

South West

COVID-19 Workforce and Training Cell Bulletin – 29 May 2020

This weekly 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](#).

The south west COVID-19 workforce and training cell is operational from 8am – 6pm, Monday to Friday (excluding bank holidays).

COVID19workforce.sw@hee.nhs.uk / Out of hours emergencies: 01454 252 679

This bulletin covers:

- [Risk reduction framework for staff at risk of COVID-19](#)
- Antibody testing programme roll out for NHS staff and patients
- Medical training
- Nursing, midwifery & AHP paid placements
- Feedback sessions for healthcare learners
- COVID-19 patient information for vulnerable groups
- e-Learning for Healthcare (e-LfH)
- e-Learning sessions for radiographers, radiologists and breast clinicians

Risk reduction framework for staff at risk of COVID-19

NHS Employers have [published supplementary guidance](#) on risk assessment, particularly for at risk and vulnerable groups within the workforce. This includes staff returning to work for the NHS, and existing team members who are potentially more at risk due to their race and ethnicity, age, weight, underlying health conditions, disability, or pregnancy. NHS Employers have taken an inclusive approach and have described that the guidance is applicable, with appropriate local adaptations, in all healthcare settings.

The BMA has [provided information on its website](#) identifying factors relevant to risk of Covid-19. This guidance is to be read in conjunction with the [Risk Reduction Framework](#) published by the Faculty of Occupational Medicine. Much of the Risk Assessment work is reliant upon occupational health services, and colleagues are reminded of the Dynamic Purchasing System to extend occupational health services which has been negotiated centrally, meaning there is no need to carry out a tender exercise for these services. Details are in the attached document. The BMA are working with NHS England colleagues to find a solution to the lack of occupational health support for general practice.

Antibody testing programme roll out for NHS staff and patients

A letter from Pauline Philip and Professor Steven Powis was sent to colleagues across the NHS this week, requesting that all systems commence antibody testing as soon as their laboratory capacity permits. If you have not already received the letter directly, you can view it [here](#).

Medical training

A medical training rotations webinar took place on Tuesday 26 May. The session covered the background to the Covid-19 response so far and an overview of plans for August rotations. The recording of the session will be available in due course on YouTube [here](#).

The next webinar will take place on Wednesday 3 June at 7pm, the focus of this webinar will be ARCPs and will be led by Professor Sheona MacLeod, Acting Director of Education and Quality and Executive Medical Director for HEE. Guest speakers will include representatives from the GMC and the Academy of Medical Royal Colleges. The link to join the session will be shared on [HEEs twitter channel](#) nearer the date.

Nursing, midwifery & AHP paid placements

Over the past few months, system partners across the region have pulled together to implement the time limited paid placement initiative to deploy students whilst they continue their education and placement hours. It has been an unsettling and difficult time. Students are remunerated via employment contracts, with universities maintaining overall responsibility for all placements in keeping with regulatory requirements. The placement is agreed with the provider organisation, which then needs to balance accommodating extra workforce capacity with the needs of the service and the requirement to supervise the students. The process has forged stronger links with colleagues which will be valuable as we reset the new normal and get students back on to full normal placements.

Year 3 and Year 2 undergraduate nurse and AHP paid placement numbers:
numbers are extracted from the live HEE Covid-19 Student Volunteer Portal, as of 27 May 2020, representing all eligible students with the status of either “deployed” or “awaiting acceptance”, by placement location and HEI.

Nursing and Midwifery	Allied Health Professions
Total number available: 2228	Total number available: 313
Awaiting acceptance: 862	Awaiting acceptance: 218
Number deployed: 1366	Number deployed: 95

Partnership working: HEE hosts a weekly HEI and placement provider meeting to discuss all aspects of paid placements. This tri-partite approach has helped partners to frame the issues and work collegiately to address questions in real time. Whilst answers aren't always immediate, issues are escalated quickly and responses tracked and communicated. Many of the issues raised have been resolved thanks to a willingness to share intelligence and information. There have been some very

innovative solutions developed in BNSSG, Devon CCG, and primary care in response to complex employment contract concerns.

An e-collection tool has been developed, supporting student deployment, with real-time access to live data to help answer queries and understand position of returners. National tool enables overview of SW paid placement numbers and out of area numbers for those requesting placements in SW.

