

HEE regional stakeholder bulletin – London region

Welcome to Health Education England's stakeholder bulletin. This bulletin provides latest messages from our Chief Executive, an overview of HEE education and training news and relevant updates from your regional office.

By following @NHS_HealthEdEng and NHSHEE_LDN you can keep up to date with new information and resources as they are published.

Latest national updates

The recent Health and Care Act has enabled us to bring together NHS England, Health Education England (HEE) and NHS Digital (NHSD) to create a new NHS England by April 2023.

The purpose for the new organisation: to lead the NHS in England to deliver high-quality services for all.

There will be significant change for Health Education England as the transition to the new NHS England takes place. We expect that, by the end of 2023/24, the new single organisation will be at least 30%, and up to 40%, smaller than the current combined size of NHS England, NHS Digital and Health Education England. We will work with our Trade Unions and staff as part of ensuring colleagues get the help and support they need individually and collectively.

Throughout this transition we will continue to prioritise working collaboratively with stakeholders to support the delivery of healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

For further information please see [a message from Amanda Pritchard](#), NHS Chief Executive.

HEE continues to support the healthcare workforce

HEE has published its [Annual Report](#) and Accounts 2021-22 highlighting the organisation's achievements over the past year.

As part of the NHS' recovery from the COVID-19 pandemic, HEE has spent £30 million on supporting individual trainee recovery to help support training progression and trainee wellbeing.

We are also delivering more flexibility for trainees, including the Less Than Full Time Training programme, that has nearly 800 doctors taking up this option so far.

Despite COVID-19, we ensured trainees progressed and were recruited to 11,500 training posts. Over 24,500 people, more than ever, started NHS apprenticeships in 178 areas, an increase of 20% on last year.

Other key highlights in the report include:

- Over 31,000 more nurses and health visitors in the NHS compared to 2019
- Increase in the cancer workforce of 4,352
- Recruiting the largest number of trainee GPs ever
- 99.3% of trainee roles targeted at some of our most deprived areas were filled
- The mental health workforce grew with an additional 1,578 peer support workers and 827 children's wellbeing practitioners.

National HEE education and training news

Medical

Building a supportive culture

The Building a more Supportive Culture programme has launched a new online eLearning resource exploring organisational culture in shaping the experience of postgraduate doctors in training returning to work after a break.

To find out more about these learning resources, go to the [Supportive culture webpage](#).

New Medical Doctor Degree Apprenticeship launched

People wanting to train as a doctor could achieve their degree by an apprenticeship route from September 2023, which aims to widen access and participation in undergraduate medical education and deliver better care to patients through a diverse workforce that is more representative of local communities. [Find out more](#).

Supporting flexibility for doctors in postgraduate training

Support for doctors in postgraduate training has always been a priority for HEE as shown in a report published recently.

The 2022 [Enhancing Junior Doctors' Working Lives report](#) highlights the strides that HEE has made with expanding flexibility, improving recruitment, and resetting education and training to build on what we have learnt from the pandemic.

The report is a useful resource for doctors and educators and helps NHS Trusts and practices see how the system is working to support doctors.

Key messages from this year's report:

- How HEE is focusing on providing flexibility in training and enabling a medical career to be more tailored to the individual.

- The ‘F3 Phenomenon’ exploring the reasons why Foundation doctors are choosing not to progress directly into specialty training.
- Reviewing medical rotations to consider flexible start dates, staggered changeover dates and the geographical boundaries of rotations.
- How recruitment processes have been adapted following the pandemic.
- The investment of £26 million into the COVID-19 training recovery programme.
- Individualised opportunities such as the Population Health Fellowship.
- How HEE is engaging with doctors in postgraduate training, for example via the National Trainee Engagement Forum.

Foundation Programme review – new resources available

The transition from medical school to foundation training is a particularly difficult time. The Foundation Programme review in 2018 sought to address some of the issues with foundation medical trainees by improving transition periods, addressing geographical issues and widening access to medical training. The review contained 16 recommendations across the themes of:

- improving transition from medical school to foundation and from foundation to core/specialty training
- addressing geographical and specialty distribution issues
- enhancing the Working Lives of Foundation Doctors
- improving Supervision and Educational Support
- improving Faculty Support.

HEE has recently published [new resources](#), which showcase and promote the work that this Foundation Programme review has undertaken.

Enhancing generalist skills official launch

Our enhance: Enhancing Generalist Skills programme reaches its next milestone and is officially launching with 150 learners enrolled.

From August 2022, our enhance trailblazers will be welcoming the learners into post across all regions in England.

The enhance programme aims to deliver the recommendations from the [Future Doctor report](#) and build on learning from the pandemic. The programme will help healthcare teams develop and evidence their generalist skills, supporting whole person care for complex patients with multiple chronic conditions, and applying knowledge and learning to reduce health inequalities and address local health priorities.

