

# Health Education England South East stakeholder briefing

Issue 24, 3 November 2020

Welcome to Health Education England's (HEE) South East (SE) stakeholder bulletin.

In this bulletin we will provide:

- Weekly stakeholder messages from HEE
- An overview of HEE education and training news
- An [update from the SE regional office](#).

## Weekly messages from HEE:

Dr Navina Evans, HEE Chief Executive has written two weekly messages for our stakeholders:

- [There is a future beyond COVID-19 and we have to be ready for it](#)
- [Listening and learning](#).

## We are supporting all professions to rapidly grow to meet the needs of patients by:

### HEE COVID-19 Surge Guidance

We have created a [COVID-19 update webpage](#) for October 2020 onwards. It will provide guidance and information from HEE, which applies to all students and trainees.

This webpage also includes [HEE COVID-19 Surge Guidance](#). Please note that this guidance will be updated weekly, on a Thursday morning. It is not the intention to send an email every week so please continue to check the page for updates.

### GMC national training survey (NTS) 2020 results

A [report on the NTS findings](#) has now been released. Trainees and trainers were asked to respond based on their experiences between March and May, during the spring peak of COVID-19. The NTS is the largest annual survey of doctors in the UK. Every year, trainees give their views on their training and working environments, and trainers share their perspectives as a clinical and/or educational supervisor.

The 2020 survey had an increased emphasis on how doctors were affected by COVID-19. New questions were added to help understand the pandemic's impact on training, wellbeing, and support, alongside the usual questions on workload, burnout, and patient safety.

### Annual Report highlights successes

[HEE's annual report](#) is now published looking back at some of our key successes from the last year. It has been an unprecedented time in the NHS in the last few months due to the impact of COVID-19 on services, the workforce, and of course patients. HEE's people played their role by helping over 30,000 students and trainees offer their services to the front line.

### HEE national education and training survey (NETS) 2020: Let's talk

The [NETS](#) is the only national survey open to all healthcare trainees and students across all clinical learning environments and takes between 10-15 minutes to complete. It gathers opinions from students about their time in clinical placements, asking them to provide feedback on what worked well and what they think could be improved.

Survey results offer universities, colleges, healthcare placement providers, and HEE further insight into the quality of the clinical learning environment.

This year, as students may be undertaking clinical placements during pandemic surges, the survey provides an additional opportunity to understand their experience and any impact on the quality of training.

On 3 November, an email invitation to complete the survey will be shared directly with:

- Pre-registration Nursing, Midwifery, Allied Health Professionals, and Social Work students
- Undergraduate Medical and Dental students
- Postgraduate Medical and Dental trainees
- Healthcare Science Trainees
- Global learners.

HEE is seeking the support of education and placement providers in sharing the NETS with all learners undertaking a clinical placement as part of their training including:

- Pharmacy and Advanced Practice trainees
- Trainee Physician Associates and Trainee Nursing Associates.

To help the survey reach as many learners as possible, colleagues are asked to signpost and promote the NETS internally and externally. An extensive range of communication materials will be available on the [NETS webpage](#). For more information, email [NETS@hee.nhs.uk](mailto:NETS@hee.nhs.uk).

## **Launch of mental health peer support workers competence framework**

We have published the [National Workforce Stocktake and Benchmarking Study of Mental Health Peer Support Workers in NHS Trusts](#). We commissioned this study from the NHS Benchmarking Network to obtain a detailed profile of Peer Support Workers (PSWs) employed in NHS mental health services and the associated delivery context including the following themes:

- Service provision and activity
- Workforce size
- Workforce demographics
- Workforce key performance indicators including sickness, vacancies, and temporary staffing

The report sets out the key findings from a study carried out between January and April 2020, based on a snapshot taken in September 2019. Additionally, it complements a similar survey of mental health social workers commissioned by HEE during 2019/2020.

Please share this report with your colleagues, passing comments, and feedback to [mentalhealth@hee.nhs.uk](mailto:mentalhealth@hee.nhs.uk).

## **Seeking Foundation trainees to join a panel to shape the future Foundation Programme**

We have appointed RSM UK Consulting LLP (RSM) to conduct a three-year longitudinal evaluation, assessing the effectiveness of several of the workstream/ recommendations being delivered as part of the HEE Foundation Programme Review.

