Education and Training Policy for the Health Workforce

Issue: December 2009

This newsletter is produced on behalf of NESC by the Innovations and Development Team and provides a series of links to a selection of relevant and interesting articles issued over the past month. Copyright lies with the originator and not with NESC. Please click on the title links to access the full article or further information.

If you require any further information on the e-newsletter, or wish to change your contact details, please contact olga.zolle@nesc.nhs.uk.

This issue was produced by Olga Zolle

General – In the News

Directions about reports on consultation with regard to commissioning decisions and relevant decisions 2009

These Directions are issued under sections 17A and 24A, and section 8, of the NHS Act 2006, and trigger the duty on primary care trusts and strategic health authorities to produce reports each year on consultation in relation to commissioning decisions, with effect from April 2010. The first reports will cover the period April 2009 to March 2010 and will be produced before the end of September 2010.

New Public Health Campaign Contraception Worth Talking About

A new campaign will help young people to make more informed choices about contraception, look after their sexual health and avoid unwanted pregnancies.

Personal Care at Home Bill introduced to Parliament

The Bill that will help individuals with the highest care needs remain independent for longer, was introduced in Parliament today by Health Secretary Andy Burnham.
Cancer Awareness Measure (CAM) National Baseline Report

A baseline population-based survey using the CRUK Cancer Awareness Measure (CAM) developed by the University College London was undertaken in September and October 2008 and included a general sample of 2,216 members of the public. A separate study focused on ethnic minority communities recruited 1,500 respondents from six ethnic groups. The results showed that with the exception of “a lump or swelling”, less than 30% of the public surveyed were able to recall common cancer symptoms. Awareness of cancer symptoms was lower in men, younger people, those from a lower socioeconomic status group and ethnic minorities. On average, people were only able to recall 2 cancer signs or symptoms. This report will be of interest to people involved in early diagnosis of cancer, researching, commissioning or delivering interventions.

The Health Consequences of Climate Change Report

The report calls on health ministers and professionals across the world to recognise the danger that climate change poses to health, in the run up to the UN conference in Copenhagen in December. Key findings in the report show that:

- changes towards a low carbon transport system could reduce the health impacts of urban air pollution and physical inactivity;
- housing insulation can reduce deaths from both extreme cold and heat;
- changes in farming practice to reduce livestock and overall meat consumption could improve health by lowering the intake of saturated fat; and
- in poor countries, a reduced need to burn solid fuel indoors could have a significant impact on child and maternal health by cutting indoor air pollution.

The Lancet report, which was part-funded by the Department of Health, the Wellcome Trust, the London School of Hygiene and Tropical Medicine, The National Institute for Health Research, US National Institute of Environmental Health Sciences, The Academy of Medical Sciences, and the Royal College of Physicians.

Age equality in health and social care: a consultation on preparing the NHS and social care in England for the age requirements in the Equality Bill – consultation opens

To prepare health and social care services for new anti-age discrimination laws, the Government is calling for peoples’ views on the likely implications.

Government commitment to improve the health and well-being of NHS staff will save NHS up to £555m

The recommendations could save up to 3.4 million working days equivalent to 14,900 extra staff and were made in a Department of Health commissioned report on NHS staff health and well-being led by Dr Steve Boorman.

NHS Workforce Planning Report
This report by the King’s Fund considers the degree to which NHS workforce planning in England is likely to support the delivery of a workforce that is fit for the future. To inform this assessment, we examine current developments at national and regional level, highlight relevant international experience, and propose ways in which planning could be made more effective. Some of the key conclusions are:

- **Workforce planning capacity.** The workforce plans of different strategic health authorities (SHAs) vary in approach and scope.

- **Integration of workforce planning.** The different dimensions of planning are still not adequately co-ordinated. Given the prospect of much tighter funding, there are particular risks in the failure to link financial and workforce planning at both local and national level.

- **Workforce productivity and flexibility.** We found a variable pattern of investment and attention within strategic health authorities (SHAs). Seven out of ten SHAs were investing less than 5 per cent of their budget on general workforce and leadership development.

