



Developing people  
for health and  
healthcare

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**The South West**  
In numbers



**9200**  
Square miles

18%



**Population**  
**6.45m**  
9.7%



Health Education England (HEE) is committed to the delivery of high-quality education and training to support the NHS in ensuring it gets the right people, with the right skills, values, and behaviours in the right place, at the right time and in the right numbers.

Our South West Regional Operating Plan for HEE sets out for colleagues, partners, and staff some of the wide range of education, training and workforce development that we have supported and will be supporting in the coming year.

Locally in HEE, working across the south west, we are committed to playing our part in supporting local systems to sustain and develop their people. We know just how difficult it has been to get the workforce we need and how critical a skilled and capable workforce is to delivering excellent and modern health care, particularly during the coronavirus pandemic.

We will play our part in expanding the health care workforce, supporting new routes into nursing and other disciplines and enabling new ways of training and upskilling both new people and our existing workforce.

With the publication of the NHS People Plan, We are the NHS: People Plan for 2020/2021 – action for us all ,our particular areas of priority this year will be to join up our regional plans across local systems and partner organisations through the South West Regional People Board. We are keen to lead the way with our partners in the south west on some of these positive improvements to the way we educate, train and develop the workforce we need.

With a renewed focus on all areas of the workforce, education and training, we look forward to continuing to work in partnership with you, enabling our staff to continue to deliver good, safe, patient-focussed care.



**Debi Reilly**

*Regional Director (South West),  
Health Education England*

## Sustainability and Transformation Partnerships (STPs) and Integrated Care Systems (ICSs)

HEE South West local office operates within the context of five STPs and two ICSs and their delivery of the NHS LTP priorities, providing support and enabling system-wide working through the aligned Local Workforce Action Boards:

- Cornwall and Isles of Scilly
- Devon
- Somerset
- Bristol, North Somerset and South Gloucestershire (BNSSG)
- Gloucestershire
- Bath, North East Somerset, Swindon and Wiltshire (BSW)
- Dorset



Promoting and supporting equality, diversity and inclusion in the workplace is an essential aspect of the work of HEE, as well as underpinning the NHS constitution and values.

The [HEE Diversity and Inclusion Strategic Framework \(2018-2022\)](#) sets out three areas of focus - our people, our business, and our influence.

We will develop local actions which aim to ensure our diverse workforce, experiences an inclusive culture that understands different perspectives and celebrates diversity. We will endeavour to ensure that education, training, and workforce development is inclusive and that we promote equality, diversity and inclusion within our own local teams and within HEE as a whole.

Contact [ruth.wilson@hee.nhs.uk](mailto:ruth.wilson@hee.nhs.uk) or [rebecca.dallamore@hee.nhs.uk](mailto:rebecca.dallamore@hee.nhs.uk) for more information on our EDI programme of work.



**Geoff Smith** Regional Postgraduate Dean ✉ Geoff.smith2@hee.nhs.uk

## Our priorities for 2020/2021 are:

- Improve our support of international graduates coming to work in the NHS
- Implement the new Internal Medicine and Improving Surgical Training programmes
- Develop new ways of delivering teaching, training and faculty development using technology



## Managing training programmes:

- Run national recruitment for Ophthalmology, diabetes and endocrinology, OMFS, haematology, respiratory, TIGS
- Ensure assessments (ARCPs) are run fairly and efficiently
- Nurture academic, leadership and QI training opportunities
- Support the delivery of high quality training by working collaboratively with our partners and providers

- New approaches to HEE fellowships and leadership opportunities

## Supporting trainers:

- Focussed support to improve the diversity of our faculty
- E-delivery of faculty development sessions
- Development for trainers at all levels to prepare for new roles

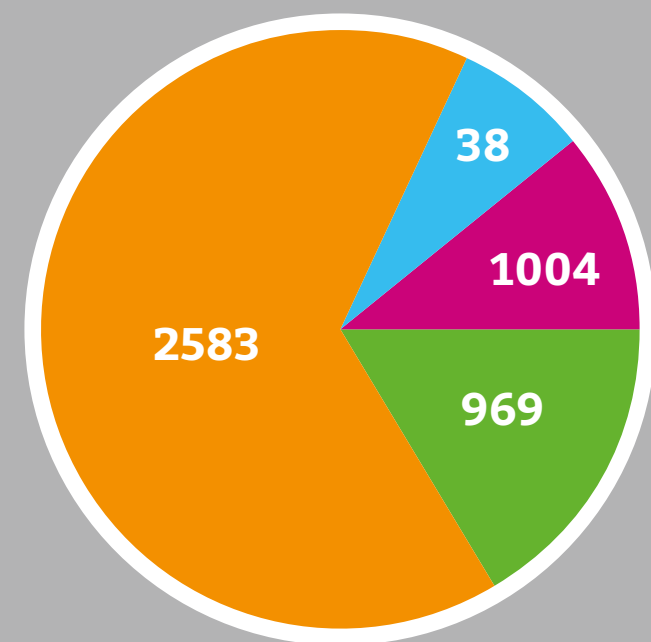
## New initiatives:

- Develop a regional endoscopy training academy in the SW
- Pilots of the 'Future Doctor' and generalist initiatives
- Increasing trainee involvement in strategy, training innovation and programme management

## Supporting trainees:

- Develop the supported return to training (SuppoRRT) champions in Trusts
- Ensure that all trainees can access support, exam and careers advice through our Professional support and Wellbeing team
- Develop fairer and transparent study leave support
- Improve access to flexible training opportunities, including less than full time and out of programme 'pause'