As a part of this piece of work, we are setting up this panel for trainees to share their experiences about several of the recommendations. We are hoping to recruit at least 250 trainees who we will collect feedback from once a year for the next three years to provide longitudinal data on the impact and perceptions of the Foundation Programme.

To participate, the [Foundation Programme panel sampling questionnaire](#) must be completed.

## **Dr You campaign launch**

HEE has launched a new [Dr You campaign](#) to raise the aspirations of young people to consider becoming a doctor. Resources include videos and other information and provide a useful guide for young people.

Resources include videos of doctors from different backgrounds reflecting on how they got into a medical career, and information aimed at the students themselves, their families, and teachers.

### Quality Strategy Refresh

During November HEE will be hosting several [stakeholder workshop sessions to explore the key areas our Quality strategy and framework](#) need to cover and to hear from you, our partners, about your own work in this space.

Our aim is to work collaboratively to ensure our approach to education and training is truly multi-professional, to engage as widely as possible, and ultimately, to co-create a Quality strategy and framework that supports high quality education and training in the learning environment.

### Funding through COVID – recap

At the outbreak of COVID-19, HEE committed to continuing to provide its education and training payments irrespective of how that education and training is delivered.

From 1 September (and 1 August in some cases), we went back to making payments based on the volume and type of activity that is undertaken. Activity driven payments are now, and will continue to be, HEE's default funding approach as we continue to support providers through the pandemic response.

For full information about the financial arrangements, please visit the [Funding section of the HEE website](#).

## We are ensuring core HEE work to support our NHS colleagues continues:

### A new approach to medical specialty recruitment

Recruitment into medical specialty training opens Thursday 5 November, and we are expecting over 30,000 applications for training posts to start from August 2021.

The Medical and Dental Recruitment and Selection (MDRS) programme has been working with lead recruiters and specialties to develop plans for 2021 recruitment, which can be delivered under the pandemic restrictions but also take into consideration applicant and panel member feedback around the desire for face to face interviews. The selection process will involve over 10,000 digital interviews taking place across 70 different specialties.

We will keep you updated as this key activity progresses over the next few months; you can find out more on the [Speciality Training website](#).

### Workplace supervision for Advanced Clinical Practice

On 22 October, we [launched the Workplace Supervision for Advanced Clinical Practice: An integrated multi-professional approach for practitioner development](#), it provides guidance for workplace supervision of trainee Advanced Practitioners,

drawing from a range of resources and advice and sets out clear pathways for trainees and supervisors.

## **Four influential nurse leaders to strengthen HEE's senior Nursing and Midwifery management team**

HEE has [confirmed the appointments of four regional Heads of Nursing and Midwifery](#). Working closely with HEE's Chief Nurse, Mark Radford, and our SE Chief Nurse, John Clark, they will play a key role in the development of Nursing and Midwifery policy for this priority area and work to support the Government ambition to recruit 50,000 nurses. They are:

- Carol Love-Mecrow who will head of the Nursing and Midwifery team in the Midlands
- Christian Brailsford who will lead the Nursing and Midwifery team in the South West
- Professor Laura Serrant who will lead the Nursing and Midwifery team in the North East and Yorkshire and:
- Nichole McIntosh who will head the Nursing and Midwifery team in London.

## **Library and Knowledge specialist give health professionals the gift of time**

NHS Library and Knowledge Specialists are giving health professionals the invaluable [gift of time, a report](#) to an all-party Parliamentary Group learned this week with the publication of a report clearly outlining the true value of NHS Library and Knowledge Services.

Librarians and knowledge specialists make the gathering of information as easy as possible for healthcare professionals, relieving the burden of sourcing and synthesising evidence while enabling NHS organisations to meet their statutory obligations to get evidence into practice across the service.

## **Students on placement - 'essential worker' status and access to COVID tests**

The DHSC has updated [guidance](#) to make it explicit that students on placement should be regarded as essential workers and be given the same priority access to COVID tests as other healthcare workers. This guidance may help if a student needs a test and there are issues gaining access to one.