**Recommendations**

The report recommends that the emphasis of workforce planning should not be solely on ‘new’ recruits but on how the system can develop new skills for those who are already employed in the service. It concludes that the focus should be on developing a flexible approach to workforce planning that doesn’t seek long-term precision but can enable the current workforce to evolve and adapt to the inherently unpredictable health care environment. Other key recommendations include:

- **There should be greater clarity of roles and responsibilities.** Roles within workforce, service and financial planning need clarity, and current overlaps and gaps should be identified and resolved.

- **The multi professional approach to workforce planning should be strengthened.** The impact of the recently established professional advisory machinery should be reviewed after one year to assess whether it is successfully supporting an effective multidisciplinary approach to workforce planning.

- **There should be better co-ordination between policy levers.** The annual assessment of priorities needs to look at workforce in the round – not just the different professional groups. In particular, consideration of pay policy needs to be better linked to broader
workforce goals.

The General and Specialist Medical Practice (Education, Training and Qualifications) Order 2010 - consultation response

Outcome report from the DH on the public consultation held on the draft General and Specialist Medical Practice (Education, Training and Qualifications) Order 2010 and the draft Postgraduate Medical Education and Training Order of Council 2010 recommending that the statutory functions of the PMETB be assimilated into the General Medical Council (GMC).

NHS Constitution: a consultation on new patient rights

The NHS Constitution brought together in one place what the NHS does, what it stands for and the commitments it should live up to. It describes and renews our commitment to the values and enduring principles of the NHS. It is also a living document that needs to reflect what matters and is relevant to the needs of patients, the public and staff in the 21st century. This consultation proposes new patient rights to:

- treatment within a maximum of 18 weeks from a GP referral and to be seen by a cancer specialist within 2 weeks from a GP referral, or where this is not possible, for the NHS to take reasonable steps to offer a range of alternative providers; and
- NHS Health Checks for those aged 40 to 74 to assess their risk of heart disease, stroke, diabetes and kidney disease

It also welcomes views on areas where we believe we will soon be able to offer rights, such as dentistry, evening and weekend access to GPs, personal health budgets, the ability to choose to die at home and rapid access to diagnostic tests. Following the commitment in Building Britain’s Future to strengthen advocacy and redress systems, the consultation also seeks views on the proposed role of the Constitution Champion.

Report on the prescribing of anti-psychotic drugs to people with dementia

In recognition of widespread concern about the over-prescription of anti-psychotic drugs, and as part of the priority being given to improving care for people with dementia, Professor Sube Banerjee was asked to undertake an independent clinical review of the use of anti-psychotic drugs. Professor Banerjee has completed his review and the Government has issued its response to his findings.

Report and Recommendations to the Secretary of State for Health on the conduct function of the General Social Care Council

In June this year the Secretary of State for Health commissioned CHRE to carry out a review of the conduct function of the General Social Care Council (GSCC), the social care regulator for England.

 Patients to Benefit from Innovative new Drugs – The Innovation Pass

A pilot to help patients get innovative new drugs not currently available on the NHS is being launched for consultation. The Innovation Pass will make selected innovative medicines available on the NHS for a time-limited period, prior to a NICE appraisal.
**Summary Care Records launched in London**

Summary Care Records containing key medical information which will be accessible wherever patients are treated are being rolled out across London, the Department of Health announced today. The scheme is taking off across England over the next year as part of a national roll-out of the programme.

**Applying the NHS Performance Framework to Mental Health Trusts**

This document informs mental health trusts, PCTs and SHAs of the criteria against which mental health performance will be assessed. It should be read alongside Implementing the NHS Performance Framework.

**Impact assessment for Personal Care at Home Bill**

**Improving health, supporting justice: the national delivery plan of the Health and Criminal Justice Programme Board**

Individuals from socially excluded sections of the community are over-represented in the offender population. The plan draws together recommendations by Lord Bradley’s review of people with mental health and learning disabilities in the criminal justice system and the views of stakeholders. It will help to protect the public, reduce health inequalities and cut levels of reoffending. The plan will:

- ensure there are liaison and diversion services which assess individuals’ health needs in all courts over the next five years;

- train staff across the criminal justice system to identify where health issues may need to be addressed and share information across the different elements of the system that come into contact with that individual;

- ensure that offenders have access to the same levels of healthcare as everyone else; and

- improve continuity of care by developing care pathways that enhance health and social care provision and contribute to the delivery of justice.

