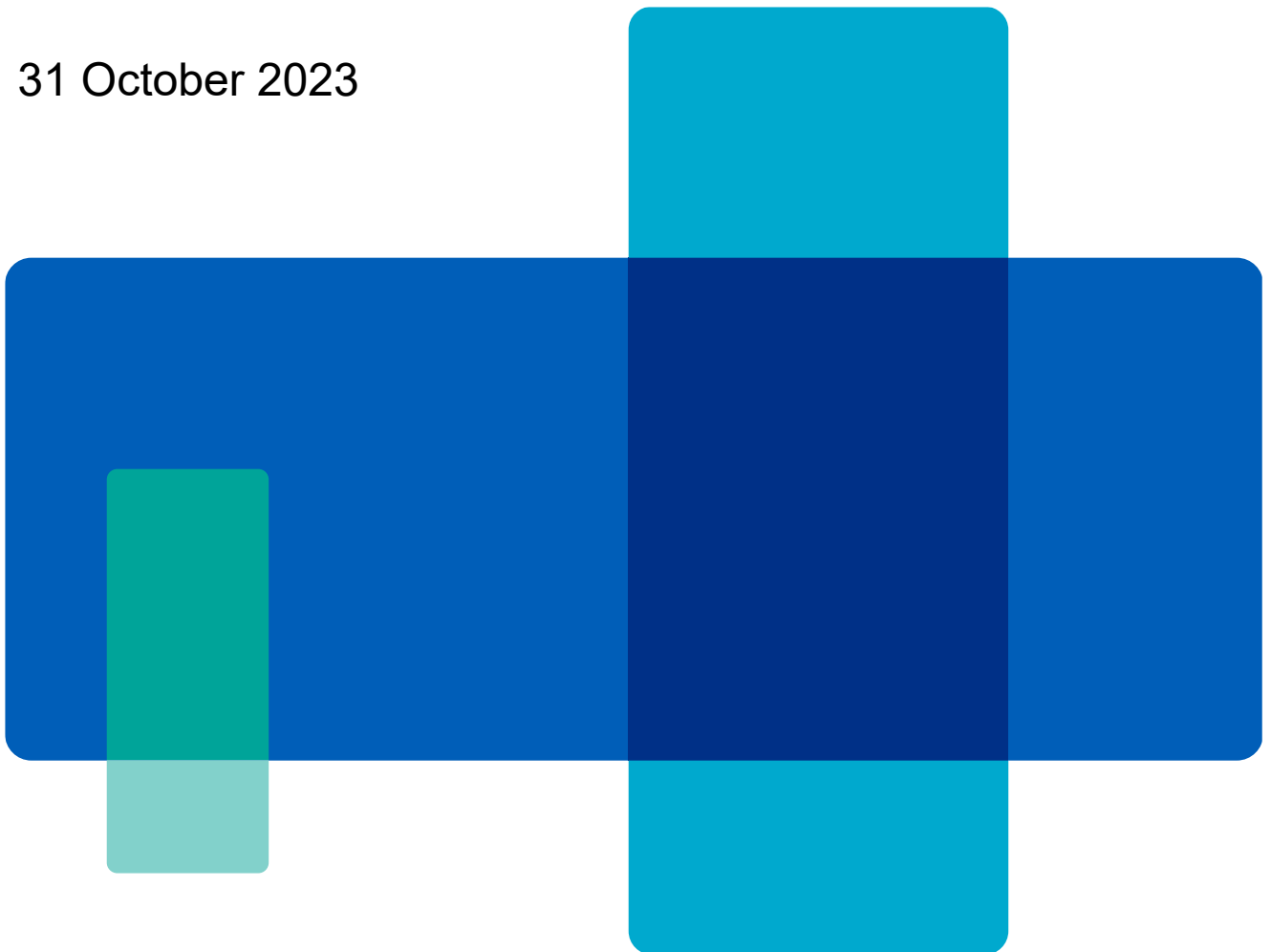


# Workforce, Training and Education (WTE) Directorate stakeholder newsletter

31 October 2023



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Welcome to the London Workforce, Training and Education Directorate's (part of NHS England) monthly stakeholder newsletter which provides an overview of workforce, education and training news, and relevant updates from the London region.

Follow @NHSE\_WTE and @NHSHEE\_LDN on Twitter to keep up to date with new information and resources as they are published.