## **We are making sure all professions have the training they need to make a difference:**

### **HEE e-Learning for Healthcare (e-LfH) updates**

#### ***COVID-19 related***

The e-LfH [COVID-19 e-learning programme](#) has now had 2.54 million session launches since going live in March 2020. New and updated content is being added to

the programme to further meet the needs of the workforce responding to the pandemic. These resources include:

- The [rapid diagnosis of community-acquired pneumonia for clinicians](#) resource
- The [differentiating viral from bacterial pneumonia article](#)
- The [COVID-19: long-term health effects](#) resource
- An article and webinar from the BMJ on [long COVID: How to define it and how to manage it](#)
- The [Respiratory Physiotherapy e-learning programme](#)
- The [management of post-acute COVID-19 in primary care](#) resource.

## Other

The [e-LfH team](#), alongside key partners, have recently added and updated the following e-learning programmes:

- [Foundation e-learning programme](#)
- [Child Sexual Exploitation e-learning programme](#)
- [Freedom to Speak Up in Healthcare in England e-learning programme](#)
- [Sexual and Reproductive Healthcare e-learning programme](#)
- [Health Equity Assessment Tool \(HEAT\) e-learning programme.](#)

## Feedback sought on e-LfH Coronavirus programme

The e-LfH team has created ten surveys to gather feedback from users on its Coronavirus e-learning programme. The surveys are aimed at all health and care professionals and take just five minutes to complete:

- [Allied Health Professionals](#)
- [Diagnostic Radiographers](#)
- [Doctors](#)
- [Final Year Medical Students](#)
- [Midwifery Staff](#)
- [Nurses](#)
- [Pharmacy Staff](#)
- [Return to Practice](#)
- [Support Workers](#)
- [Volunteers.](#)

## Learning Hub updates

The [Learning Hub](#) is a digital platform that provides easy access to a wide range of education and training resources for the health and care workforce. Organisations and users can contribute and share resources for those in health and care to access.

Additional Learning Hub resources include:

- [New Roles in Mental Health resources, products, and tools](#)
- [Multi-professional approved clinician implementation pack](#)
- [Good practice in new workforce roles](#)
- [Transforming mental health social work](#)

## HEE National Talent for Care Apprenticeship Webinars

The HEE National Talent for Care Team are hosting a range of engagement webinars for stakeholders:

- Level 4 Mammography Associate Apprenticeship Expansion webinar, 2 November, 14:00-15:30.
- Radiography Degree Apprenticeship Webinar, 24 November, 10:00-11:45.

To book a place on either webinar, please email [talentforcare@hee.nhs.uk](mailto:talentforcare@hee.nhs.uk).

## Scoping demand for Radiography (Diagnostic and Therapeutic) apprenticeship programmes

We are scoping the demand for the two Radiography (Diagnostic and Therapeutic) apprenticeship programmes to stimulate the Higher Education provider market and ensure viable cohorts nationally. To enable this, we are asking employers to indicate their future workforce demand for both radiography apprenticeships by [completing a procurement scoping survey](#).

If you have any other queries, please contact Elaine Lancaster, HEE SE Apprenticeships Relationship Manager on [elaine.lancaster@hee.nhs.uk](mailto:elaine.lancaster@hee.nhs.uk).

## Regional updates

### HEE SE staffing updates

#### *Our vacancies*

We have a number of vacancies currently available across the SE region, based in either of our three office locations (Crawley, Oxford, and Winchester), including:

- Programme Lead
- Applied Workforce Planning Lead
- Advancing Practice Administrator

There are also various Medical Training Programme Director/Associate Dean posts available.

To find out more and to apply, [visit HEE Jobs](#).

### *SE Advanced Practice Faculty Lead appointed*

We are delighted to announce we have recently appointed Sarah Goodhew as our Regional Faculty Lead for Advancing Practice across the SE.

This new role will provide an interface between HEE's new national Centre for Advancing Practice and the local system. The Centre aims to standardise routes into advanced practice, accredit advanced practice programmes, and recognise registered health and care practitioners who demonstrate prerequisite capabilities in advancing practice.