**Health Act 2009 receives royal assent**

A new law that will help to protect children and young people from the harms of tobacco received Royal Assent today.

**Nursing set to become all graduate entry by 2013**

Degree level education will raise quality of patient care

**New legal rights for NHS patients**

Consultation launched on legal rights to waiting times and NHS Health Checks for patients. Patients will have legal rights to maximum waiting times for elective procedures and urgent cancer referrals and to an NHS Health Check every five years for those aged 40-74, if proposals published today are taken forward.
New Guide to Improve Neonatal Care

The Department of Health is today publishing new guidance to help the NHS improve the care provided for premature and sick babies during their first days.

The Big Care Debate

As the Government’s consultation on the future funding for long-term care enters its final week, the survey shows a third of British Asians have concerns compared with a fifth of the wider population.

The survey reveals that England’s Asian population are:

· nearly twice as likely to be comfortable looking after their older parents,
· close to five times more likely to expect to look after their grandchildren while their children work, and
· three times more likely to be up for extreme sports, but they are less enthusiastic about bingo.

The Big Care Debate is giving everyone the opportunity to have their say and shape the future of care and support services.

National CJD Surveillance Unit publishes 17th Annual Report for 2008

Call for evidence - review of restrictions on private patient income: the NHS foundation trust private patient income cap

NICE Guidance on Promoting Mental Wellbeing at Work

NICE has issued the following Public health guidance: Guidance for employers on promoting mental wellbeing through productive and healthy working conditions

CYPN: Not enough doctors in joint working safeguarding training

Insufficient numbers of doctors and adult services staff are getting involved in inter-agency training aimed at safeguarding children, according to research.

Registered Professionals - Education and Training

The contribution of medical students to services in pandemic flu

Medical students and doctors in training may need to take a more active part in delivering services at a time of national emergency, in order to maintain safe services for patients. This paper provides national guidance about the contribution of medical students (in this case UK wide) but with scope for local interpretation - 'consistent flexibility'.

Intervention radiology: improving quality and outcomes for patients

The National Imaging programme is lead by Dr Erika Denton, National Clinical Lead for Diagnostic Imaging and chair of the National Imaging Board. The Imaging Programmes
focus has been on reducing waiting times for imaging services in line with the 18 weeks target. The focus is now on sustaining these low waits; along with addressing wider diagnostic imaging issues to improve the quality of services and enhance the patient experience.

**Merger of the Postgraduate Medical Education and Training Board with the GMC: Consultation on draft Rules and Regulations**

**Mitigating climate change: improving global health**

**Rejuvenating ageing research**

**Position paper on revalidation**

**Building clinical academic capacity and the allocation of resources across academic specialties**

**Joint statement supports recognition for trainers**
Non Registered Professionals - Education and Training

AP Core standards

As a result of consultation with employers and commissioners, Skills for Health has produced core standards for Assistant Practitioners and those working in similar roles but with different job titles. The provision of these core standards will promote consistency of function and level of responsibility and, therefore, of transferability as well.

Skills for Growth - the national skills strategy

This is the strategy set out by the Department for Business Innovations and Skills.

Independent KSF review seeks your views

The NHS KSF is the career and pay progression strand of the NHS pay system for non–medical staff on Agenda for Change (AfC) terms and conditions. The independent review is being done by the Institute of Employment Studies (IES). It is considering the KSF structure, processes and the barriers to its implementation and is due to report in early 2010.

The role of healthcare students (England) in pandemic flu - excluding medical students

Healthcare students can make a helpful contribution to the service during pandemic flu. This guidance covers the potential deployment of nursing, midwifery and other healthcare students.

Investing in the right skills: Government publishes Skills Investment Strategy

The Government today set out how it will invest in the skills critical to the recovery and long-term success of the UK economy. The Skills Investment Strategy 2010 -11 underpins the priorities announced in the recently published national skills strategy, Skills for Growth.

