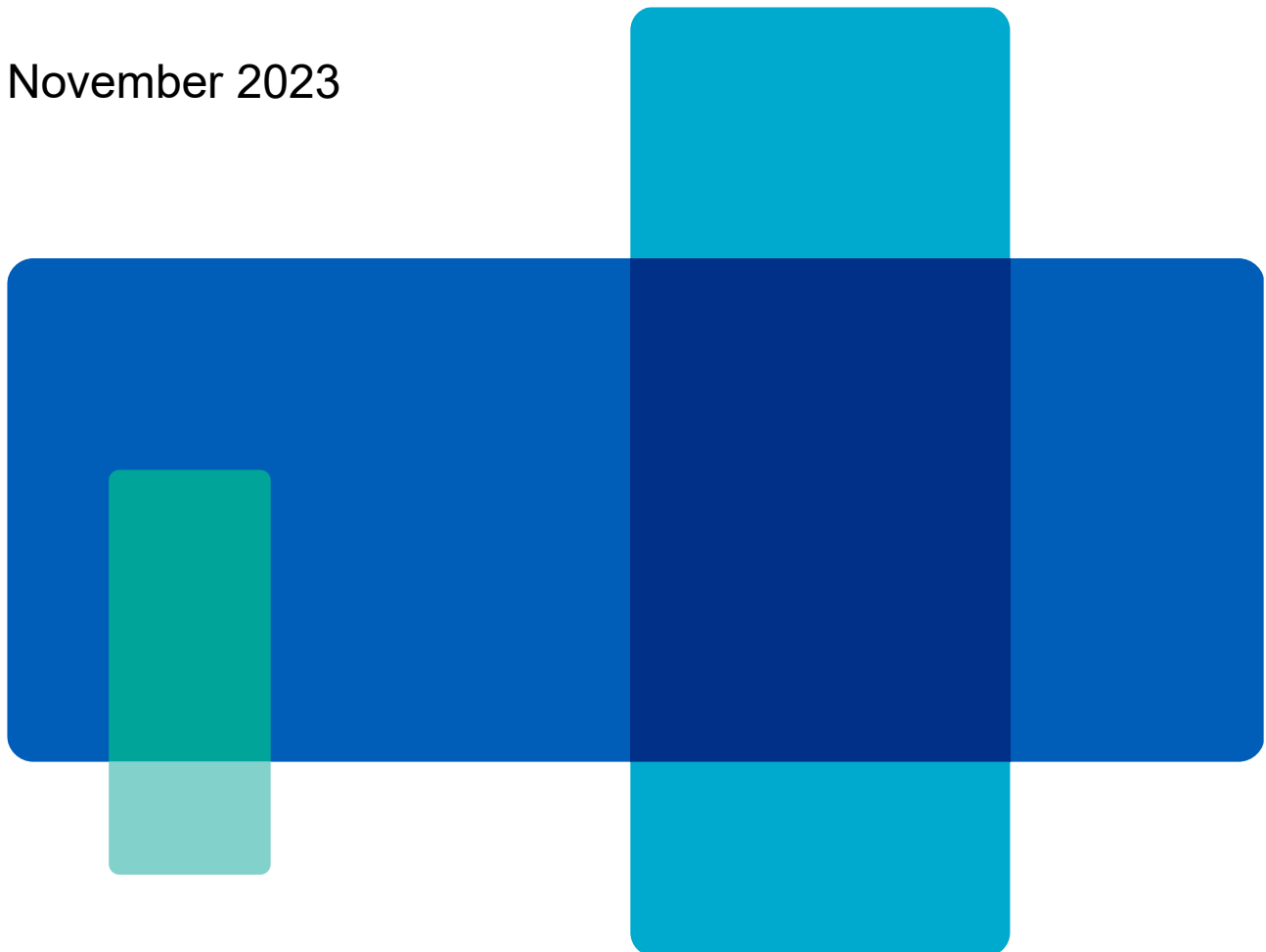


Workforce, Training and Education (WTE) Directorate stakeholder newsletter

November 2023



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Welcome to the London WTE 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

Medical

Launch of new training directories for Heart and Respiratory Disease

Two new training directories have been developed by the Long Term Conditions programme team in the WTE directorate, one for [Heart Disease](#) and one for [Respiratory Disease](#).