## Trainee numbers & new posts



- Public Health
- Foundation
- Primary Care
- Secondary Care

11 new ICM\*\*\*

6 new F1 & 33 at F2

1 new CSRH\*\*

3 new Radiology

29 new GPs

**Christian Brailsford**

Head of Nursing and Midwifery

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## Our priorities for 2020/2021 are:

- Continue to deliver sustainable, long-term growth in the SW Nursing and Midwifery workforce to meet the targets set out in the national pledge to recruit 50,000 more NHS nurses
- Strengthen partnerships between Higher Education Providers, NHS and other providers, to maximise education capacity and placement capacity, with a continued focus on increasing applications to Nursing & Midwifery
- Support the implementation of Blended Learning Degree with University West of England/ Open University and University of Gloucestershire

## 50,000 nurses:

We will work with system partners to confirm trajectories and model the SW contribution to the Long-Term Plan, the People Plan and the government's commitment to delivering 50,000 nurses through 9 programmes of work.

- Undergraduate Expansion
- Postgraduate Preregistration Expansion
- Return to Practice
- Preregistration attrition

- Trainee nursing associate pipeline
- Nursing associate to Registered Nurse conversion
- Apprenticeships
- International Recruitment
- Retention

## This year we will also :

- Use all sources of data to understand the Nursing & Midwifery supply challenges. e.g. education capacity, placement demand, underutilised placement capacity and distribution, HEI starters, HEI completers, attrition, retention and first destination data
- Set differential targets for delivery, system by system and establish data measures and recording methodology required to track progress
- Implement HEE NHEI shared delivery plan
- Secure growth in undergraduate domestic entry routes into Nursing using opportunities presented by "We are the NHS Campaign" and NHS Careers tailored to the SW
- Develop SW targeted regional, media campaigns
- Establish expert reference oversight groups and oversight including Directors of Nursing, HEI and employer representation to inform and oversee the expansion work
- Identify risks and opportunities due to impact of Covid-19
- Work with system partners to build resilience and flexibility into critical care education and training and progress a critical care education and training pathway based on CC3N and STEP Framework

## Our priorities for 2020/2021 are:

- Support new models of care and provide an alternative route into registered nurse training
- 346 remaining Wave 3 due to complete no later than end of March 2021
- 452 Wave 4 starters complete their year 1 no later than end of March 2021
- Where feasible, Wave 5 starters commence programme between April 2020 and Dec 2020
- Support workforce growth ambitions by delivering as many as feasible of Wave 5 TNA starters across the SW by 31 December 2020
- Wave 5 target is to be re-set Jan 2021 following agreement that a target is not achievable between April 2020 and Dec 2020
- Build stability across the systems to continue with Wave 3 and Wave 4 and start Wave 5 where feasible
- Education providers delivering TNA training across the South West have the capacity and capability to start Wave 5 where feasible prior to end of Dec 2020 and be ready for increased numbers for 2021 and beyond when re-set target has been agreed
- Education capacity and capability to deliver increased TNA programmes following re-set of Wave 5 target due Jan 2021
- Education capacity and capability to deliver increased number of places on shortened programmes following re-set of Wave 5 target due Jan 2021

## Last year we:

- Delivered the SW contribution of 699 Nursing Associate starts in support of the national target of 7,500 by March 2020
- In collaboration with system partners ensure that TNAs are included in workforce plans and regional plans for 2020/21 delivery have been developed in response to national and system need by March 2020.opportunities



**Carrie Biddle** Regional Head of AHPs ✉ [carrie.biddle@hee.nhs.uk](mailto:carrie.biddle@hee.nhs.uk)

## Our priorities for 2020/2021 are:

- To target regional and system level interventions to enable AHPs to know and grow their AHP workforce
- To secure the necessary growth in student numbers and clinical placements in 2020 to increase the AHP workforce supply to realise the ambitions of the NHS Long Term Plan and the NHS People Plan
- To maximise supply via all available routes using apprenticeship pathways
- To expedite educational reform with particular focus on the small and vital AHP professions.
- Deliver an AHP workforce fit for 21st century health and social care
- To work collegiately to drive multi-professional education and workforce solutions
- Maximise new and emerging roles



## Last year we:

- Increased position from 2/7 to 5/7 systems with an established AHP Council led by AHP system leads/Ambassadors
- Presented AHP workforce piece at 2/7 LWABs to provide AHP councils links into systems
- Established Regional AHP Council Sept 2019
- 4/7 systems successful in being part of the AHP Faculty testbed project Dec 2019
- Held a SW AHP MASSIVE event with 100 AHP in attendance at UWE conference centre 12 Nov 2020. 'The future belongs to the curious' Had planned further event in Dorset for 01/04/20 increased to 200 attendees 'Realising our potential with people and purpose' cancelled due to COVID-19



**James Orpin-Wright** Talent for Care Relationship Manager (Apprenticeships)

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## Our priorities for 2020/2021 are:

- Gain 590 new nurses through Registered Nurse Degree Apprenticeships by 2024
- Procure and establish provision regionally for various AHP apprenticeships
- Establish new STP apprenticeship networks, or develop existing STP apprenticeship networks

**\*Over 2500 apprenticeship starts across the south west in 2019**

**\*214 Nurse Degree Apprentices started 2017-2019 – over 100 planned starts for 2020**

**\*Over £12m apprenticeship levy invested between 2017 and 2019**

## STP networks:

- Networks established in 6 of the 7 STPs – aiming for all 7 by 2021
- Dedicated apprenticeship leads in post in 4 STPs, aiming for all 7 to be in place by end of 2021
- STP Apprenticeship Leads Regional Network established to share best practice regionally and coordinate efforts