Sarah says:

“I am excited and honoured to be leading our SE region faculty, strengthening existing relationships and connections, and building new ones. What an opportunity for us to celebrate and share our journey to date of innovation in advancing practice in the South East, that continues to influence the national agenda and put us on course for an exciting adventure together ahead.”

If you would like to find out more, contact the SE Advancing Practice Team, email [acpenquiries.se@khee.nhs.uk](mailto:acpenquiries.se@khee.nhs.uk).

### ***Farewell Professor Humphrey Scott from Regional Postgraduate Dean***

Humphrey Scott has recently demitted as Head of School of Surgery for Kent, Surrey, and Sussex after 14 years.

As a colorectal surgeon, leader, educational researcher, and outstanding clinical teacher, Humphrey has been an inspirational role model to a generation of surgeons. His national recognition of being awarded, by trainees the Silver Scalpel for the outstanding surgical teacher in 2012, reflects his reputation.

He has led the KSS school since its establishment over a decade ago and during this time not only oversaw a great increase in the quality of the training programmes offered but a parallel rise in its popularity. He has been the national clinical lead for recruitment for Core Surgical Training during a time of great change and innovation, whilst maintaining the core values of the specialty-including intellectual rigour, technical excellence, and always patient-centred, compassionate practise.

We are truly sad to see him moving on, but the opportunity to be competitively appointed as Dean of the Royal Society of Medicine was too great to resist-and an entirely appropriate next step in his career-which allows him to continue working as a high performing surgeon and clinical educator.

The entire team in KSS and HEE more generally and myself, wish him well and thank him for his outstanding work sustained over such a long period.

**Graeme Dewhurst**

**HEE SE Regional Postgraduate Dean**

### ***SE Programme Ambassador nominated for Shaw Trust Power 100 list***

Congratulations to Scott Watkin BEM, SE Intellectual Disabilities Programme Ambassador, and board member! Scott has been nominated a second time for the [Shaw Trust Power 100 list](#). This annual list is compiled of the 100 most influential people in the UK. Scott has spent his career improving the representation of people with learning disabilities and is a passionate campaigner around this. A few weeks ago Scott spoke about his work to HEE South East and explained how co-production should be an essential thread running through all the work we do.



If you want to catch up with Scott being interviewed by the BBC about his nomination, watch [Scott's Power 100 interview clip](#) [from 1:38:08].

### **Applications for the Public Health Practitioner Development Scheme 2021**

We are now accepting applications for the [Public Health Practitioner Development Scheme](#).

It is open to practitioners working in the Thames Valley area (Buckinghamshire, Berkshire, Oxfordshire, Milton Keynes). This scheme supports individuals working at Level 5 or above to work towards completing a **retrospective** portfolio of their work. To apply for registration, visit the [UK Public Health Practitioner Register](#).

The application deadline is 14 December, and if you want to find out more about our scheme, join us at our webinar on 17 November or contact [joanne.mcewan@hee.nhs.uk](mailto:joanne.mcewan@hee.nhs.uk).

### **Successful career event delivered for aspiring nurses aged 16-18**

On 29 October, we jointly held a 'Nursing Pathway' event with Pathway CTM for 50 aspiring nurses aged 16-18 in the Buckinghamshire, Oxfordshire, and Berkshire West area.

The event provided aspiring nurses work experience guidance, as well as the opportunity to hear from nurses who work in general practice, learning disabilities, nursing associates, registered nurse degree apprentices. Local employers also shared their top tips for preparing applications and interviews.

We want to thank all the employers, trusts, and individuals involved in the day that helped to make it such a success.

If you would like to find out more, email [Claire.Wardle@hee.nhs.uk](mailto:Claire.Wardle@hee.nhs.uk).

## **Further information**

By [following @NHSHealthEdEng on Twitter](#) you can keep up to date with new information and resources as they are published. Most importantly, there are notifications of HEE webinars being broadcast during the week.

Right now, making sure we are communicating properly is incredibly important. If there is any information you think is missing on [HEE's webpages](#), please let us know by submitting your question to the [HEE Q&A helpdesk](#).

If you have any direct queries regarding this bulletin, please email [SouthEastRegionalTeam@hee.nhs.uk](mailto:SouthEastRegionalTeam@hee.nhs.uk).