found [here](#).

Apprenticeship updates

Transfer of apprenticeship levy funds

The chancellor, Philip Hammond, has announced that the amount of apprenticeship levy that can be transferred is set to rise from 10 to 25 per cent. In a move designed to help improve access to apprenticeships and close the growing skills gap, large employers will be allowed to transfer up to 25 per cent of their annual apprenticeship funds to smaller firms, including those in their supply chain from April 2019.

In line with this, an employer's guide to apprenticeships has been produced to bust myths about apprenticeships and show where apprenticeship levy is spent. The guide can be found [here](#).

National Trailblazer September update

Please find attached the latest Trailblazer update from HEE, which includes information on apprenticeships in Nursing and Midwifery, Radiography and Pharmacy.



More information about key developments can be found on [HASO](#).

The HEE lead for Cheshire and Merseyside Apprenticeships is joanne.hancock@hee.nhs.uk

Independent Prescribing (NMP) Senior Project Leads

Simone Walker (Nurse) and Stephen Doherty (Pharmacist) have been appointed as new North Senior Project Leads to lead the North of England NMP Focus Transition Project.

The aims of the NMP Focused Transition Project are:

- Scope the structure and provision of NMP programmes across the North, identifying any opportunities to influence more consistent approaches where significant variation and lack of equitable access exists.
- With an appreciation at STP footprint level, identify if there are any untoward barriers to accelerating NMP utilisation and proposing strategies which can be used by local stakeholders for addressing these.
- Review current set up and status of NMP network support arrangements across the North and propose, as appropriate, how they might best be organised and managed based upon achieving self-sustaining community of practices.
- With the North School of Pharmacy and Medicines Optimisation, streamline the processes across the North for identifying, assessing and selecting candidates put forward for NMP training.
- With stakeholders, share knowledge and put in place mechanisms for ensuring the best use of any NMP resources which HEE has previously supported and retains an interest in supporting their continued utilisation.

For further information about their roles or the project, please contact SPaMO-North@hee.nhs.uk

Launch of 'We need to talk about suicide' e-resource

World Mental Health Day saw the launch of 'We need to talk about suicide', a suicide prevention e-learning resource developed jointly by Health Education England and Public Health England.

The new training resource will raise vital awareness of suicide prevention for the wider public health workforce, including those in health, social care, the charitable sector and the public.

Please visit [the HEE website](#) to read more about the resource and to watch an accompanying video.

National Education and Training Survey (NETS)

To support our insight of quality in education and training, HEE is launching the National Education and Training Survey (NETS) in November 2018. The NETS is aimed at all healthcare learners, including postgraduate medical trainees and learners from other allied healthcare professions, and the analysis and reports will support Trusts to identify good practice and areas for improvement within their own organisations. A link to the survey will be sent to learners on clinical placements at the time the survey is open.

Advanced and Consultant Level Practice: Virtual Reference Group

HEE is working with NHS Improvement and NHS England, along with a range of partners across healthcare, to develop Advanced and Consultant level practice. The aim is to safely and effectively support health and care and build population health. As part of this, there is an opportunity to join our advanced and consultant level national network. See the [HEE website](#) for details.

2018/19 NHS Benchmarking Network Conferences

The Benchmarking Network is the in-house benchmarking service of the NHS. The Network is hosted by [East London NHS Foundation Trust](#) and works on a subscription model to gain access to benchmarking information.

You can check if your organisation is a member by clicking here:

<https://www.nhsbenchmarking.nhs.uk/current-members/>

- Managing Frailty & DToC in the Acute Setting - Date: Thursday 7th February
Location: etc. Venues, Monument, London
- Outpatient Services - Date: Thursday 28th February
Location: etc. Venues, Monument, London
- Learning Disabilities Services - Date: Tuesday 5th March
Location: Hallam Conference Centre, London
- Benchmarking Findings in Primary Care - Date: Thursday 14th March
Location: etc. Venues, Maple House, Birmingham

Northern Public Health Practitioner Programme

HEE, in collaboration with Public Health England (PHE), have established a Northern Public Health Practitioner network through the UKPHR practitioner scheme.

The scheme is a locally devolved regulation/ registration scheme for those in the middle tiers of public health: band 5 and above. Essentially, the scheme provides accountability and quality assurance for employers and the public regarding a practitioner's fitness to practice and provides a professionally recognised registration.

The scheme itself is still relatively new and supports practitioners career development and provides a nationally agreed professional level within public health.

There will be three schemes in the North (NW, NE, Y&H) with three coordinators and will take registrants 12-18 months to complete the portfolio and register. The NW scheme is hosted by Champs and a steering group is in place to provide governance and support to the scheme. We anticipate that the first cohort will start April/ May 2019.

More information regarding the scheme is available at [UKPHR](#).

Regional events for Maternity Support Workers

As part of the ongoing programme of work to develop the role of Maternity Support Workers in England, HEE is hosting a series of regional events to inform the development of the Maternity Support Worker Career and Competence Framework.

The purpose of the events is to present the proposed framework and to invite and encourage input to inform further development from those who are working in maternity services. Find out more including dates and locations of events on the [HEE website](#).

The HEE Cheshire and Merseyside Team

Liz Thomas, liz.thomas@hee.nhs.uk 07770 656 651

Workforce and Education Transformation Lead

Emma Hood, emma.hood@hee.nhs.uk 07733 225 479

Workforce Planning Lead

Jo Hancock, joanne.hancock@hee.nhs.uk 07870 850910

Education Transformation Programme Manager

Vacant

Programme Support Manager

General enquiries cheshireandmerseyworkforce@hee.nhs.uk

Working in partnership with the Health and Care Partnership for Cheshire and Merseyside:

Karen Howell, k.howell1@nhs.net

CEO Wirral Community Trust and Workforce SRO

Christine Samosa, Christine.samosa@nhs.net

Strategic Workforce Lead