There has also been support and engagement from AHP Regional Leadership team with Regional AHP councils and professional networks to encourage employer placement offers.

Ongoing issues in paid placements:

- Transition from paid placement back to normal placement and ensuring third year students can complete their course and graduate in a timely manner.
- Finance letter and funding statement deadline of July 31 and impact on courses that run Jan/Dec with summer falling mid academic. It is acknowledged that there may be some slippage.
- Paramedic placements – National position taken by Ambulance Trust HRDs not to use paid student placements.
- Contract start date and paid placement start date inconsistencies highlighted by students.
- Employment contract requirement for all paid placements regardless of length has been difficult to process in timely manner.
- Indemnity issues for students on temporary contracts prohibits paid placement in social care.
- Placement capacity in provider organisations particularly for year 2 students.
- Recovery and expansion of placement capacity.
- First year starters in September.
- Clarity of process for next phase, exit plans and handover arrangements.

A review of current paid placement arrangements is expected in early June. Finally, on behalf of the HEE paid placement team, thank you to colleagues for the remarkable effort to get students deployed safely and quickly despite the many unexpected daily challenges. If you would like any more information, please speak to [Pauline Brown](#), Regional Chief Nurse for the south west at HEE.

COVID-19 patient information for vulnerable groups

As we all know it is vital that we and the healthcare workforce can communicate with all our audiences effectively. During the Coronavirus pandemic the need to do so is even more acute.

HEE's Library and Knowledge Services team has developed a website which contains high quality patient information that meets the information needs of specific patient groups, and for people that require or prefer information in accessible formats

such as easy read, sign language, and Makaton. This enables frontline health and care staff who directly work with patient, clients, and families to find, share and use reliable COVID-19 information. The website at <https://library.nhs.uk/coronavirus-resources/> includes material on the following:

- [coronavirus resources in accessible format](#)
- [coronavirus resources for older people](#)
- [coronavirus resources for children and young people](#).

The team will be adding further sections with resources for different patient groups and updating the site as new resources are published.

If there are other strands of public and patient information about COVID-19 that you would like to see covered, please forward your suggestions to KFH.England@hee.nhs.uk.

e-Learning for Healthcare (e-LfH)

The e-LfH programme is still be used by lots of the health and care workforce and has now seen more than 1,200,000 session launches. The e-LfH team is continuing to add new content to the programme based on the needs of the workforce responding to the pandemic.

A new learning path called “Physical Healthcare for Staff in Mental Health Settings” is now available. The learning path includes the following content:

- Health and Social Care Interventions: Children and Young People
- Health and Social Care Interventions: Adults
- Learning Disabilities and Physical Health and can be accessed [here](#)

A second learning path for staff working in primary care and community settings called “Supporting Patient Mental Health for the whole workforce” is now available. The learning path includes resources for those supporting adults and children with learning disabilities and can be viewed [here](#)

A learning path aimed at nurses, midwives and AHPs – but is also relevant for other members of the workforce with a supervisory role – is also now available. The “Support for Supervisors” learning path includes resources to guide supervisors on how to provide effective feedback and support those who are being supervised. The resources can be accessed [here](#)

A range of learning pathways for nurses, midwives and AHPs has recently been published, entitled [‘Resources for Nurses, Midwives and AHPs Returning to work, being Redeployed or Up-Skilled’](#).

For more information about the e-LfH COVID-19 programme select [here](#).

e-Learning sessions for radiographers, radiologists and breast clinicians

The National Breast Imaging Academy (NBIA) project is a collaborative, national, multidisciplinary initiative which encompasses a range of solutions to address the workforce shortage in breast imaging services. These solutions include the establishment of a national centre of excellence for training, an innovative, online technology-enhanced learning platform, the NBIA Online and the development of high-quality training programmes for radiographers, radiologists and breast clinicians.

Due to the current pressures on the health and care workforce responding to Coronavirus (COVID-19) the NBIA team recognises the impact this is having on trainees and face to face learning. Therefore, in response to this challenge the NBIA team has worked with e-LfH and accelerated the launch of some of the e-learning sessions to support the learning for radiographers, radiologists and breast clinicians.

For more information about the sessions, including details on how to access the NBIA e-learning programme, please click [here](#)

FOR ANY QUERIES OR ISSUES, PLEASE EMAIL:
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