## National workforce, training and education news

### National Education and Training Survey (NETS) open until 28 November

The [NETS](#), running **3 October** to 28 November, gathers feedback from students and trainees about their time working and training in practice placements and training posts – what has worked well and what could be improved. Please share the survey with your networks and [complete the survey](#).

The NETS is the only national survey open to all undergraduate and postgraduate students and trainees undertaking a practice placement or training post in healthcare, as part of their education and training programme.

## Medical

### Distribution of Specialty Training webinar – 6 November

There's still time to [register](#) for the distribution of specialty training webinar for postgraduate doctors in training, taking place on **6 November** (6-7pm). This was rescheduled from 21 September to avoid clashing with industrial action.

The session will include:

- how the [Long Term Workforce Plan](#) will shape the distribution of specialty training posts programme
- the need to continue equitable long term workforce planning
- the importance of achieving healthcare equity and decreasing health inequalities across the country
- programme updates, including progress on Phase A specialties and next steps
- an update on themes and recommendations from trainee focus groups and how this work is progressing.

Trainees will be able to pose questions to the panel. We really value your participation in the session so please [register](#) and share with your networks. Joining invitations will be sent one week prior to each date. [Find out more](#) about the programme.

## Oriel discovery exercise launched

A [12-week discovery exercise](#), exploring the user experience for Oriel, the national recruitment system, is underway. The discovery exercise will be managed by [Lagom Strategy Ltd](#), which has been commissioned by NHS England to:

- get feedback from applicants and stakeholders on their user experience
- identify evolving user needs for Oriel.

NHS England will support Lagom to ensure key stakeholders are invited to share their views and there will be further opportunities for all users to participate in this research at a later stage. This discovery work will be used to inform decisions on next steps to deliver wider service improvements.

Oriel will function as normal during this time and applicants will be able to apply for training in the normal way.

## Mental Health

### Spreading the word about Mental Health Wellbeing Practitioners

[Watch our new film](#), in which Mental Health Wellbeing Practitioner (MHWP), Martha Miles, talks about the vital work she does. Eleanor Duke, Community Mental Health Service Manager, talks about how adopting the role has benefited their organisation, teams and service users.

The Mental Health and Wellbeing Practitioner (MHWP) is a relatively new role which works alongside other members of a multi-disciplinary team. Rather than delivering therapy, they plan care and deliver a set of wellbeing-focused psychologically informed interventions.

The MHWP role is open to graduates who undertake a postgraduate certificate qualification and non-graduates who undertake a graduate certificate qualification.

When employing a MHWP, services receive Agenda for Change (AfC) Band 4 salary backfill for trainees if they commit to a permanent AfC Band 5 post for the graduating MHWPs on completion from March 2023.

### Autism support programme for families and carers across England

We're proud to launch with partners a [new autism support programme for families and carers](#) across England. Commissioned by NHS England and informed by / co-produced with autistic people, parents and carers, the programme offers one-to-one and group sessions complemented by high-quality online learning and information.

These programmes aim to empower families and carers to advocate for autistic people they support to get the right understanding and adjustments.

## **NHS Consortium for Global Health**

The NHS Consortium for Global Health (NHSC), co-hosted by NHS England and the UK Health Security Agency, has launched a new three-year programme, 'Health Systems Connect', funded by the Foreign Commonwealth Development Office (FCDO). This international development programme builds upon the global reputation of the NHS and the UK's track record in strengthening health systems.

Health Systems Connect aims to enhance health systems in low and middle-income countries to achieve universal health coverage by 2030, through strategic collaborations and partnerships between the NHS and health systems in partner countries.

Find out more about via the [NHS Consortium for Global Health - elearning for healthcare \(e-lfh.org.uk\)](https://www.nhs.uk/health-systems-connect/) and [email the team](#) with any questions.

## **Technology Enhanced Learning (TEL) updates**

### **Celebrating the Virtual and Hybrid Learning Faculty's second anniversary**

More than 2,100 educators are now part of the thriving community of practice who share knowledge, insights and ideas through the Virtual and Hybrid Learning Faculty (VHLF) which celebrated its second anniversary this month.

Read more about VHLF's achievements, and its integral role in supporting the NHS Long Term Workforce plan, via the latest [TEL blog](#).

The VHLF is a successful example of the evolution of education and training and is driving systemic and behavioural changes which will support the ambitions to grow and upskill the health and care workforce at scale.

When VHLF launched on the TEL Learning Hub in October 2021, there were just 800 members. This number has continued to grow attracting educators and those involved in education delivery who are adopting new ways of working and sharing their knowledge with others.