The official programme launch follows the publication of our new enhance learning resources on the [HEE TEL Learning Hub](#). Here you can expect to find training modules on cross cutting themes and education domains. In the coming months, we

will be adding more resources and learning from across the regions so watch this space!

We are excited to be officially launching the programme and look forward to hearing from our learners about their experiences, how the programme has supported their development of generalist skills, and the impact on patient care.

In the meantime, you can find out more about the [programme on our website](#), [watch the introduction to enhance programme video](#) and [download our handbook](#).

National Overseas Sponsorship Team

HEE is responsible for sponsoring doctors and dentists who require Skilled Worker sponsorship as part of their training programme.

The National HEE Overseas Sponsorship Team coordinates Skilled Worker sponsorship centrally for all trainees within England and have created this short [presentation](#) for employers.

The presentation is aimed to inform employers of the sponsorship process and their responsibility relating to right to work requirements for these trainees. If you would like to find out more, please contact: sponsorship@hee.nhs.uk

Return to Practice (RTP) podcast

The [July RTP podcast edition](#) is now available and talks about how listeners can start on their return to practice journey with HEE. Natasha was also joined by two returners to shared their experience.

Nursing

HEE Deputy Chief Nurse awarded OBE in Queen's Birthday Honours

Our Deputy Chief Nurse has been awarded an OBE in the Queen's Birthday Honours. Liz Fenton has been honoured for her services to nursing throughout her stellar 40-year career. Read more on the [HEE website](#).

Maternity

Maternity workforce e-learning resource

HEE has developed a catalogue of resources for maternity staff to access key e-learning to support the delivery of care for women and families. *The Maternity Resources: Ockenden Immediate and Essential Actions catalogue* pulls together existing programmes on the elearning for healthcare (elfh) Hub and have been collated into one easily accessible learning package. Read more on the [HEE website](#) or access the e-learning catalogue directly on the [elfh Hub](#).

Pharmacy

Catch-up on initial education and training reforms

We caught up with colleagues old and new at the Clinical Pharmacy Congress in May. For those who missed Congress, please [visit our website for the latest news](#) on the initial education and training reforms for pharmacists. You can also [sign up for monthly updates](#).

Other workforce and education

Practitioner Training Programme (PTP) Curriculum Review Consultation

The National School of Healthcare Science has been working with the feedback from the [PTP Improvement Review](#) which concluded in 2020. We have considered all the feedback and developed a new set of principles which would guide the shape of the Practitioner Training Programme (PTP) moving forward.

We want to hear from all stakeholders in the PTP, and PTP graduates particularly, via a [survey](#) (**deadline 30 September**) to ensure these principles meet the needs of the PTP.

Advancing Practice Conference 2022

This year's conference will be taking place on **7 and 10 November** and will take the theme of 'Empowering People, Transforming Care'. Registration will be opening in September. Please use **#AdvancingPractice2022** when sharing any information about the conference.

New resources: Advanced Practice workplace supervision

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.

Our new [guidance](#) for supervisors, managers, employers, and trainee advanced practitioners outlines The Centre for Advancing Practice minimum expected standards for supervision.

Free, live webinar: BMJ Best Practice for primary care

[BMJ Best Practice](#) is the national clinical decisions making support tool, made free to all NHS staff, students and trainees in England by Health Education England.

Particularly useful for GPs and their multidisciplinary practice teams, Kieran Walsh, BMJ Best Practice Clinical Director, will talk to primary care colleagues about how best to use the tool and its many benefits, in practice, on call and during study on 7 September (12.30pm).

To book your place and find out more, email kfh.england@hee.nhs.uk [Take a look at future knowledge and library webinars](#) if you are interested in finding out more about our offer.

Easy read guides to health choices and questions to ask

The national NHS Knowledge and Library Services team have worked with people with lived experience to produce two, new, easy read guides for people with learning disabilities.

Designed to help people navigate healthcare information, the simply explained guides could help people get the treatment they need and want and the answers they need to understand information they are given. This could include information about medication, appointments, or treatment, as well as the format information is provided in, for example by letter or email.

‘Get ready to talk about your health’ prepares people for what to do before they go for a consultation with any health or care provider. ‘3 questions for better health’ suggests important questions to ask during an appointment.

The second phase of the project is to produce supporting information in video format. [Find out more and download the documents](#)

New Practitioner Training Programme (PTP) with the University of Gloucestershire accredited

A new course has been accredited for our Practitioner Training Programme (PTP) with the University of Gloucestershire.

This Healthcare Science Degree Apprenticeship specialises in ophthalmic imaging and has been specifically developed by professionals in the field, to support the growing need for technically skilled Ophthalmic Imaging Practitioners. Visit the [University of Gloucester website](#) for more information.

Genomic notes for clinicians

The Genomics Education Programme has developed an exciting new flagship resource for healthcare professionals, in collaboration with expert working groups across the NHS. [GeNotes](#) – or genomic notes for clinicians – is being released on a public beta basis, with two packages of resources now available to access.

