



@HENorthWest

The latest news from Health Education North West

December LETB Board Papers now available

The papers from the LETB Board meeting on 20 December 2013 are now available online

nw.hee.nhs.uk/2014/01/10/20th-december-2013-letb-board-meeting

Health Education North West Stakeholder Forum

The last Stakeholder Forum was held on 17 January 2014 and focussed on Workforce Transformation. Discussions centred on how we can support this agenda across the region, and we received a wealth of information from attendees on the outstanding work already being undertaken. We also had fantastic discussions on the ways we can take this work forward and encourage it to spread throughout the North West. [Download presentation slides here](#)

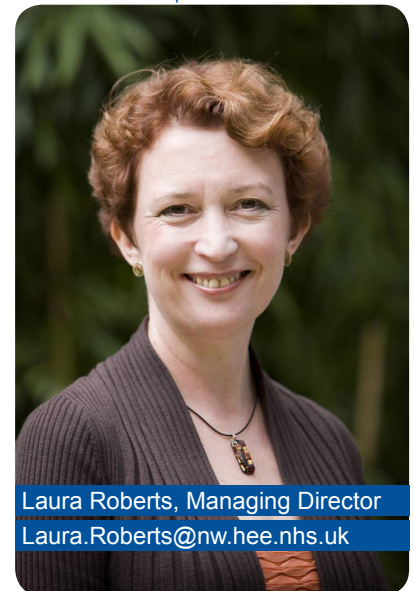
The next Stakeholder forum will take place on 5 March 2014 at Reebok Stadium in Bolton and will focus on Widening Participation and Bands 1 - 4. We look forward to another excellent event with you so please save the date!

For more information please contact info@nw.hee.nhs.uk

It is with much excitement and anticipation that we enter into 2014 as we look to build on the successes of the previous 9 months and continue to work with you to support the delivery of excellent healthcare and health improvement.

In our second edition of @HENorthWest you will find the latest information on our key work programmes and details of how you can get involved in our work. Keep reading to find out more about the North West Core Skills Programme, proposals to address workforce shortages in emergency medicine and how you can become a pilot site for our Values Based Recruitment tool. You will also find details of the transfer of the Workforce Modernisation Hub back to Health Education North West on 1 February 2014.

As always, we are keen to work with you, so do please keep in touch.



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Spotlight on...North West Core Skills Programme

The North West has been a lead region in developing and implementing an approach for supporting the delivery and recognition of core mandatory skills. The key intention has been to enable quality approaches whilst seeking to avoid unnecessary duplication.

Excellent progress has been made in the adoption of the North West Core Skills Programme. Key successes to date include:

- The North West having more organisations declaring their alignment to the UK Core Skills and Training Framework than any other region
- 28 NHS Trusts having confirmed they will recognise and accept any prior training where it has met the Learning Outcomes and standards of the Framework, allowing for the elimination of training duplication
- The Core Skills Register, which holds the records of Core Skills Training undertaken by Junior Doctors and Health Care Students on rotation containing, by the end of January 2014, over 4000 records which can be used to check and confirm the status of Core Skills Training undertaken
- 54% of doctors orientating from North Western Deanery in February 2014 having an existing Core Skills Record. This is expected to increase to 85% by the August 2014 rotation

There is still some work to be done to achieve the targets that were set for the North West Core Skills Programme for 2013-2014, however given the momentum that is now seen and which has been supported by practical and detailed testing, it is likely that the targets will be both met and in some cases exceeded.

Currently the programme team are working up proposals and plans for 2014-2015 which we anticipate will include:

- Integrating additional subjects into a Core Skills Framework approach
- Extending the programme to other workforce groups
- Helping to design approaches which will increase the flexibility of pre-assessment and recognising existing knowledge

The Core Skills Programme is now generating clear evidence of impact for organisations and learners. It has demonstrated that it can be a platform for helping to stimulate and support quality and efficient approaches for common knowledge and skills. The challenge now is for ensuring a continued commitment by organisations to the principles of the Core Skills Programme to truly achieve the transformative scale and impact of what yet can still be further achieved across the healthcare system and for the greater educational benefit.

There is a recognised shift in the mind-set of organisations, both in their adoption and delivery of Core Skills, but more significantly in their acceptance of Core Skills Training previously undertaken. As this matures and the North West Core Skills Programme Team oversees the transition of Core Skills into a 'Business as Usual' state, the benefits and efficiencies will further increase and support the establishment of a sustainable Core Skills model.

