

Commissioning & Investment Plan 2017/18

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Developing people
for health and
healthcare

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Commissioning & Investment Plan 2017/18



- Our new context and processes

Health Education England

Changes to the Workforce Planning landscape

- Establishment of 'placed based' Health & Care planning
- New focus on planning for current workforce supply challenges – responding to NAO/PAC
- New policy on funding for under graduate clinical education
- HEE funding settlement in SR

HEE roles and responsibilities supported by workforce planning

- Support service and workforce transformation (including current supply)
- Support NHS in management of new arrangements for clinical education
- Co-ordinate NHS apprenticeship development and planning
- Commission Post Graduate Medical and Dental Education
- Directly commission a range of professions out of scope of funding reforms

Our commissioning and investment plan will be the formal statement of what we are proposing to invest in in 2017/18 to discharge our ongoing commissioning responsibilities

Our wider business plan and budget outlines how HEE deploys financial and human resources to discharge our other roles and responsibilities.

At the start of 2016 HEE initiated a new approach to planning future medical supply with the intention of making strategically significant decisions in respect of the largest specialties where evidence indicated action was needed.

Four 'deep dives' were planned

- Clinical Radiology
- Emergency Medicine
- Obstetrics & Gynaecology
- Paediatrics

In addition to focussing on the larger specialties a programme looking at 13 small specialties with reviews led by HEE local teams was instigated in parallel

Our 2017/18 commissioning plan will contain proposals in respect of the first two of the four 'deep dive' areas. HEE will be consulting extensively with stakeholders in respect of the emergent analysis for the other two specialties with the aim of proposing appropriate changes for 2018/19 recruitment.

A rolling programme of analysis and engagement will then be instigated for further specialties.

Clinical Radiology:

HEE is planning to introduce a further 35 programmes from 2017. Although the consultant workforce has been growing at approximately 100 fte per annum (3.1%) and HEE has already implemented the recommendations of the previous CfWI review, the level of demand anticipated in the Cancer services review and the level of current shortages (284fte reported by NHS providers in 2016) indicate a strong case for further expansion to ensure future supply resilience.

Emergency Medicine:

HEE introduced up to 75 additional training posts in each of its last three commissioning plans (over 200 posts in total). This initiative was on a time limited basis to counteract poor fill in Higher Specialty Training (HST). The plan was that additional HST fill in 2017, from run through training and other initiatives, would allow these time limited increases to be phased out such that the total number of doctors in training remained stable at the new higher level.

However because the actual take up of ST4 posts due to 'run through' will not be known until this summer HEE has decided to extend the additional posts for one further year. Phased withdrawal (subject to success of the run through initiative), will commence in 2018/19.

General Practice:

As reported in the budget setting paper HEE has established fully funded training posts to accommodate an intake of 3,250 GP trainees per year (regions report 9,750 funded posts available). This investment represents the majority of the £49m increase in PG medical spend.

Under Graduate Medical



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Decisions in respect of the volume of under graduate medical training are ultimately a decision for the government (jointly made via the Departments for Health and Education). Our work in assessing the current and future medical workforce, to inform Post Graduate medical commissioning, has however also set the context within which these decisions are made.

Doctors in Post Graduate training not only represent the future supply of consultants they are a critical part of the current workforce. Even with the recruitment of up to 1000 overseas doctors into such training posts each year, some 500 training posts have remained unfilled. These gaps tend to be concentrated in harder to fill specialties such as psychiatry and in some geographies.

This lack of secure domestic supply into post graduate training posts results in potential future shortage of consultants in these specialties as well as reliance on expensive agency and locum staff to deliver today's services.

Commissioning of Other Professions



Health Education England

HEE has been asked to retain commissioning responsibility for a range of professions that are either outside the scope of the student funding reforms or where, in a small number of areas, the timing of the implementation of the reforms has been delayed.

The expenditure assumptions in our budget setting paper would support commissioning activity at the same levels as 2016/17.

HEE is exploring options for the future supply of these roles, including how the NHS may actively use the opportunities of the apprenticeship levy to create a sustainable education pathway.

Commissioning other education programmes



Health Education England

In addition to core commissions for future workforce supply HEE has been asked to lead the development and commissioning of a range of educational programmes in support of specific service priorities funded by both HEE's and partner ALB's transformation funds.

Examples include;

- The clinical pharmacist initiative as part of GP Forward View
- Additional expansion of the IAPT workforce in support of the Forward View for Mental Health
- Non-Medical Endoscopy Pilots
- Ultra sonography

We are also currently exploring options as to how to create a sustainable supply of Cancer Nurse Specialists in support of the cancer transformation programme and cancer alliances.

Our workforce planning is increasingly focussed on service pathways and the different roles within multi-disciplinary teams and the subsequently the appropriate education and development of such staff.

Next Steps



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Post Graduate commissions will require confirmation at the point offers are made.

Other commissions can be confirmed once HEE's allocation is notified to us.

The Workforce Plan for England (end of April) to include detailed forecast supply and demand rationale for commissioning decisions as well as intelligence on levels of training NHS would want HEIs to be providing (including geographical distribution)

Full paper confirming commissioning proposals – May Board

It is our intention for The workforce plan for England to become part of a regular series of publications covering both current and future workforce prospects, in support of STPs and wider system partners