THE LDA in NHS South Central
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Head of Quality, Practice Learning

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Learning and Development Agreement

• Sets out the contractual relationship between the SHA and each Health Service Organisation (HSO). All healthcare professions are covered within our LDA.

• Is to assure the SHA/DH that provider organisations meet their education, training, learning and development obligations AND to enable financial reconciliation of the MPET funding as given to the HSO.

• Also about giving HSOs the opportunity to highlight what they are doing well to educate, train and develop their staff.
Continued:

• Performance monitoring will involve 3 activity and finance meetings a year. Principles of reducing burden and minimising duplication paramount. Evidence to support self assessment should be used from any/all other relevant QA processes.

• 24 Trusts visited between end May and end July to outline the process for ongoing monitoring and to identify the timeline for future performance management.
LDA Implementation Process

• Any HSO who highlighted ‘concerns’ about the LDA was visited in 2008 in order to clarify the issues identified prior to agreement and ‘sign-off’.

• May - July 2009 – Performance Monitoring commenced. Informal/semi-formal, scene setting meetings held with all Trusts to highlight the process and identify any outstanding items that required clarification, from either/both parties.

• Meetings arranged and led by Head of Quality, Practice Learning; attended by Head of Education Commissioning, Trust Education Agreement Manager and various Education Commissioning/Quality Team members but all NESC staff involved.

• Notes of meeting compiled and circulated within one week of LDA meeting. Trusts asked to contribute to development of self assessment template.
Next stage: LDA monitoring

Meetings

- For Trusts in receipt of MADEL and SIFT funding there is a requirement for 3 meetings each year – one Annual Review, 1 NMET focused and 1 MADEL focused.
- The medical education activity and finance focused meeting will be the Dean’s ‘Annual Visit’ to the relevant organisation; outcomes from that meeting will inform the Annual Review.
- For smaller HSOs there will be one Annual Review and one NMET activity and finance meeting. The NMET meeting will be conducted by members of the NESC Commissioning Team with input from relevant NESC staff.
- Annual Review – format still to be determined. Dates to be circulated as soon as possible.
# Emerging Themes

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<td>• Very few. Some individual, Trust related queries raised.</td>
<td>• Most already responded to with report back to LDA Lead.</td>
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<td>• Some concerns raised about format of self assessment document although most Trusts have found the draft version satisfactory.</td>
<td>• Self Assessment Document being reviewed currently. Document to be revised to take account of comments received.</td>
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<td>• Some concerns raised about finance activity/reporting schedule.</td>
<td>• NESC acknowledge that this section requires attention. Items currently requested tend to be more relevant to larger organisations than to smaller organisations.</td>
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**Emerging Issues continued**

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<td>• Several trusts have requested that NESC identify a senior NESC staff member for liaison purposes (for key and strategic matters) with their organisation.</td>
<td>• Requires clarity over commissioner/provider split in NESC and identification of who would be suitable to take on these responsibilities. To be considered further by NESC Senior Management Team.</td>
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• PCTs have highlighted the need for NESC to be linking with service commissioners to ensure workforce requirements are considered early in the commissioning process.  

• Associate Director and others now linking with service commissioners.
Issues continued

• Most Hampshire/IoW Trusts were able to report examples of best practice/partnership working. These included the new Hampshire Health Library service; Trusts’ contribution to the Learning beyond Registration Review and a variety of good practices to assist students in making a valuable contribution to service delivery.
Next Steps:

- Awaiting Contract performance metrics from DH.
- Annual review dates to be circulated shortly.
- NMET meetings with each organisation to be arranged for autumn/early winter.
- Deans visits to be undertaken towards end of year.
- Self assessment document to be distributed for completion approximately 2 months before the Annual Review with a return date of one month before the meeting.
- Annual Reviews to take place May – July 2010.