### **e-learning for Health**

[Keep up to date with all the latest additions to the eLfH platform here.](#)

## London Region workforce, training and education news

### Nursing

#### Specialist Community Public Health (SCPHN) workforce

The Workforce, Training and Education (WTE) Directorate's London Nursing Team is leading the Specialist Community Public Health work programme, in partnership with the London OHID team. The programme supports the SCPHN workforce and ensures its long-term sustainability.

In its first year, the programme has:

- seen significant investment in the education infrastructure, increasing placements and providing training for staff on aspects of the educator role under Standards for Student Supervision and Assessment (SSSA)
- progressed the development of the SCPHN Practice Assessment document – to be published shortly
- created education opportunities, through the offer of band 5 nurses, preparing them for the SCPHN programme
- played a key role in the development of the [student SCPHN recruitment pathway review study](#).

To further this work and align it to the [Long Term Workforce Plan](#) across the **train, retain** and **reform** domains, we are holding an in-person event on 9 November for public health nurse leaders, wider local authority commissioners and approved education institutions (invitations have been sent). The event will focus on our shared efforts to strengthen the workforce and training capacity within London providers.

Find out more about Specialist Community Public Health (SCPHN) roles:

- [Health Visitors](#)
- [Occupational Health Nurse](#)
- [School Nurses](#)

### Primary Care

#### London's Primary Care Workforce Retention Strategy helping to shape GP post qualification offer

New data released from NHS England's Career Intentions 2023 Survey is informing the GP post qualification offer, as part of the wider London Primary Care Workforce Retention Strategy.

London's [SPIN-New to Practice Fellowship Scheme](#) offers GPs and General Practice Nurses (GPNs) the opportunity to undertake enhanced portfolio roles, alongside their daily primary

care clinical duties, furthering the [NHS Long Term Workforce Plan](#) in its drive 'to offer modernised careers' and **reform** the primary care workforce.

The scheme's key objective is to retain staff in primary care by supporting satisfying long term careers. This aligns closely with the new integrated care model to develop future system leaders and leaders of integrated neighbourhood teams, as echoed in the [Fuller Stocktake report](#).

It also helps **retain** GPs to reform our future workforce with monthly peer support provided by experienced clinical educators and by creating networking opportunities with established system leaders and fellowship system host employers.

[Find out more](#) about SPIN-New to Practice Fellowship opportunities and key regional contacts.

### Former SPIN-New to Practice Fellow wins Rising Star award

A former London [SPIN-New to Practice](#) Fellow has won an [Alumni Rising Star Award](#) from Canterbury Christchurch University (CCCU). Dr Nirja Joshi, co-founder of The WorkWell Doctors and former lead on the South West London Educator burnout project, has been recognised for work supporting NHS staff wellbeing.

Dr Joshi's SPIN-New to Practice Fellowship, in South West London, has enabled them to develop leadership skills and deliver 90 workshops to NHS staff to date. The [workshops](#) encourage people to feel good at work, enjoy their work and be more productive, bolstering retention in the primary care workforce. [Find out more](#) about The WorkWell Doctors Initiative.

If you're a newly-qualified GP or GPN, [find out more](#) about opportunities via SPIN— New to Practice Fellowships.

### Reflecting on *enhance* one year on

The recent London *enhance* celebration event saw 80 trainees, plus Heads of School from Foundation, Medicine, Paediatrics, as well as the Head of Primary Care, look back at the progress made in the London *enhance* programme's first year. The [enhance programme](#) equips healthcare professionals with the additional generalist skills required to deliver excellent person-centred care across the health and care system.

The event marked the first anniversary of the London [Thinking Together](#) course, which looks at health inequalities, community engagement and quality improvement, amongst many other areas. Programme trainees are encouraged to think about root causes of illness and how to address social determinants as a form of primary prevention.

Trainees who have attended the London course, as part of the [enhancing generalist skills programme](#), shared fantastic presentations about their work. Dr Philippa Clery and Rosa Town were recognised for their inspirational work in creating the [North London Waiting Room](#), a website bringing together over 300 wellbeing resources for children and young people in North Central London. The [North London Waiting Room](#) is an invaluable tool for local clinicians working in child health.

Dr Raphael Olaiya and Dr Rachel Nyam were recognised for their project on health coaching for people with diabetes. Other important projects highlighted on the day included:

- a support group for women from under-resourced areas to help prepare for parenthood
- a directory of mental health resources in Kent
- a social prescribing project supporting patients with depression at a city farm.