These directories are a centralised repository of career competencies and pathways, higher education resources and short courses, which help all healthcare professionals to develop a career in heart disease or respiratory disease specialties and expand their clinical expertise.

Heart disease is a key clinical priority, set out in the [NHS Long Term Plan](#). There are currently 6.4 million people across England living with heart disease and some are facing agonising waits for care. It is for this reason that job retention and development and upskilling of the multidisciplinary (MDT) heart team must be improved.

Respiratory disease affects one in five people in England and is the third biggest cause of death. The importance of providing respiratory education to frontline health workers is imperative to improve patient outcomes.

New in GeNotes: Neurology now live

The National Genomics Education programme has once again expanded its free educational resource, [GeNotes](#), with a new collection written by neurologists for neurologists. This joins the wealth of material already available across specialties such as [pharmacogenomics](#) and [endocrinology](#).

Split across two tiers, GeNotes is there to support neurologists before, during and after patient appointments:

- The first tier, [In the Clinic](#), contains resources centred around short clinical scenarios, which are designed to provide clinicians with the genomic testing information they need quickly before or during a patient appointment.

- The second tier, [Knowledge Hub](#), acts as an encyclopaedia of further learning and is designed to develop users' understanding of a wide range of topics – from genomic technologies and therapies to specific genetic conditions.

Working groups are busy developing GeNotes content for a range of new specialties – including cardiology, dermatology and mental health. If you think your speciality should be included, or you're interested in getting involved, please [get in touch](#).

Levels 3 and 4 of the Patient Safety Syllabus Training launched

More than 900 learners will participate in levels 3 and 4 of the Patient Safety Syllabus Training which aims to change how staff think about improving patient safety by focusing on proactive prevention of safety incidents, rather than retrospective analyses.

The training is a collaboration between NHS England and Loughborough University and includes modules on unpacking the system's issues: managing patient safety risks, understanding cultural, legal, and regulatory factors, and designing solutions. It is based on the [NHS Patient Safety Syllabus](#) which draws upon best practice from a number of safety-critical industries.

Aidan Fowler, National Director of Patient Safety said: "Training and education is at the centre of the NHS Patient Safety Strategy so that we can empower people with the latest skills and knowledge in patient safety science". Read more on the [NHS Patient Safety Syllabus and Curriculum](#).

Preparing for your future

The 'Preparing for your future as ...' programme on the [NHS learning hub](#) supports nursing, midwifery, diagnostic radiography, occupational therapy, and physiotherapy students as they prepare for their first professional role and adjust to their working lives.

The free online programmes provide advice on applying for your first job, what to expect at the start, how to make the most of the early stages of your career, plus:

- registering as a healthcare professional
- interview tips
- career pathways
- induction and preceptorship
- health and wellbeing.

Students can access the [access the content](#) at any time (search: 'Preparing for your future') and can work through it around their university or placement schedules.

Pharmacy

Pharmacy Workforce Race Equality Standards (WRES) Report

The Pharmacy Workforce Race Equality Standard sets out to improve equality, diversity and inclusion in pharmacy teams in the NHS.

A [new report](#) provides the first national overview of the varied experiences that registered pharmacy professionals and wider team members in NHS trusts face, across England. The report is the first publication of the NHS WRES with a specific focus on pharmacy. It provides baseline data, measured against six indicators.

You can find more about the accompanying [Inclusive Pharmacy Practice Delivery Plan](#), which sets out important actions, for senior pharmacy leaders and managers, to ensure all pharmacy team members are treated with equality, fairness and respect.