## Key workstreams

- Support funding agreed for Registered Nurse Degree Apprentices (£8300/apprentice/year) and additional for Learning Disability Nurse Apprentices (£3900/apprentice/year) to stimulate numbers as part of 50K Nurse manifesto pledge
- Establishing clear data sets at STP and regional level using central data source
- Establishing links with HEE work programmes to ensure clear development plans for apprenticeships across key workforce planning areas
- Running regional or national Employer Forums on apprenticeships for service leads to increase understanding and increase/improve uptake

- Establishing new apprenticeship provision where none exists, or seeking to improve existing provision
- Facilitating regional and STP approaches to apprenticeships through the above and through STP networks

## Regional collaborative projects planned for 2020/21:

- Gain 590 new nurses through Registered Nurse Degree Apprenticeships by 2024
- Occupational Therapist – 50+ predicted new apprentices/year
- Operating Department Practitioner – 50+ predicted new apprentices/year
- Mental Health – Clinical Associate Psychologist – 80+ predicted new apprentices/year and Psychological Wellbeing Practitioner - 45 predicted new apprentices per year
- Learning Disability Nursing – 25+ predicted new apprentices/year
- Pharmacy Technician – 50+ Pharmacy Technician apprentices predicted per year
- Further projects to come, including Physiotherapist

**Dr Andrew Eynon-Lewis** Primary Care Dean ✉ [andrew.eynon-lewis@hee.nhs.uk](mailto:andrew.eynon-lewis@hee.nhs.uk)

## Our priorities for 2020/2021

- Recruit 302 new trainees to GP training programmes by March 2021
- Further strengthen the primary and community care faculty to deliver education, training and support for trainees in the context of COVID-19, through use of blended learning and other initiatives
- Increase retention of the 'new' GP and GPN workforce, contributing to the 2016-20 national target of 500 GP retained
- Increase number of nurses returning to work in general practice and increase pre-registration nursing placements and capacity



The strengthening of primary care is recognised as being critical to the sustainability of the NHS. The South West has three key workstreams: recruiting the future workforce; training, developing and supporting the future and current workforce and retaining the current workforce.

These workstreams are delivered through the two schools of primary care (Severn and Peninsula) and through the Training Hubs. Collaborating with system partners has been crucial to the development of Primary Care Networks (PCNs) and the anticipated new models of care supported by new roles.



**Dr Andrew Eynon-Lewis** Primary Care Dean ✉ [andrew.eynon-lewis@hee.nhs.uk](mailto:andrew.eynon-lewis@hee.nhs.uk)

## This year we will also:

- Further develop our educational and support offer to GPs supported to return through the NHSE retention initiatives, including the retainer programme, congruent with expectations
- Support international GPs on the NHSE recruitment programme prior to programme closure
- Through the Training Hubs work with NHSE/I and CCGs to support the New to Practice Fellowships for qualifying GPs and GP Nurses
- Work with CCGs and Primary Care Networks to support workforce included within the Additional Roles Reimbursement Scheme
- Support the provision of healthcare in primary and community care, new ways of working and offset the current forecasted workforce pressures and support the movement to providing more clinical services in the community, to reduce usage and admissions to secondary care services:
  - An increase of GPNs
  - An increase of Clinical Pharmacists working in primary care. Supporting the current national targets agreed with NHSE
- Develop the ACP workforce in Primary Care in line with national initiative
- 31 TNAs starting by March 2020

## Fellowships:

- Provide leadership and coordination of the various fellowship offers and develop support offers to HEE fellows, including:
  - Draw on the learning and innovative thinking from the fellows to support workforce development/transformation, with the intention of enhancing patient services and quality of service
- Working in partnership with NHSE/I to support the voluntary two-year Primary Care fellowship programme

## Training hubs:

- Ensure Training Hubs are embedded within the schools of primary care and utilised as a delivery arm of the schools as well as embedding THs within the wider system as the primary care educational network facilitator
- Further support the development of the Training Hubs to maturity and strengthen their impact within Primary Health Care systems. Embrace the Training Hubs within the Primary Care School(s) and develop collaborative working to increase and support quality learning placements for the wider primary care workforce

“ Last year we welcomed a record 296 trainees onto our 10 GP training programmes in the south west. We have also secured the highest number of doctors in training for general practice in the South West ever: 1034 doctors

“ We have worked closely with our partners in CCGs, NHS England and NHS Improvement on GP retention initiatives, including the retainer scheme, one of the largest in England with 163 GPs registered on the scheme. This has meant the NHS secured 458 clinical sessions, offered to patients, which otherwise might have been lost

**Jon Francis** Associate Dean and Head of Quality ✉ [jon.francis@hee.nhs.uk](mailto:jon.francis@hee.nhs.uk)

**Martin Davis** Associate Dean and Head of Quality ✉ [Martin.Davis@hee.nhs.uk](mailto:Martin.Davis@hee.nhs.uk)

## Our priorities for 2020/2021 are:

- Strengthen our intelligence about clinical placements across primary & community, voluntary and independent sectors
- Develop a robust, achievable and aspirational plan for patient safety training with NHS partners
- Continue the development of collaborative, system-based approaches to improving learner experience



## Using information intelligently:

- Develop existing systems to maximise current intelligence, including **NETS**, **NTS**, quality panel and **NSS** data, and improve response rates
- Triangulate data across professions and organisations to identify concerns
- Highlight the importance of good governance of education and training funds

## Supporting education providers:

- Take a collaborative system based approach to improving quality
- Work with regulators and arms length bodies to find solutions
- Celebrate good practice and innovations
- Ensure action plans are produced and implemented to address training concerns
- Maintain high levels of trainee overall satisfaction achieved over the last 5 years