Royal Assent for Apprenticeships, Skills, Children and Learning Act 2009 to Meet the Country's Economic and Social Needs

Apprenticeships, Skills, Children and Learning Act 2009 passes final hurdle -- Biggest overhaul to apprenticeships legislation for 200 years -- Independent exams watchdog Ofqual put on statutory footing with tough new powers

DCSF: National Evaluation of Diplomas - Gateway 2 Consortium Lead Survey

Learning for Work: Employability and adults with learning difficulties and/or disabilities

News release: From QCA to QCDA
The bill establishing QCDA has received royal assent

Additional Information on Apprenticeships;

Apprenticeships mutually beneficial - 25 November 2009 (Word 186kb)

New scheme recognises apprentice employers - 12 November 2009 (Word 32kb)

Careful recruitment reaps rewards - 9 November 2009 (Word 190kb)

Apprenticeships make sound business sense - 6 November (Word 186kb)

Tom's one in a million-at least - 4 November 2009 (Word 186kb)

Leading learning is all in a day's work - 4 November 2009 (Word 191kb)

Primary Care

Frontline NHS staff to help transform patient care

All frontline staff working in Primary Care Trusts can set up a social enterprise to improve their services under the “right to request” scheme. This first wave of projects include a wide range of services, including those for homeless people, children and young people and mental health services. The initiative to encourage and support social enterprises is the first of its kind in the world. Each of the 20 organisations will receive £30,000 of Department of Health funding; a dedicated mentor and access to professional development opportunities that will help ensure their social enterprise is a success. The £100m SEIF provides loans, grants and business support for start up and established social enterprises that are providing health and social care services in England.

First Express LIFT Arrives

In a step closer towards updating and building new healthcare facilities, NHS Cumbria has become the first Primary Care Trust to establish a LIFT (Local Improvement Finance Trust) company procured through the faster and more cost-effective Express LIFT framework.

Swine Flu vaccination: NHS prepares next step

Coalition for Better Health

The Coalition for Better Health brings together leaders from across the health and work sectors, to work in genuine partnership to tackle some of the key health and wellbeing issues facing our nation.

National Support Teams
The Department of Health’s National Support Teams (NSTs) work directly with and alongside senior colleagues in primary care trusts and local authorities to support them to deliver their public health priorities.

**Let’s Get Moving**

The Secretary of State for Health would like PCTs to consider the benefits of including physical activity in their 2010/11 commissioning profiles.

**Equitable Access to Primary Medical Care (EAPMC)**

**Fairness in Primary Care (FPC) procurement**

**Research to investigate the causes and prevalence of prescribing errors in general practice**

Previous research commissioned by the GMC suggested that prescription errors occur at all levels of medical practitioner and that changes in undergraduate medical education alone will not reduce error rates. This research identified clinical governance arrangements and the structure and functionality of the multi-disciplinary team as providing significant protection against errors in a hospital setting. This project would seek to identify informal or formal safeguards, and cultural and practice behaviours that are unique to general practice and may contribute to error rates.

**Public Health**

**Know your limits Campaign Survey**

Know Your Limits campaign warns of hidden damage from alcohol.

**Contactpoint to start national rollout**

Faster and better contact between children’s services professionals across England will now become a reality as ContactPoint starts to be rolled out nationally to local authorities and frontline practitioners.

**Food safety advice for people affected by flooding**

The Agency has issued food safety advice for people who have been affected by the recent flooding.

**Report exploring attitudes to GM food published**

The Food Standards Agency (FSA) is today publishing findings of a qualitative research project commissioned to explore public attitudes to genetic modification (GM). This report is timely and will be considered by the independent steering group that has been set up to shape and carry out the forthcoming GM Dialogue that the FSA has been asked to lead on, on behalf of government.
Scientific consultation on energy requirements launched

The Scientific Advisory Committee on Nutrition (SACN) has today published its draft report on people's energy requirements for scientific consultation. SACN has calculated new draft average energy requirements; that is the amount of energy from food needed to maintain health. For adults as a group, these values are up to 16% higher than the last time they were calculated in 1991.

Start4Life

Start4Life is a new campaign developed by the Change4Life team and will be targeting pregnant women, parents of babies and their key influencers, and aims to help support families with establishing healthy habits to feeding and activity levels.

Review of the National Chlamydia Screening Programme

Dr Hussey's report makes comments on the current programme arrangements, support and drive for delivery. The report is for information so that the NHS can benefit from awareness of the recommendations.