For further Information please contact:

Seán Bradbury, North West Core Skills Programme Manager:
CoreSkills.Programme@nhs.net

Watch this Space

The Junior Doctor Mandatory Training Passport Project, a key work stream of the North West Core Skills Programme, is a finalist for the 2014 Lean Healthcare Awards.

The winner will be announced on the 6 February 2014.

Health Education England Emergency Medicine Report

The Health Education England (HEE) Board has agreed joint proposals from HEE and The College of Emergency Medicine (CEM) to address workforce shortages in emergency medicine.

The proposals and recommendations are for improvements in the future workforce of emergency departments to ensure that patients receive consistent, high quality, safe and effective care.

A number of the proposals have already taken effect and more will be enacted in 2014.

Find out more and read the full report here www.hee.nhs.uk/2013/12/17/emergency-medicine-background-to-hee-cem-proposals-to-address-workforce-shortages

Developing people
for health and
healthcare



Emergency Medicine

Background to HEE proposals to
address workforce shortages

December 2013



NHS
Health Education England

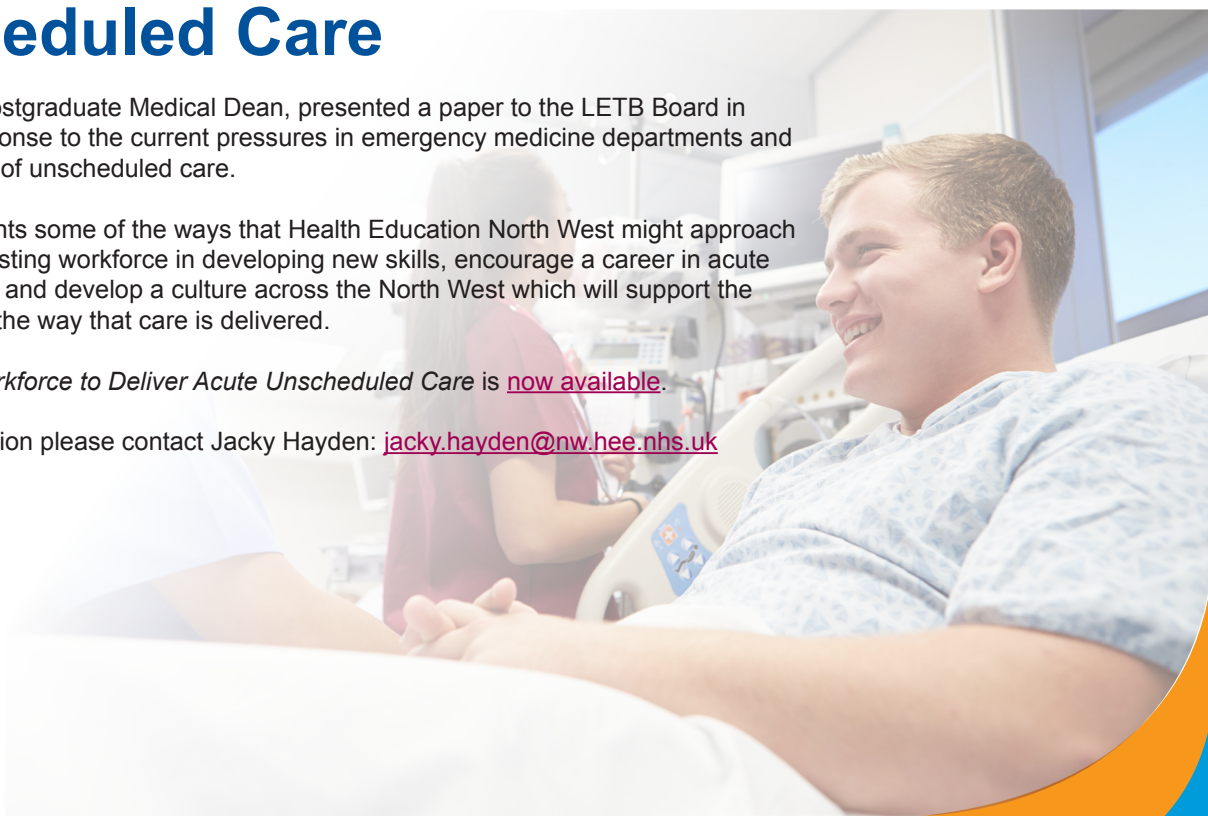
Preparing the Workforce to Deliver Acute Unscheduled Care

Jacky Hayden, Postgraduate Medical Dean, presented a paper to the LETB Board in December in response to the current pressures in emergency medicine departments and the Keogh review of unscheduled care.

The paper highlights some of the ways that Health Education North West might approach supporting the existing workforce in developing new skills, encourage a career in acute unscheduled care and develop a culture across the North West which will support the transformation of the way that care is delivered.