## Clinical Placements:

- Ensure that clinical placement capacity meets the future workforce requirements
- knowledge of where the placements are being provided and evidence of their quality of provision
- promotion of good practice

**Dr Imran Saif** Associate Dean ✉ [Imran.saif@hee.nhs.uk](mailto:Imran.saif@hee.nhs.uk)

## Our priorities for 2020/2021 are to:

- Design and delivery of interactive virtual training sessions to continue supporting professional development
- Encourage and facilitate SAS to get more involved in teaching activities and clinical & educational supervision
- Roll out 1-year SAS fellowships to carry out defined areas of work to improve SAS working lives programme to increase medical student numbers



## SAS tutor network:

- Established network of SAS tutors in Severn & Peninsula; exchanging good practice in a joint meeting three times a year
- Carry out local development needs analysis and are in charge of organising, procuring and delivering training programmes, using both NHS and private providers
- Invite SAS from across the South West to their local programmes to enhance collaboration and exchange of ideas

## Supporting learners:

- Support in Job planning and individual upskilling initiatives
- Help with CESR application requirements
- Help with advice regarding local regrading to Associate Specialist roles
- Procuring and organising training via simulation modules
- Delivery of both generic and specialty-specific training topics
- Very successful yearly bursary scheme for educational, leadership and professional certificates, diplomas and Masters

## Developing relationships:

- Links with NACT and BMA SAS Chairs
- Feeding into COPMeD via COPSAS

## New initiatives:

- SAS Fellowship scheme
- Virtual interactive learning modules
- Multi-day multi-specialty specialty 1st CESR Conference with invitations going out nationally
- Access to Professional Support & Wellbeing as a pilot to be explored

**Mark Wilson** Associate Workforce Transformation Lead ✉ [Mark.Wilson@hee.nhs.uk](mailto:Mark.Wilson@hee.nhs.uk)



## Our priorities for 2021

- Improve the early diagnosis of cancer through increasing the number of clinical endoscopists in the south west; increasing the number of registered staff in all diagnostic imaging disciplines and supporting and developing the pathology workforce
- Support the development of the SW region image sharing platform with partners
- Implement and embed a virtual SW Clinical Endoscopy training academy
- Develop new ways of delivering teaching, training and faculty development using technology

## New initiatives – this year we will:

- Establish an Ultrasound Training Academy hub for the SW
- Support the wider workforce supply and demand modelling
- Upskill and develop the Cancer support workforce
- Develop a regional endoscopy training academy in the SW to provide a sustainable supply of trained clinicians in endoscopy and colonoscopy
- Work with Genomics England to embed the new personalised care programmes for cancer treatment including pharmacy



## Building on success:

- Develop and implement a SW ultrasound training programme using the £1.1million investment in 2019/20 by investing in sonography practice educators
- Fully implement a training and development programme for all admin staff in the cancer clinical pathways and networks
- Support the regional supply of clinical nurse specialists in the whole cancer pathway
- Work with our HEIs to produce greater numbers of registered diagnostic staff particularly in imaging disciplines
- Provide training initiatives to support the NHSE&I capital investment in new diagnostic imaging
- Build on the new career frameworks and supply of new support staff roles to support the diagnostic workforce
- Support the development and training of oncology and therapeutic staff to access new treatment models of cancer care

## Supporting learners:

- Support the training of at least 10 Reporting Radiographers
- Implement specific educational programmes in key clinical pathways
- Promote the take up of apprenticeships, particularly in the support workforce
- Support the workforce planning and modelling of cancer screening services
- Provide educational support for Therapeutic Radiography trainees
- Provide training to upskill Pathology workforce and support career development

**Anne Horsburgh** Workforce Transformation Lead ✉ Anne.horsburgh@hee.nhs.uk



## Our priorities for 2020/21 are to:

- Support the national workforce growth ambitions of 46,000 as set out in the mental health workforce plan Stepping Forward to 2020/21; The Five Year Forward View for MH (19,000), and the NHS Long Term Plan (27,000)
- Support mental health systems to improve patient access to mental health services and to improve patient experience and outcomes via involvement with clinical networks and the Psychological Professions Network
- Establish a mental health reference group for the south west, working with HEE psychiatric fellows and other key stakeholders

Our role is to help our healthcare partners train and shape the NHS workforce to improve services and care for patients and users.

At least one-in-four people experience a mental health problem at some point in their life and all health professionals need to have an understanding of mental health conditions. We have developed training programmes that enable health and care employers to ensure that staff have an awareness of mental health problems and how they may affect

their patients. These include an awareness of the links between patients' mental and physical health, the impact of co-morbidity and the importance of work to health and health outcomes. It also includes the actions patients can take to ensure that they receive appropriate support.

## This year we will also:

- Support the national workforce growth ambitions of 46,000 as set out in the mental health workforce plan Stepping Forward to 2020/21; The Five Year Forward View for MH (19,000), and the NHS Long Term Plan (27,000)
- Support mental health systems to improve patient access to mental health services and to improve patient experience and outcomes via involvement with clinical networks and the Psychological Professions Network
- Working with HEE psychiatric fellows and other key HEE stakeholders to establish a MH Reference Group for the region
- Run further whole region workforce events for commissioners and providers in conjunction with NHSE/I
- Establish regional representation on the MH workforce growth data collection project – to ensure one robust data set for all MH workforce analysis
- Maintain progress on the 5YFV/Stepping Forward and Mental Health Implementation deliverables by supporting the implementation of the whole system approach described in 'Future in Mind' to train at least 3,400 existing staff and 1,700
- Support regional projects on Multi Professional Approved Clinicians, Clinical Associate Psychologists, Assistant Psychological Practitioners in medical settings
- Review and develop the provision of MH apprenticeships in South West