Man U beats Chelsea in the League that really matters

Man U fans top the Smokefree United League while Chelsea lags behind. Andy Townsend calls for football fans to kick it together by signing for Smokefree United.

Child obesity ‘levelling off’

New data shows progress on obesity as Healthy Towns help communities Change4Life

World class commissioning for the health and wellbeing of people with learning disabilities

Recent inquiries have demonstrated the health inequalities faced by people with learning disabilities; and the reasonable adjustments needed to overcome them. This is a practical guide to support commissioners to meet the needs of this group, and ensure they are fulfilling their duty to promote equality.

NHS health and well-being review

The Department of Health commissioned an independent review of the health and well-being of NHS staff in November 2008. This review gathered and analysed evidence relating to health and well-being across the service, to provide the Department with a better understanding of health and well-being in the NHS, and its links to productivity, efficiency, and patient experience.

Exercise Peak Practice: national summary

This report of Exercise Peak Practice is a national summary providing an overview of the ten regional exercises, and documents the high-level areas for further action identified by the delegates who attended. Nationally, Exercise Peak Practice reaffirmed the extent and depth of planning that had already taken place in the NHS in readiness for an influenza pandemic and demonstrated considerable leadership, commitment and planning undertaken by both clinical and managerial staff across the NHS.
Healthcare professionals to give families a healthy Start4Life

Allied Health

**Life Changing Discoveries in Regenerative Medicine and Diagnostics unveiled at Chief Scientific Officer’s Conference**

Exciting new developments by scientists including those working in the NHS field of regenerative medicine and diagnostics which have the potential to bring life-changing benefits to patients will be considered at, the Chief Scientific Officer’s officer annual conference.

**Supporting Science and Engineering in Government – updating guidelines on scientific analysis in policy making**

Guidelines to ensure robust scientific and engineering advice to Government are the subject of a consultation launched today by the Government Office for Science. The Government Chief Scientific Advisor Professor John Beddington is launching the long-planned consultation in parallel to the exercise Science Minister Lord Drayson will be carrying out to deliver a clear set of rules of engagement around the provision of scientific advice to Government.

International Reports and News

**International Health Policy Survey**

The NHS has been ranked as having one of the best primary health care systems in the world in a survey by the leading US think tank the Commonwealth Fund, published today. The 11 countries surveyed are: Australia, Canada, France, Germany, Italy, the Netherlands, New Zealand, Norway, Sweden, the United Kingdom and the United States. Key findings from the report include:

- Quality Reporting and Feedback
- Access and Barriers to Care
- After-Hours Care Outside the Emergency Room
- Health Information Technology
- Use of Care Teams and Systems to Care for Patients with Chronic Illness
- Tracking Medical Errors
- Financial Incentives to improve Quality

**New HIV recommendations to improve health, reduce infections and save lives**

WHO now recommends earlier initiation of antiretroviral therapy for adults and adolescents, the delivery of more patient-friendly antiretroviral drugs (ARVs), and prolonged use of ARVs to reduce the risk of mother-to-child transmission of HIV. For the first time, WHO
recommends that HIV-positive mothers or their infants take ARVs while breastfeeding to prevent HIV transmission.

New HIV infections reduced by 17% over the past eight years

An eight-year trend shows new HIV infections down by 17% globally, says a new report *AIDS epidemic update*. The report, released today by the Joint United Nations Programme on HIV/AIDS (UNAIDS) and WHO, highlights that beyond the natural course of the epidemic, HIV prevention programmes are making a difference.

**WHO Medicines Strategy Consultation**

The purposes of the WHO Medicines Strategy 2008-2013 are:

1. For WHO and major stakeholders to reflect on the future needs and WHO's comparative strengths in the medicines area
2. To present how WHO proposes to contribute towards the achievement of the health-related Millennium Development Goals and the implementation of the relevant World Health Assembly resolutions and the Medium-Term Strategic Plan for 2008-2013
3. Within this strategic landscape, to develop and present priorities for action by WHO and guide future investment and planning decisions
4. To create a tool for advocacy and information for stakeholders; showing the overall picture within which WHO Medicines Programme operates.