Preparing the Workforce to Deliver Acute Unscheduled Care is [now available](#).

For more information please contact Jacky Hayden: jacky.hayden@nw.hee.nhs.uk



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National Medical Leadership Conference

The 4th National Medical Leadership Conference is taking place on March 20th 2014 with registration now open. This conference is once again jointly hosted by Mersey and North Western Deaneries and the theme is 'Transforming the NHS: The Leadership Challenge'.

This conference will explore what skills are required to transform the NHS and the challenge this presents to our current and future leaders. We will consider what is required of medical leadership to create a sustainable NHS for future generations.

As the conference enables the sharing of learning on a national scale there will be opportunities to facilitate a workshop and/or display a poster to highlight your experience of developing leadership.

For more information please visit www.nwpgmd.nhs.uk/medical-leadership/national-medical-leadership-conference

Specialty Recruitment

Both Deanery offices are heavily involved in national specialty recruitment, with medical educators and Deanery support staff engaged in recruitment to junior doctor posts starting in August 2014.

More information on vacancies is available here:

North Western locality recruitment
www.nwpgmd.nhs.uk/recruitment_2014

Mersey locality recruitment
www.merseydeanery.nhs.uk/recruitment/specialty-recruitment-2014

Congratulations to...

Congratulations to Reshma Thampy, a North Western Ophthalmology trainee, recently awarded an HSJ Rising Star Award which celebrates the healthcare leaders of tomorrow and influencers of today.

"Ms Thampy is said to have shown exceptional leadership qualities covering very diverse areas. These have included improving the interface between consultant trainers and trainees experiencing difficulty in training; the understanding and working relations between the two groups have become better as a result"

Read more: www.hsj.co.uk/Journals/2013/12/19/w/o/w/HSJ_RISINGSTARS_140110.pdf

Shape of Training

Professor David Greenaway's report on the Shape of Training was published in October 2013 and sets out new training pathways for junior doctors which the GM, HEE and other external bodies are now considering, with a UK delivery group to be established shortly.

The report can be found here: www.shapeoftraining.co.uk/static/documents/content/Shape_of_training_FINAL_Report.pdf_53977887.pdf

Values & Behaviours Assessment Tool: Pilot Phase

Over the last few months Health Education North West has been putting some final touches to the Values & Behaviour Assessment Tool. One key activity has been to run early pilots with a number of different groups, whilst the second has involved working with HEIs to train them in the use of the tool and to ensure they are well placed to manage the early implementation of the tool with student recruitment and development.

Our attention is now turning to the pilot phase, and specifically to using the tool in North West Trusts as employing organisations. We recently wrote to those Trusts who have been involved in the development of the tool to seek expressions of interest in leading the early implementation and piloting of the tool. Recruitment and selection expertise is very much within employing organisations and to ensure the pilot phase fully tests, validates and evaluates the tool we felt it the right approach to embedding the tool for wider use.

The pilot phase will involve employing organisations using the tool as part of other recruitment processes. The tool can be used in a variety of ways, for example, individuals completing the assessment after selection for interview, supervised group completion, post interview completion of the assessment, etc.

There is an expectation that trusts involved in the pilot will contribute to the validation of the tool to ensure it does recruit those individuals with the required values and behaviours and that it does not disadvantage any protected groups. Early evaluation is also part of this phase and covers the use of the tool from the perspective of the individual and the recruiting organisation. Longitudinal evaluation of the impact on behaviour and patient care will be carried out in the future and will be commissioned externally.

Any Trust wishing to be part of the pilot should, in the first instance, contact Fiona Lord:

Fiona.Lord@nw.hee.nhs.uk



Transforming Learning Environments - Ged's Blog January 2014

The last month has been a real whirlwind for me as the challenges of my new role have begun to crystallise into an effective work plan. It is difficult to distil and conflate the key learning points for me because of the sheer number and variety of activities and events that have grabbed my attention, but the issue of the workplace as a learning environment keeps re-emerging...

Read Ged's blog online: www.nw.hee.nhs.uk/2014/01/27/transforming-learning-environments

North West Adult Learners Week Awards for Health and Social Care 2014



Health Education North West is celebrating and promoting Adult Learning in 2014 and we want your help to identify staff and volunteers working across the whole of the Health and Social Care Sector who have been transformed by learning and can inspire others to give learning a go.

Seven awards have been announced for 2014 which will reflect the diversity of learning and the range of responsibilities across the Health and Social Care Sector.