**Last year we commissioned 28 Education Mental Health Practitioners (EMHP) for the region and delivered an initial cohort of 45 apprentices across three partnerships in the South West, leading to Registered Learning Disability Nurses**



**Rachel Wylie**

Associate Workforce Transformation Lead

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## Children and young people's mental health:

- To further develop the EMHP role and EMHP Supervisor role within the mental health support teams set out in the Green Paper to support improved access to mental health services for children and young people
- Support the delivery of 24/7 all age open access to crisis care lines as identified in the MH LTP



## Advanced clinical practice:

- Support national programmes to increase the supply of MH Advanced Clinical Practice, clinical psychologists, MH nurses, pharmacists, social workers and peer support workers
- Establish a multi-professional ACP programme for learning disability and autism services

- Fund the delivery of three perinatal mental health projects:
  - Increasing Level Supervision for EMDR and VIG
  - Continuation of GP Spotlight Project
  - Workforce Scoping and Modelling Project for SW region

## Infant and perinatal mental health:

- Support the NHS to enable 24,000 additional women to access specialist perinatal mental health teams, with the period of care extending from 12 to 24 months postnatal



**Carrie Biddle**

Regional Head of AHP's

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## Our priorities for 2020/2021 are:

- Create a focused urgent and emergency care workforce plan, in collaboration with partners
- Bolster the paramedic workforce through the Retire & Return programme
- Work closely with training hubs and system partners to further develop salaried GP roles in urgent and emergency care



## This year we will also:

- Following the coronavirus pandemic, we will update and reinvigorate the urgent and emergency care board as a Regional UEC Workforce Steering Group
- Development a regional work plan and workforce strategy for urgent and emergency care
- Implement paramedic workforce transformation initiatives to support the employment of Paramedics in Primary Care, which includes showcasing best practice of the use of paramedics skills and exploring successful employment models for use across the region
- Continue to embed the new roles within the Emergency Care ACP programme and commission an evaluation of the programme to inform future ACP programme development in other areas

“ Last year we recruited 25 trainees into the Paramedic in Primary Care training pilot and enabled a Retire & Return programme for paramedics

“ We also implemented a regional training programme for Emergency Care ACPs, the first such programme of its kind



**Chris Doncom** Associate Workforce Transformation Lead ✉ christina.doncom@hee.nhs.uk

## Our priorities for 2020/2021 are:

- To ensure each Local Maternity System Board will have in place an agreed workforce plan to deliver the requirements of 'Better Births'
- Support the national midwifery training placement expansion of 25% by 2023
- Recruitment target of 233 midwifery students each year across UWE, University of Plymouth and 46% of Bournemouth University intake (195 in 2019/20)



## New initiatives:

- Facilitated workshops will be offered to each of the seven Local Maternity Systems across the south west to examine workforce modelling – with maternity workforce requirements highlighted to each LWAB – to ensure maternity workforce plans are included within the each STP/ICS plan

We will also work to ensure the maternity support worker role is widely understood and delivered into the local maternity system workforce, with clear plans to deliver the supply required.

Last year we supported the implementation of the Maternity Workforce Transformation Strategy across the region and were able to offer workforce transformation workshops to each local maternity system, through the **HEE STAR**.

We were also able to support Local Maternity Systems in the development and review of their individual workforce plans and to prepare for the consultation on future midwifery standards.



**Maggie Rae** Head of Public Health ✉ [Maggie.rae@phe.gov.uk](mailto:Maggie.rae@phe.gov.uk)

## Our priorities for 2020/2021 are:

- Act as a strategic partner with the national population health and prevention team in the delivery of behaviour change programmes across the South West
- Increase awareness of obesity, cardiovascular diseases and cancer prevention
- Enhance training and education in health protection and screening and focus on improvement in areas adversely affected by the impact of COVID-19. This will include a greater focus on Health Inequalities and Economic Regeneration



## South West population and public health programme:

- We will recruit 24 new Public Health Practitioners on to the south west registration scheme
- Increase our verifiers and assessor numbers by 50%
- We will fill 15 places the Masters in Public Health
- Work with HEE/PHE to increase number of training places available in population and public health
- We will also commission a screening and immunisations course to enhance the training of Public Health StRs
- Continued delivery of educational supervisor events

## This year we will also:

- Increase awareness of obesity, cardiovascular diseases and cancer prevention
- Provide leadership to support and facilitate the regional MECC network for local MECC leads
- Continue to promote the behaviour change development framework as a tool to increase knowledge and competence in behaviour change
- Improve engagement and training in Health Protection to improve Population Health outcomes in relation to existing, new and emerging threats to health and well being
- Secure the provision of local screening and immunisation training
- Deliver two health protection update events across the region
- Continue to promote AMR training and resources, linking with national leads as more resources become available
- Provide leadership to support and facilitate the SW Connect 5 Trainer Network and Lead Trainer Network
- Enable and encourage access to the wider public health workforce programmes and development opportunities particularly relating to behaviour change (MECC); and the population health web portal
- Last year we developed health protection training to ensure improvements in management of AMR and Sepsis.
- We also upskilled the wider workforce using Connect 5 to support improving and preventing ill health through piloting super trainer model and continuing to support existing Connect 5 trainers
- We have recruited four new Specialty Registrars in Public Health and continued to support 43 population and public health trainees already on the training programme.
- Development of Primary Care Training Hub Population Fellows Programme in partnership with Primary Care providing a new learning and development programme for systems across the SW.
- National Population Health Fellows Programme to be rolled out in the region and three Population Health Fellows will be appointed in 2021
- On behalf of the national population health team we have led on the creation of a public health practitioner training directory which is due to be published imminently.
- We have created new **webpages** for the South West Population and Public Health Academy