Mental Health

Genomics Education webinar for Psychiatrists – 5 December

The Royal College of Psychiatrists is holding a [Genomics Education webinar](#) on **5 December (4-5pm)**, open to all psychiatrists, which aims to:

- provide an overview of the principles of genomics relevant to psychiatry
- introduce the genetic landscape of psychiatric disorders
- describe the role of the psychiatrist and other mental health professionals in genomic medicine.

As genomic medicine becomes embedded in many different services within the NHS, knowledge of genomics will be pertinent to many psychiatrists working with patients of all age groups. [Book your place](#) and email the team with questions: miriam.muleba@rcpsych.ac.uk

One million people complete part 1 of The Oliver McGowan Mandatory Training on Learning Disability and Autism

Over 1 million people have completed [The Oliver McGowan Mandatory Training on Learning Disability and Autism e-learning](#) since its launch.

The [e-learning](#) is the first part of Oliver's training and prepares staff for the [second part](#) that involves meeting and learning directly from people with a learning disability and autistic people.

Oliver's Training supports ambitions in the [NHS Long Term Workforce Plan](#) to change how people work and increase their skills. This training upskills the wider health and care workforce to provide appropriately adjusted care for people with a learning disability and autistic people to reduce health inequality.

Read more via the [press notice](#) and [The Oliver McGowan Mandatory Training frequently asked questions](#).

Allied Health Professions (AHPs)

Allied Health Professionals – Return to Practice

Returning health and care professionals have a key role to play in ensuring patients and service users have access to experienced and well-trained care staff who are equipped with the right skills.

Listen to two recent returners who share their thoughts on the returning process and how their experience is having a positive impact on their teams and patients / service users:

- [Clare Wadsworth](#) is an Occupational Therapist (OT). After time away from the profession, she is back working as an OT with Nottinghamshire County Council.
- [Janine Graham](#) is an Operating Department Practitioner who recently returned to the role after leaving the profession 15 years ago.

Allied Health Professions (AHP) Preceptorship Standards and Framework webinars

Join the National AHP Preceptorship and Foundation Support Programme to launch the publication of our [AHP Preceptorship Standards and Framework](#).

[Register](#) for the launch webinar on **1 December** and forthcoming question and answer sessions (being held **12/13/14 December**).

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

‘Bridging the gap’: London Region Nursing Associate Conference 2023

Over 200 delegates, including Student Nursing Associates (SNAs), Nursing Associates (NAs), Practice Educators, Ward Managers, Heads of Nursing, plus representatives from Primary Care, Social Care, Higher Education Institutes and the Nursing and Midwifery Council (NMC), recently met to:

- reflect on the past / present and address the future of the NA role
- celebrate achievements in the deployment and development of the NA role since its inception in 2017
- strengthen the shared commitment in delivering the role and what system-wide actions need to be taken to implement best practice across London.

Nicole McIntosh, Regional Head of Nursing and Midwifery at NHS England – London, discussed the NHS Long Term Workforce Plan and the intentions for the future of NAs while Andrea McDonnell, Director of Nursing, Midwifery and AHP Education, talked through workforce remodelling for NAs in Critical Care at Barts Health NHS Trust.

SNAs and NAs shared their experiences and the impact of their roles on the delivery of patient care. Peers and sector leaders identified challenges facing organisations when embedding the NA role. Next steps will focus on:

- developing a career framework for those who choose to go down a less traditional registered nursing route (to further embed the NA role regionally)
- supporting systems to ensure NAs are included in nursing and midwifery strategies.

[Find out more about NAs.](#)

Primary Care

Catch up on the latest *Primary Care UK* podcast episodes

Stay up-to-date via the [Primary Care UK podcast](#) which covers a wide variety of topics including workforce transformation in primary care, advance care planning, Covid and caring for homeless patients.

The podcast is aimed at clinical staff working in primary care (General Practice), although many episodes have much broader appeal. Episodes go live twice a month.