For more information on award categories and how to nominate please visit

www.nw.hee.nhs.uk/2014/01/17/north-west-adult-learners-week-awards-for-health-and-social-care-2014

Skill Mix Solutions in Dementia Care

The Workforce Modernisation Hub are holding the event to highlight and share new and innovative skill mix solutions in Dementia Care across the career framework in the North West. The event will also see the launch of the **Skill Mix Solutions in Dementia Care** Resource Pack.

The event is aimed at anyone with interest in or responsibility for workforce redesign, service development and Dementia Care. The keynote speech will be delivered by Professor Alistair Burns, National Clinical Director for Dementia.

For further event information and to register to attend please contact Laura Dunaway, Programme Manager, North West Modernisation Hub: laura.dunaway@5bp.nhs.uk.

Workforce Modernisation Hub transfer to Health Education North West

The Workforce Modernisation Hub will be transferring back to Health Education North West from Monday 1 February 2014. The team at the Hub will be continuing to work with North West health and social care providers to deliver high-quality, cost-effective care through skill mix change from its new home of 3 Piccadilly Place, Manchester.

New contact details for the team are available online at www.nwwmhub.nhs.uk

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Consultation on the Development of the Bands 1-4 Strategy

Health Education England is currently developing a strategy for the Bands 1-4 workforce. The strategy, currently titled “Talent for Care”, signals the importance of the Bands 1-4 workforce in contributing to delivery of high quality healthcare services.

As part of the development of the “Talent for Care” strategy, Health Education England is keen to engage with stakeholders, including members of the Bands 1-4 workforce, to consider whether the approach and areas for inclusion are relevant and helpful. More information on the strategy is available online

eoe.hee.nhs.uk/our-work/1to4

Please take the opportunity to respond to the consultation. There are several ways in which you can do this:

Respond by Email

Responses can be emailed to HEEE.Bands1-4@nhs.net.

Respond Online

[Click here](#) to access the online response form.

Webinar Discussion

Health Education North West will also be hosting several webinars to provide an overview of the consultation, and through shared discussion gain some collective responses in relation to the consultation.

- 6th February: 12pm-1pm
- 14th February: 2pm-3pm
- 18th February: 3pm-4pm
- 25th February: 11am-12pm
- 17th March: 3pm-4pm

If you are interested in joining a webinar please [click here to register your free place](#).

Date for your Diary

There will be a national event on the Bands 1-4 Strategy in the North West on the 18th March. Programme and venue details will be confirmed in due course, but if you are interested in attending please [complete the registration form](#).

If you need any further information about the Consultation please contact Mike.Farrell@nw.hee.nhs.uk.



Evaluation from Trauma Management in a Military Environment Day

An event was held in October 2013, which brought the Military and the NHS together. The concept of the joint initiative was developed through collaboration between Mersey Deanery and Field Hospital 208 led by Colonel Deborah Marie Telford, Professor David Graham and Major Ron Russell. The event attracted over 100 people and was held at the prestigious Liverpool Medical Institution.

Following the event, a questionnaire was sent to participants and from that, an evaluation has been created. [Click here to download the evaluation](#)

University of Salford Student Wins National Midwifery Award

A student midwife from the University of Salford has won a national award for a project to help improve maternity care for deaf women and their families.

Paulina Ewa Sporek is the first student midwife to win a Royal College of Midwives Award since they were established 14 years ago. She beat off stiff competition at a ceremony in London on 22 January to win the Slimming World Award for Public Health for her 'Deaf Nest' initiative.

Hearing loss is a major and growing health issue which currently affects more than 10 million people in the UK. The barriers deaf families encounter include discriminatory health and social support services and limited access to information.

Paulina was inspired to create the Deaf Nest project because she felt that deaf pregnant women and their partners were not getting the right help and support.

Deaf Nest provides support and guidance through leaflets, visual aids, quick reference diagrams, flash cards and videos presented in British Sign Language. These materials will be made available on a website which is currently under development.

A study day for midwives, patients and other health professionals will be held to raise awareness of deaf issues, and Paulina is working in collaboration with fellow student Lukas Ziabka to produce a documentary about the challenges deaf people face in everyday life.

Paulina said: "Working on Deaf Nest is an excellent experience - I truly believe it will improve deaf people's experience, choice and control over maternity care. I feel eager and confident to embark on the challenge of improving care for deaf women and their families."

Head of the University's School of Nursing, Midwifery & Social Work, Professor Tony Warne, said: "This award recognises the creativity and commitment our students have in responding to the real life challenges of the people they care for."

Paulina has also been shortlisted for an Outstanding Student Midwife Award by the Cavell Nurses' Trust Scholarship. The Awards are designed to help nursing and midwifery students at the start of their careers.