**Nick Haddington** Pharmacy Dean ✉ [nick.haddington@hee.nhs.uk](mailto:nick.haddington@hee.nhs.uk)



## Our priorities for 2020/2021 is to:

- Collaboratively develop, and maintain, a HEE South Workforce Strategy for pharmacy that strategically informs a regional approach to training and education, including supporting regional projects addressing workforce supply across the south west

**The Pharmacy Programme covers the pre-registration and post-registration training of Pharmacists and Pharmacy Technicians(both GPhC registrants) and Pharmacy Services Assistants (unregistered), and delivers education and training that supports the Pharmacy workforce to have the right numbers with the right skills in the right place**

## Pharmacist Pre-registration Training (PRPs)

- Planning for new foundation: supporting the development of new pre-registration foundation training programme including:
  - o Revised General Pharmaceutical Council Initial Education and Training standards (IETS) for initial five-year training period
  - o Transition from current pre-reg training year to new pre-reg Foundation
  - o Incorporation of Independent prescribing into IETS
- Market the SW region to prospective trainees for pre-reg placements

- Training Programme Delivery: Deliver and evolve a single, harmonised regional programme for pre-registration pharmacist trainees in 2020-21
- Local learning set Facilitators: Manage the engagement, induction and training of pharmacy programme facilitators for local learning sets across the region
- GP Split Programmes: Continue to support and expand numbers of integrated GP/hospital and GP/community programmes in the region for 2020/21 and 2021/22

## Pharmacy Technician Pre-registration Training (PTPTs)

- Support the roll-out of apprenticeships and manage transition from current to new qualification and engagement with national apprenticeship workstream and development of national procurement framework.
- Support the integrated pre-registration pharmacy technician training pilot and engage with national discussions about how to expand the numbers

## Pre-registration training cross-cutting themes•

- Increase pre-registration trainee places and increase numbers of commissioned places and variety of placements in line with the demands of the LTP.
- Develop/increase education supervision infrastructure especially within primary care/general practice settings.
- Develop a common approach across the SW to support trainees who require additional support including access to the professional support unit (PSY) for pharmacy trainees.
- Continue to strengthen quality management processes, assessing commissioned training sites against the HEE quality framework
- Consistent support and network/sharing of good practice opportunities set up for educational supervisors across the SW region.

**Nick Haddington** Pharmacy Dean ✉ [nick.haddington@hee.nhs.uk](mailto:nick.haddington@hee.nhs.uk)

## Pharmacy Team post-registration training

- Implement the recommendation of the HEE clinical fellow projects on Mental health, Independent prescribing, AMR, workforce transformation and medicines safety
  - Support the national NHSE/I and HEE workstreams on Genomics and the Genomics education programme and implications for the pharmacy workforce
  - Explore how the Clinical Academic Career Pathway project can be piloted within the region
  - Facilitate access to post-registration pharmacy technician education and training to maximise skill-mix and upskilling for pharmacy technicians
- in medicines optimisation in acute, mental health and primary care
  - Engagement with national work and key stakeholders, such as APTUK, in development of education frameworks and career pathways.
  - Develop implementation strategy for pharmacy services assistant apprenticeship

## Last year we:

- Grew trainee placement capacity – additional pre-registration pharmacists across the South; new partnerships with community and mental health; and an increase in split GP/hospital and GP/community posts
- A 100% registration assessment pass rate for the south west commissioned pre-registration pharmacists (compared with a national 70% pass rate)
- A 92.4% response rate in quality management exit surveys for commissioned trainees with feedback shared with employers and quality teams highlighting strengths and areas for development
- Designed and delivered polypharmacy action learning sets with SW AHSN and funding of e-learning for prescription clerks with GP practices



**Jane Luker** Postgraduate Dental Dean

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## Our priorities for 2020/2021 are:

- 1. Expand training capacity for special care dentistry to improve access to dental care to vulnerable adults and patients with complex medical needs
- 2. Expand the Mouthcare Matters programme to support training in oral health delivery for the acute and social care with an increased focus on Devon and Cornwall
- 3. Continue to provide virtual teaching/ training and support for all dental trainees in the Region to decrease the requirement of face to face teaching where possible

## This year we will also:

- Continue to support Dental Foundation Trainees who have exited training with an outcome 6C to evidence outstanding requirements to obtain satisfactory completion of DFT
- Be the first region to pilot academic dental foundation training linked with Bristol University
- Through the Dental Reference Group support NHSE/I develop a dental strategy for the South West
- Support workforce redesign to mitigate lack of NHS dental practitioners in SW
- Continue to improve the dental workforce data for the region
- Expand the Dental Therapy Foundation training programme in the region and contribute to the development of a National model
- To continue to encourage an Increase primary care dentists' engagement with vulnerable adults and children outside of the dental practice through workforce development opportunities and support for flexible commissioning
- Continue to support and retain, overseas dentists wishing to work in NHS practice in the South West

