

South West COVID-19 Workforce and Training Cell Bulletin – 17 August 2020

This bulletin aims to provide a summary of key information and updates on COVID-19 guidance that has been shared to date. It should be read in conjunction with the national COVID-19 advice and guidance hosted by [Health Education England](#) and [NHS England and NHS Improvement](#).

Please note: this bulletin will stop at the end of August. After that point any key communications from the workforce and training cell will be issued as and when required. The cell mailbox will remain operational at COVID19workforce.sw@hee.nhs.uk.

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NHS People Plan 2020/21

The NHS People Plan, published on the 30 July, aims to put NHS staff wellbeing at its heart with a new recruitment, retention and support package. It sets out practical support for wellbeing such as safe spaces to rest and recuperate, wellbeing guardians and support to keep staff physically safe and healthy. The People Plan builds on the innovations driven by staff during the pandemic and sets out how the NHS can embed them. [Read more here](#).

Staff mental wellbeing

During the coronavirus pandemic, the NHS is here to support your mental health, as well as your physical health. There are [online resources](#) to help you and your loved ones improve your mental wellbeing.

But if staff face mental health issues, please remember: the NHS is here for them. You can talk to your GP about mental health and continue to access mental health services as usual. The NHS is open to new referrals, via your GP or [online](#). If you or someone you know requires urgent mental health care, you can access support online and via your [local NHS mental health helpline](#).

Guidance for Trusts on agency use during COVID-19

Attached separately to this bulletin is the guidance for Trusts on agency use during COVID-19. Further to the [previous guidance](#) shared at the end of March, the guidance provides an update for all healthcare providers that highlights and summarises key updates. It also outlines the support available, so as to ensure all spend remains 'on framework' and aligned with the content of the [letter](#) previously shared by the Minister of State for Care, Helen Whately. We actively encourage you to please consider all options to support your temporary staffing needs, eg internal banks, NHS returners programme, etc.

Pay protection during COVID-19

A joint working group of the NHS Staff Council Executive has issued two FAQ documents on pay protection during the COVID-19 period and these were published on 12 August 2020.

[NHS Staff Council joint statements](#) page: or the [NHS Employers latest news](#) page.

Appointment announcement – South West Head of Workforce Transformation

Suzanne Tewkesbury, South West Regional Director of Workforce & OD at NHS England, is delighted to announce the appointment of Eve Russell to the role of Head of Workforce Transformation, commencing 1 September 2020.

Eve is currently the Head of Workforce & OD for the South West region and during this year has been focused on leading and successfully delivering the region's Bringing Back Staff strategic programme in response to Covid-19. Eve's commitment to the role and engagement throughout the region has enabled us to adapt our deployment strategy from 'push' to demand-led, facilitating a better response to workforce demand during the pandemic.

Eve brings with her a wealth of experience having worked within HR in the NHS since 2005, firstly in the role of Deputy Director of HR & OD at Great Western Ambulance Service NHS Trust followed by roles in NHS Gloucestershire and Gloucestershire Hospitals NHS Foundation Trust and more recently, as Workforce Lead and Programme Lead in the People Directorate's national team at NHS Improvement.

Eve's new role will focus on directly managing the workforce transformation team and leading the system and organisation workforce transformation within the region. Delivering an effective service, working in partnership with systems and organisations across the region, Eve will support and facilitate the workforce transformation needed to deliver the People Plan priorities, including developing a 21st Century workforce, new roles and meaningful careers, along with implementing and responding to digital developments to improve the supply of staff and addressing the skill mix shortages so that the NHS can improve the service and experience patients and the population receive.

ACP mental health framework

HEE is developing an Advanced Clinical Practitioner for mental health framework to

grow the new mental health workforce and want to hear your views. You can complete the survey [here](#).

Pharmacist education and training reform

NHS England, NHS Improvement and HEE have published a joint letter setting out the context for accelerating the reform of pharmacist education. This letter also announced an Interim Foundation Pharmacist Programme will be established to help provisionally registered pharmacists' transition to full registration and beyond. This is because the training and registration of the 2019/20 cohort of pre-registration pharmacists has been disrupted by the COVID-19 pandemic.

The first phase of the reform and the purpose of the Interim Foundation Programme is to provide provisionally registered pharmacists with the foundation training support they need. This new Interim Foundation Pharmacist Programme, known as IFPP, is a HEE-funded 12-month education and training programme, starting in September 2020. The full letter is available [here](#). The letter shared with the 2019/20 cohort of pre-registration pharmacists is available at [here](#).

Decision support tool, available free to all NHS health professionals

An online tool and app which provides the latest evidence-based health information at the point of care has been made available to all health professionals in England.

The British Medical Journal's (BMJ) Best Practice tool, rated as one of the best clinical decision support tools for health professionals worldwide, provides the user with the latest evidence-based information including step by step guidance on diagnosis, prognosis, treatment and prevention, whenever and wherever they need it. Because medical advice and guidance changes rapidly it gives healthcare professionals quick and easy access to authoritative information to underpin diagnosis and treatment decisions, updated daily and using the latest expert opinion and available data.

BMJ/BP is available online and as an app – which also works offline. Staff can visit bmj.com/hee to register and then download the app from their usual app store.

National Breast Imaging Academy

The National Breast Imaging Academy (NBIA), in partnership with e-Learning for Healthcare (e-LfH), launched their e-learning programme for radiographers, radiologists and breast clinicians. The [e-Learning sessions](#) are part of the NBIA's aim to provide online learning to complement face-to-face clinical training. The sessions are designed to support trainees in breast imaging and to provide valuable continuing professional development (CPD) resources for all qualified staff.

The full programme of e-learning sessions is due to launch in Autumn 2020, but many sessions are available now, to support your training needs during the COVID-19 pandemic.

New internal medicine training e-learning programme launched

e-Learning for Healthcare (HEE e-LfH) has also worked with the Joint Royal Colleges of Physicians Training Board to launch a new e-learning programme, Internal Medicine Training.

The programme aims to set out how to write a meaningful and effective Educational Supervisor Report (ESR) for Internal Medicine training. This module sets out how to prepare to write an ESR, considered by the Annual Review of Competency Progression (ARCP) panel when assessing a trainee's progress, starting with the initial meeting with the trainee, planning the training year and gives examples of good report writing. For more information about the programme, including access details, visit: <https://www.e-lfh.org.uk/programmes/internal-medicine-training/>.

The Learning Hub – Catalogues are coming soon

The Learning Hub is a new digital platform that provides easy access to a wide range of resources that are pertinent to education and training in health and care. Organisations and users can contribute and share resources for those in health and care to access.

The Learning Hub team is currently working on the development of catalogues, which will enable organisations to have their own area on the Learning Hub; offering a home page with branding capability and a place for resources to be made available under an organisation's own identity. An organisation can also nominate users to administer their catalogue. The first release of catalogues will be available soon and enhanced with more functionality over time, in line with the agile, iterative development of the platform.

For more information about the Learning Hub follow us on Twitter: @HEE_TEL and visit our [blog](#) to read about our journey so far. To access the Learning Hub visit: <https://learninghub.nhs.uk>