Pharmacy

Take part in the Community Pharmacy Workforce survey 2023 – response deadline 17 December

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.](#)

Mental Health

New training providers for The Oliver McGowan Mandatory Training on Learning Disability and Autism announced

NHS England is pleased to announce two new training providers to deliver further cohorts of trainer training across England for The Oliver McGowan Mandatory Training on Learning Disability and Autism until 2025:

- Gloucester Health and Care NHS Foundation Trust will work in partnership with Inclusion Gloucestershire to deliver the [Tier 1](#) trainer training.
- The National Autistic Society will work in partnership with The Estia Centre to deliver the [Tier 2](#) trainer training.

As a result, there will be even more trainers to cascade the trainer training and increase the number of approved trainers delivering The Oliver McGowan Mandatory Training to health and social care staff.

Details of training course dates and how to book will be circulated soon. In the meantime, employers interested in booking this training should contact their local system or email the NHE England – London team: england.mhworkforce.london@nhs.net

Please ensure you refer to the [job descriptions and person specifications](#) for screening trainer candidates ahead of requesting their enrolment in the programme.

Find out more information via the [webpage](#) and [The Oliver McGowan Mandatory Training frequently asked questions](#).

Allied Health Professions (AHPs)

Paramedic workforce survey – response deadline 21 December

NHS England – London is currently developing a Workforce Plan for paramedics in London and wants to hear from non-ambulance sector stakeholders who currently employ/are looking to employ paramedics via a [survey](#). Please complete and share the survey with your networks by **21 December**.

We're keen to hear from primary care, acute trusts, private/voluntary services, mental health trusts, community health trusts, hospices and more to help us develop resources to overcome barriers that exist for those employers that want to recruit more paramedics.

Findings from recent Education Workforce Leaders seminar

The NHS needs individuals in provider-based roles to meet the ambitions of the [NHS Long Term Workforce Plan](#) (WTE) AHP programmes.

A recent scoping exercise of the London Allied Health Profession (AHP) education workforce identified that Allied Health Profession Educator (AHPE) upskilling is needed with a broad curriculum, including project management, pedagogy, coaching and leadership.

As a result, a recent study day for AHP educators has been held, with 9 professions and 20 NHS trusts / faculties represented, to share learning and best practice. Positive feedback from the session: “this seminar gives me aspiration and inspiration to go beyond my safe place and embrace education”.

For more information on the event, and how to set up similar events for other professions, please email: Eleanor.Melkuhn@nhs.net

Advancing Practice (AP)

AP demand survey now open

The [AP demand survey](#) is aimed at AP leads within trusts and Integrated Care Board (ICB) lead training hubs involved in demand scoping for AP MSC-level training applications (for employees).

Submit expressions of interest for AP training across London for the 2023/24 academic year, specifically for the spring, via the survey.

Other education and training updates

Forthcoming workforce planning training

Find out more and book your place at forthcoming training sessions via the [Workforce Planning and Transformation Resource Hub](#) (request access via the links to reach the Hub):

- The [Workforce Intelligence Portal Training session](#) demonstrates the NHS England – London Workforce Planning eProduct portal which provides access to analytics and modelling products. The training session demonstrates how to navigate the portal and how to use the in-dashboard controls – **open to all NHS colleagues**.
- The [Demystifying Webinar](#) provides an introductory overview to Workforce Planning through different methodologies and techniques – **open to all NHS colleagues**.
- The [Fundamentals Workshop](#) is an interactive half-day session for up to 20 participants and offers a guide to the workforce planning 6-step methodology. Workshops are run quarterly along with bespoke sessions which are arranged upon request – **aimed at external facing staff who work in a provider setting within the London Region**.
- The [Masterclass](#) provides a guide to sustainable and evidence-based workforce planning where participants will be guided in the use of tried and tested improvement tools and techniques – **aimed at clinical and non-clinical staff with a specific workforce project**.

This hub provides details of the different training offers available plus training materials, case studies, videos and tools. Keep checking back as new workforce planning tools are added to the site on a rolling basis. If you have any questions, please email:

england.workforceintelligence.london@nhs.net

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.