## Last year we:

- Established a regional Dental Reference Group with NHSE/I to develop a strategy and priorities for NHS delivery of high-quality dental care to the population of the South West
- Began work to identify registered NHS dental workforce in the SW (progress was impacted by COVID)
- Our Regional Mouthcare matters Team continued to deliver training to achieve improved oral health of patients and care home residents to increase staff knowledge leading to improved oral health in Trusts and social care settings. They developed e-learning and videos to aid virtual training of staff in some of the acute trusts
- Successfully piloted a dental therapy foundation training programme in the SW
- Embedded QI in primary care dentistry with 100% of Dental Foundation Trainees (DFT's) completing QI training
- All DFT's planned community-based engagement projects in oral healthcare projects completed although implementation was impacted by COVID
- Support 9 dentists develop skills in Oral Surgery or Restorative dentistry to supported development of Tier 2 practitioners to support the NHSE/I implementation of the national commissioning guidance.
- Improved our engagement with the regional Local dental Committees and NHSE/I through membership of the COVID Urgent Dental Care Group
- Supported Fit Test Training for dental teams in the South West and co-ordinated the Fit 2 Fit Training funded by PHE for the region
- Supported the dental team in the South West implement the COVID operating guidance through hosting of Webinars jointly with Somerset Local Dental Committee
- Provided continuing professional development for all members of the dental team using virtual platforms during the cessation of face to face training
- Developed on-line training and support opportunities for all HEE Dental Trainees in the region to allow progression of training
- Supported the placement of 40 overseas dentists in approved training practices with an appropriately experienced educational supervisor to support them to complete Performers list Validation of Experience (PLVE) and provided lifelong learning and professional development opportunities , to complete PLVE and become independently practicing NHS primary care dentists

**Dr Lisa Munro-Davies** Associate Dean ✉ [lisa.munro-davies@hee.nhs.uk](mailto:lisa.munro-davies@hee.nhs.uk)

## Our priorities for 2020/2021 are:

- Establish a south west Regional Advanced clinical practice (ACP) Faculty, as set out by the National ACP programme



## This year we will:

- Establish the Centre for Advancing Practice and engagement
- Continue the Emergency Care ACP pilot
- Increase development of Advanced Practice Roles with the priority areas of Primary Care, Mental Health and Learning Disabilities & Autism with the south west allocation of national target estimated at 50 new advanced practice trainees, within the priority areas of Mental Health, Learning Disability & Autism and Primary Care

## Last year we:

- Commissioned modules to support advanced practice development and allocated to ICS/STPs
- Held an ACP event to provide a forum to highlight achievements so far, share learning and to agree the next steps for each system
- Delivered a locally funded pilot to establish an infrastructure and network of service training providers across the south west to develop standardised and consistent Advanced Clinical Practice Roles in Emergency Care that are based on the EC ACP curriculum developed by RCEM and HEE and meet the requirements of the RCEM credentialing process
- Recruited 14 trainees across five training sites





**Nick Jupp** Head of Commissioning ✉ [nick.jupp@hee.nhs.uk](mailto:nick.jupp@hee.nhs.uk)



## Our priorities for 2020/2021 are:

- Work with HEE colleagues and external stakeholders to support NHS People Plan priorities relating to mental health and cancer education, and nursing expansion
- Revise clinical education commissioning quality processes to better represent the student voice
- Support the development of digital education during and beyond the Covid-19 pandemic

## Nursing and Midwifery Return to Practice Programme

University of Plymouth →

University of the West of England

91 Nurses and midwives funded by HEE South West to return to practice in 2019-20

Target Achieved →

2020-21 target increased to 186

## Delivering on the 50,000 nurses agenda

## Managing clinical education commissioning:

- Manage the commissioning of post-graduate nursing education (District nursing and SCPHN), Return to Practice nursing and midwifery, Clinical psychology, Child and Adolescent Psychotherapy, Pharmacy technicians, sonography and healthcare science
- Manage the commissioning of CPD for Advanced Practice in Acute and Urgent Care, Community and Primary Care, and non-medical prescribing
- Work with the national commissioning team on new national contracts and processes
- Scope demand for future commissioning of clinical education

## Supporting learners:

- Supporting systems in managing the impact of the Covid-19 pandemic on students, to ensure trainees have time to complete their education where disrupted and encourage sharing of good practice in developing online courses
- Increasing the understanding of Equality Diversity and Inclusion (EDI) in commissioning to improve equal opportunity of access to training courses
- Ensure the student voice is heard, particularly using the new NETS survey

## Developing relationships:

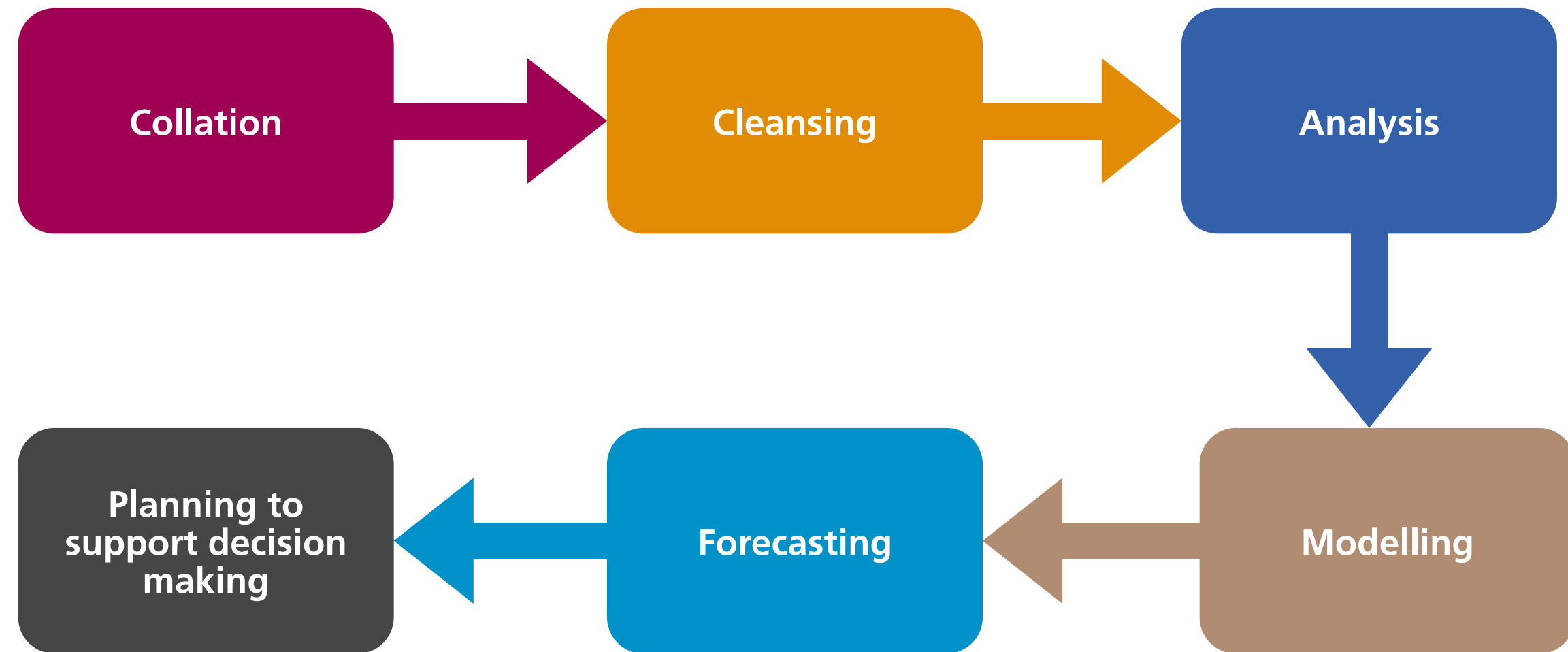
- Develop a South West commissioning cycle which is transparent and effective
- Monitor and support the regional programmes developed through the Strategic Support Fund
- Strengthen relationships with HEIs through regular quality assurance processes