**Women and health: today’s evidence tomorrow’s agenda**

Despite considerable progress in the past decades, societies continue to fail to meet the health care needs of women at key moments of their lives, particularly in their adolescent years and in older age. These are the key findings of the WHO report *Women and health: today's evidence tomorrow’s agenda*.

WHO calls for urgent action both within the health sector and beyond to improve the health and lives of girls and women around the world, from birth to older age.

The report provides the latest and most comprehensive evidence available to date on women's specific needs and health challenges over their entire life-course. The report includes the latest global and regional figures on the health and leading causes of death in women from birth, through childhood, adolescence and adulthood, to older age.

**Research**

**BabyLifeCheck Survey**

The research by the DH found that during the five to eight month period:
81% say their baby’s needs are changing and developing quickly (teething, weaning, moving around) which leads to lots of questions and concerns as to whether they’re doing things right and meeting all of those needs.

- 60% experience a drop in regular visits from friends and family.
- 54% say their partner is less able by this point to get home or be at home to help out.
- 32% say they don’t have any time for themselves.
- 20% felt the realisation that baby care tasks are ‘repetitive and mundane’.

**British Innovation shines at the iAWARDS**

Topping the honours list was Horizon Discovery Ltd, a technology start-up company which scooped the iaward of the Year for its hi-tech, ‘X-MAN Model Cancer Patient’; a product that identifies patients most likely to respond to particular cancer treatments.

**Other Reports**

- **NHS inpatient and outpatient waiting activity for the quarter ending 30 September 2009**
- **Statistical press notice - NHS inpatient and outpatient waiting times figures, 31 October 2009**
- **Dignity in care: input assessment - DH interventions**
- **Updated Directory of Microbiology Laboratories in England**
- **Statistical Press notice: Access to GUM services**
- **Direct Access Audiology - referral to treatment (RTT) waiting times data - september 2009**
- **Statistical Press Notice - NHS referral to treatment (RTT) times data - September 2009**
- **NHS cancelled operations, quarter ending 30 September 2009**
- **Statistical Press Notice - Stroke & Transient Ischaemic attack(tia) data - Quarter 2 2009-10**
- **Statistical press notice: A&E statistics - quarterly update**
- **Statistical Press notice: Dental Commissioning – quarterly update**
- **Mortality Target Monitoring (Life expectancy and All-Age All-Cause Mortality, overall and inequalities) - Update to include data for 2008**
- **Diagnostics waiting times & activity data, month ending 30 September 2009.**
- **Pacesetters Equality Impact Assessment consultation response**
- **Fees for the registration of pharmacy premises: consultation report, November 2009**
- **The swine flu vaccination programme: prisoners in the clinical risk groups - 2009-2010**
- **Real accountability - demonstrating responsiveness and accountability: guidance on the NHS duty to report on consultation**
- **Social Care Condition (i.e. SocCon) reporting: a national roll-out for a time-limited period**
- **Report from the Ministerial Summit on Dementia Research**
- **DCSF: The Relationship between Obesity and Sedentary Behaviour - A Systematic Map of Research**

**Consultations**
Closing December

- **Consultation on the proposed framework for Quality Accounts** Closing date: 10th December 2009
- **Supporting our future NHS workforce: a consultation on the NHS Bursary Scheme** Closing date: 11th December 2009
- **The Human Fertilisation and Embryology Act 1990: disclosure of identifying information for research: regulations for consultation** Closing date: 2nd December 2009

Closing January

- **Consultation on proposed tobacco control regulations in England under the Health Bill 2009** Closing date: 4th January 2010
- **Implementing the Health Act 2006: review of fees for applications to provide pharmaceutical services in England: consultation document** Closing date: 12th January 2010
- **Draft psychological support measures** Closing date: 8th January 2010
- **Merger of the Postgraduate Medical Education and Training Board with the GMC: Consultation on draft Rules and Regulations** Closing date: 5th January 2010

Awards

Clinical Leadership Fellowship Programme

Events, Conferences and Courses

Coming Up

- **World Health Organization Forum and Technical Meeting on Population-based Prevention Strategies for Childhood Obesity**
  15–17 December 2009

- **World Conference on Lung Health**
  3-7 December

- **World AIDS Day**
  1 December 2009

- **International Day of Persons with Disabilities**
  3 December 2009