The [Future Doctor Report](#) highlighted the need for a greater proportion of doctors, and other healthcare professionals, to utilise generalist skills. [Find out more about the London \*enhance\* programme](#) and forthcoming training events.

## Pharmacy

### Take part in the Community Pharmacy Workforce Survey 2023

The [Community Pharmacy Workforce Survey 2023](#) is aimed at all pharmacies and pharmacists and will be open until **17 December**.

This annual survey is part of the community pharmacy regulations since 2022 and recognises the priority the NHS places on the community pharmacy workforce, and the importance of collecting consistent, accurate data to support effective workforce planning.

The survey is being led by NHS England and conducted by North of England Commissioning Support Unit (NECS). [Find out more and share the survey with your networks.](#)

## Allied Health Professions (AHPs)

### Radiotherapy apprenticeship webinar – 8 November

Join our webinar on **8 November (1-2pm)** to hear about how trusts are successfully recruiting apprentices and the positive benefits in having apprentices as part of teams.

Steve Tolan, Deputy Chief Allied Health Professions Officer for NHS England, will be speaking. [Register your place](#) and [email the AHP Team](#) with any questions.

### Practice Based Learning in Private Practice webinar – 15 November

The Chartered Society of Physiotherapy (CSP) and NHS England invite you to join this webinar on [Practice Based Learning in Private Practice](#) on **15 November (12.15-1.15pm)**.

Attendees will hear the latest updates on:

- physiotherapy practice-based learning for small private practices and sole traders
- practice-based learning research



- CSP Principles of Practice-Based Learning
- successful private practice placements.

There will be an opportunity to ask questions. [Register your place](#) and [email the AHP Team](#) to submit questions in advance/for more information.

## **AHP Educator Study Day – 17 November**

The AHP Educator Study Day on **17 November (9.30am-4.30pm)** is for all staff with protected time to plan and strategise AHP education and workforce development. Please [email the AHP Team](#) for more information and to book your place.

## **Health and Care Professions Council’s webinar series for AHPs**

The Health and Care Professions Council (HCPC) is running a series of webinars in November around the revised standards of conduct, performance and ethics. Find out more and book your place:

- [Revising the standards of conduct, performance and ethics \(1 November, 6-7.30pm\)](#)
- [Student webinar - revising the standards of conduct, performance and ethics \(6 November, 3-4.30pm\)](#)
- [Employer webinar - English language proficiency review and revising the standards of conduct, performance and ethics \(21 November, 2-4pm\)](#)

## **Advancing Practice (AP)**

### **Advancing Practice Conference – 8-9 November**

[Book your place](#) at the Centre for Advancing Practice’s Annual Conference (**8-9 November**).

Taking place online, the conference will include a blend of inspiring and thought-provoking speakers based on this year’s theme: A Future Worth Advancing.

Leaders from the community will be attending and there will be various networking opportunities.

### **Putting the AP Governance Maturity Matrix into practice**

The [Advanced Practice Governance Maturity Matrix](#), a tool developed by the Centre for Advancing Practice for NHS England (formerly Health Education England), allows organisations (including those providing tertiary, secondary and primary care) to self-assess their progress on the governance of advanced practice against specific domains and to improve standards. Credible governance of AP is central to the safe, effective, and successful employment of advanced practitioners.

Hear more about what the matrix is and the importance of utilisation from the London Faculty of Advancing Practice via their recent [webinar](#). Two London Providers share how they have

used the matrix within their organisations, mapping themselves against the leadership and governance domains, and what their experiences have been around completing this process.

### **Supervision and assessment resources available**

High quality supervision for healthcare professionals moving into trainee advanced practice roles is essential for supporting the development of confidence and capability and underpins patient and practitioner safety. Take a look at the [resources](#) available to support supervision and assessment.

### **Recognising Advanced Practitioners in the workforce**

The [ePortfolio \(supported\) Route](#) enables experienced advanced practitioners, who are working clinically in advanced practitioner roles on a regular basis, and who have already completed their advanced practice experiential and educational learning, to have their experience, knowledge, and skills formally recognised. Share the [ePortfolio \(supported\) Route](#) with your networks.

### **Further information**

By following @NHSE\_WTE and @NHSHEE\_LDN on Twitter, you can keep up to date with new information and resources as they are published.