**Simon Fuller** Head of Workforce Planning and Intelligence ✉ [Simon.Fuller@hee.nhs.uk](mailto:Simon.Fuller@hee.nhs.uk)



## Our priorities for 2020/2021 are:

- Ensure that appropriate and accurate Workforce Intelligence is readily available
- Proactively engage National, Regional and Local Stakeholders to understand the needs
- Implement a Workforce Planning Process to support decision making



## New initiatives:

- Engage with colleagues to identify training needs and develop a suite of training offerings to improve workforce planning and intelligence throughout the region
- Working with NHSE/I establish a workforce planning and intelligence network across the region with closer engagement with system and other leads

## Business as usual:

- Support operating and long-term planning processes
- Undertake the Student Data and Placement Collection process and analysis
- Manage the Training Information System for the South West
- Collating, cleansing and analysing data to provide insights and support decision making

## Supporting Stakeholders:

- Proactively engage with stakeholders to understand their workforce needs and ensure the timely and accurate provision of data to support workforce decision making
- Work with and provide workforce data and intelligence to the People Board and associated sub-committees as required
- Support national and regional initiatives to aid collections and improve data quality

## Product Development:

- Work alongside national and other colleagues to develop new products to improve the provision of workforce intelligence
- Proactive consultation and engagement to ensure that data needs are understood and that products are created to improve the exploitation of data

**Alison Potter** ✉ [alison.potter@hee.nhs.uk](mailto:alison.potter@hee.nhs.uk)



## Our priorities for 2020/2021 are:

- 1. Promote e-Learning for Healthcare as the primary content development arm to NHS and social care
- 2. Widen access to online educational resources in prescribing, therapeutics and medicines optimisation.
- 3. Promote all HEE learning platforms, including Learning Hub, Digital Learning Service, e-Learning for Healthcare

## Last year we delivered:

- Uptake of e-LfH programmes between April 2019 to March 2020:
  - 35,146 active users
  - 168,001 hours of learning
  - 475,832 eLearning sessions launched
- Launch of coronavirus programme on eLfH has seen uptake between March 2019 and June 2020:
  - 4,439 active users
  - 85,313 sessions launched
- Developed and launched national safeguarding adults learning resources <https://www.e-lfh.org.uk/programmes/safeguarding-adults/>
- Up to end March 2020:
  - Level 3 FutureLearn course had 4089 learner completions in its first run (Jan to Feb) and over 1000 downloads of the accompanying workshop toolkit
  - Level 4 learning resources accessed over 400 times

HEE has received an annual funding allocation to the South West region of £261.5m.

The majority of the funding is used to support post graduate medical and dental education and training in secondary and primary care. HEE provides financial support for the training rotations, heads of school, programme directors and GP education across all trusts and primary care in the region.

In addition, funding supports undergraduate medical and dental placements, the clinical (previously referred to as non-medical) professions' placements, workforce development for existing staff and to support system improvements, as well as patient safety and service developments.

Postgraduate medical and dental (and education support)

**£153m**

Undergraduate medical and dental

**£68.5m**

Clinical professions

**£40m**

Workforce development

**£8m**

**£261.5m**





## *Health Education England*



Health Education England (HEE) exists for one reason only: to support the delivery of excellent 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.

**Contact us at [engagement.sw@hee.nhs.uk](mailto:engagement.sw@hee.nhs.uk)**

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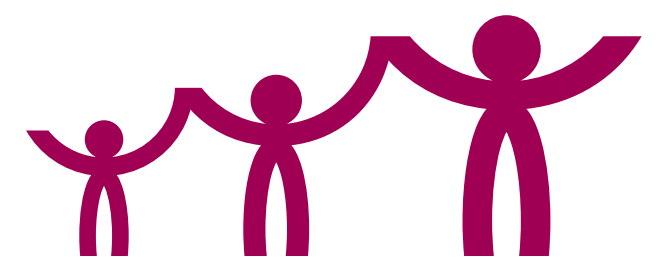
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