Keynote address

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Presentation Outline

• HEE and the changing NHS landscape
• Sustainability and transformation plans
  – delivering integrated health and social care
• How we can support the workforce changes the system needs to see
• So what?
Introduction

Health Education England (HEE) is responsible for ensuring that our future workforce is available in the right numbers and has the necessary skills, values and behaviours to meet patients’ needs and deliver high quality care.

Health Education England’s objectives as set out in the new mandate:

- To develop the workforce to improve out of hospital care
- To create the safest, highest quality health and care services
- To deliver value for money
- Preventing ill health and supporting people to live healthier lives
- Supporting research, innovation and growth
- Building the workforce for the future
- Improving services through the use of digital technology, information and transparency
2013 vs 2016?

• The Five Year Forward View positions place based learning and service design with local authorities and the care sector at the centre of a reformed NHS.

• The Comprehensive Spending Review fundamentally changes how nurse and AHP undergraduate courses are funded, removing the commissioning and payment role from HEE.

• The challenge to deliver more, with less, has never been more pronounced as we face further reductions in running costs but also need to find extra savings to deliver our core work.

• HEE has evolved as an organisation that provides current as well as future workforce solutions and we need to embed that.
Sustainability and Transformation Plans (STPs)

- Sustainability and Transformation Plans (STPs) are five-year plans covering all areas of NHS spending in England.

- STPs cover three headline areas; the triple aim:
  - improving quality and developing new models of care;
  - improving health and wellbeing;
  - and improving efficiency of services.

- Key changes we need to make to NHS services are:
  - Care delivered closer to home where possible, with focus on improving people's health.
  - Joining up and sharing services across organisational boundaries, across hospital, primary, community and social care.
  - Support and enable new ways of delivering care with specific support to help staff to work differently.

- In London and South East there are 8 STPs across the region.
Local STP Priorities: South London

- Developing consistent and high quality community based care and prevention
- Improving quality and reducing variation across both physical and mental health
- Reducing cost through provider collaboration
- Developing sustainable specialised services
- Changing how we work together to deliver the transformation required

- Prevention and early intervention
- Right care in the best place
- Building capacity and capability in the community
- Sustainable acute configuration
- Productivity
Local STP Priorities:
North Central & East London

- Right services in the right place
- Encouraging self-care and offering care closer to home, supported by high quality secondary care
- Financial sustainability of H&S Care
- Improved specialised care
- Better use of infrastructure

- Prevention
- Health and care closer to home
- Mental Health
- Urgent and Emergency Care
- Optimisation of elective care pathways
- Consolidation and Productivity
- Cancer
STP Priorities: North West London & Kent, Surrey & Sussex

- Radically upgrading prevention and wellbeing
- Eliminating unwarranted variation and improving LTC management
- Achieving better outcomes and experiences for older people
- Improving outcomes for children and adults with mental health needs
- Safe, high quality sustainable acute services

- New Models of care – Strategic Workforce & Planning WRaPT Tool
- System Wide, Efficient and Effective – Clinical Skills Hub School
- Recruitment & Retention – Common Preceptorship Programme
Local Workforce Action Boards (LWABs)

- LWABs will support the workforce strand of the STP by developing solutions for the current and future workforce challenges by:
  - Providing strategic leadership in the development of local workforce transformation strategies to support the Sustainability and Transformation Plans and delivery of HEE mandate priorities
  - Bringing together senior representatives from organisations across the systems that hold the different responsibilities and levers for shaping the current and future workforce.
- In London /SE there are 8 LWABs mapped to each of the STPs within the region. They are all fully formed and have had their first meetings where initial priorities were identified.
- Future LWABs meetings will provide an opportunity to discuss the entirety of the STP in terms of new care models; with a view to prioritising the areas of work to take forward.
What will the LWABs do?

- Produce a Five-Year Workforce Strategy for the local health and social care workforce.
- Create a workforce development plan based on robust commissioner intentions and provider plans.
- Use the workforce strategy and development plans as the basis for decisions about local investment in education and training.
- Work in partnership with education providers and research and innovation organisations to develop responsive provision & disseminate best practice.
- Share good practice on workforce solutions.
- Support workforce transformation including the up-skilling of current staff.
So what?

- Stronger collaboration across boundaries, along pathways in different settings
- Building a digital ready workforce?
- Best practice and knowledge management
- Technology driving efficiency and self care
- Your role in workforce development?
- Your need to develop yourself?