

Beyond Transition

Realising our potential

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An overview

- What next for HEE as a new player in the NHS landscape?
 - Beyond Transition
 - Creating a sustainable organisation
- How should HEE respond to the challenges the NHS faces?
 - The workforce challenge
 - Our response and your part in it

Our core purpose remains



Health Education England

HEE exists for one purpose only: to improve the quality of care for patients by delivering a better health and healthcare workforce for England, through the education, training and personal development of every member of staff and recruiting for values.

Realising our potential – what do we mean?

- An organisation that can turn LETB 5-year strategies and HEE's Framework 15 into reality
- An operating model to drive quality improvement through the entire workforce locally and nationally
- Preserving provider leadership locally and enhancing it nationally
- Reducing duplication, spreading best practice, increasing efficiency – 'One HEE'
- A sustainable and value-for-money model with good governance

What does this mean for... HEE?

- One HEE that delivers strategic priorities and the mandate
- Better connections between national and local
 - 4 National Directors (geography) joining Executive Team
 - New Provider Advisory Council to enhance existing advisory groups
 - LETBs remain as key advisory sub-committees of the HEE board
- Bringing staff and functions together to support the national and local in 4 national centres (North, Midlands & East, London and South East, South)
- A sustainable and affordable organisational model with a reduced number of directors and senior posts

The strategic context for health and care: what is our response?

- The Five Year Forward View
- Francis, Keogh, Cavendish, Safer Staffing.....workforce is **the** issue
- Financial pressures on the NHS budget
- Provider viability, Foundation Trust pipeline and 'plan B'
- 2015/16 workforce plans from LETBs. How do we afford this growth?
 - average growth in the non medical workforce of 7.9%
 - small growth in medical.
- We need to train staff in new settings and to build flexibility – but London's share of development resources is reducing to ensure balance across England
- New models of employment, employers and organisation types
- A focus on population health

HEE and its LETBs are the leaders in workforce thinking. We are key to bringing the system together

- Transformation of today's workforce
 - Working with employers, social care, HEIs, commissioners, AHSCs and AHSNs to pool resources and expertise
- Ensuring adequate supply of flexible and adaptable new graduates
 - Values based recruitment
 - Improved attrition and uptake
 - Reform of programmes ' Shape of Caring/Training'
 - New roles at scale?

The quality and effectiveness of the learning environment is key

- How do we:
 - Develop our skills in knowledge sharing and management
 - Support a multiprofessional approach to education and development
 - Build better collaboration beyond health into social care
- How do we develop E learning and delivery of efficient tools at scale.
 - Value for money
 - Common resources across England
- What else can you bring to support the system?

In summary

- Our staff and their development is more critical than ever to the quality of care we deliver and the experience our patients have of our services
- We all play a key part in meeting that challenge
- What can you do differently and what do you already have you could share from your experience and expertise?