Organised into two tiers, GeNotes offers ‘[In the Clinic](#)’ scenarios focused on the point of patient care, while the ‘[Knowledge Hub](#)’ acts as an encyclopaedia of educational resources to provide learning opportunities for those keen to extend their knowledge. Find out more about this fabulous [new resource on the GEP website](#).

HEE Work Experience Quality Standard

HEE has launched its own [work experience quality standard](#) which healthcare organisations can use to demonstrate the work experience they provide meets a framework, ensuring a quality experience for those who take part.

Work experience is an important tool in helping people to decide whether they want to take up a career in health and care and one which can help organisations to attract people into the NHS. The quality standard was devised following a survey in which NHS organisations submitted information about what they would like to see regarding the quality assurance of work experience.

New Guide to Practice-Based Learning for Allied Health Professional (AHP) Students in Education

Our new guide shows the possibilities and benefits of offering practice learning in education for AHP students. The ideas and examples show how practice placements in education can enable students to achieve their learning outcomes and enhance their professional skills and employability. [See our website for more information.](#)

New online training supports the delivery of personalised care for people with long-term conditions

A new [elearning programme](#) is available to help health and care staff deliver more personalised care to people with long-term conditions. The programme, developed by Health Education England elearning for healthcare (HEE elfh), focuses on personalised care, support planning, prehabilitation and rehabilitation.

As multimorbidity becomes more prevalent, meeting the needs of people with long-term conditions is one of the biggest challenges facing the NHS. A personalised approach to care and support is vital to ensure that people's needs are fully identified and planned for, taking their strengths and developed abilities into account.

The PROsPer elearning programme was originally developed by Health Education England and Macmillan Cancer Support, to help improve personalised care and support planning for people with cancer.

Since developing the initial elearning programme, it has been recognised that much of the content could be helpful for staff caring for patients with a range of long-term conditions. It has now been developed to apply to this broader patient group.

More sessions will be added later in 2022, and we will provide an update when they are available.

HEE health inequalities podcast launched

The Health Inequalities Podcast series discusses how HEE's education and workforce interventions are supporting doctors, nurses, allied health professions and other healthcare professions from across the healthcare system to reduce health inequalities.

This series of three podcasts will discuss key topics including workforce transformation in rural and coastal communities, why where healthcare trainers learn is important and how HEE are enabling clinicians to incorporate population health into their everyday jobs. You can listen via [Anchor FM channel](#).

If you would like to learn more about HEE's work around health inequalities, email us at: ltcp@hee.nhs.uk

Winners of annual 'Step into the NHS' announced

[Step into the NHS](#) runs an annual [primary school](#) and [secondary school](#) competition, with the aim of raising young people's careers aspirations and their awareness of more than 350 job roles in the NHS.

Both competitions are accompanied by a variety of teaching resources and ready-made lesson plans that are free to download from the [Step into the NHS website](#). Congratulations to the regional winners and thank you to everyone who took part.

e-Learning for Health

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

News / updates from London region

Medical

Working to improve the experiences of black and minority-ethnic doctors in London

The Medical Workforce Race Equality Standard (MWRES) Project, a collaboration between NHS England, HEE London and the General Medical Council, is working to:

- understand Medical Workforce Race Equality Standard (MWRES) data at a London level
- identify priorities to support stakeholders across London which will improve the experiences of black and minority-ethnic doctors.

[Hear more from Zoe Penn](#), Co-Chair of the MWRES Improvement Group, on what the project has been working on to date and why the project is so important.

MWRES sits alongside the Workforce Race Equality Standard which has been publishing data annually since it was introduced in 2015, demonstrating ethnic variation in NHS staff experience.

Nursing / midwifery

The Phillips Ives Nursing and Midwifery Review – call for evidence

The Phillips Ives Review is working to ensure that nurses and midwives are given access to the knowledge, skills and education they need for safe, effective digitally-enabled practice.

We would like to invite you to [share your ideas, case studies and experiences via the review's engagement platform](#) by **21 August**.

Please share this link with your colleagues and networks so that as many people as possible can have their say. This is your opportunity to further shape the future of nursing and midwifery practice in England.

Other workforce and education

New report setting out how NHS professionals and multi-faith leaders can work together to improve community mental health

In 2019, Health Education England (HEE) and Central and North West London NHS Foundation Trust (CNWL) launched a project to explore the role and contribution that members of local faith communities could make to support people with emergent and actual mental health needs.

The valuable lessons we learned from this research have now been published in a report: [Mental Health and Spirituality: Building Workforce Competence and Capability Together](#). They will be used to shape a framework that will empower NHS staff and faith leaders to support people in their communities who urgently need care and support but may not know how or where they can find it.

Initially focussing on the Royal Borough of Kensington and Chelsea (RBKC) and Brent, the project has worked with multi-faith leaders, lay members and partners to identify new workforce capabilities and competencies which could be delivered to members of the public who present with symptoms of stress, trauma and mental illness.

Read more from Professor David Sines, Chair of the Project Steering Group, in the [accompanying blog](#).