

Stakeholder Briefing – Issue 23

Key Messages and links to 12th November 2020

Welcome to Health Education England's weekly stakeholder bulletin.

In this bulletin we will provide:

- Weekly messages from the Chief Executive's Office
- Overview of HEE education and training news
- An update from your regional office

Weekly messages from HEE:

Read recent messages from Dr Navina Evans, Chief Executive, HEE.

[Our need to increase representation of BAME senior leaders at HEE is clear in our workforce profiling](#)

[Despite COVID, we recognise that we must continue to deliver manifesto and mandated priorities](#)

We are supporting all professions to rapidly grow to meet the needs of patients by:

HEE COVID-19 Surge Guidance

We have created a [COVID-19 update webpage](#) for October 2020 onwards. It will provide guidance and information from HEE, which applies to all students and trainees.

This webpage also includes [HEE COVID-19 Surge Guidance](#). Please note that this guidance will be updated weekly, on a Thursday morning. It is not the intention to send an email every week so please continue to check the page for updates.

One career endless opportunities #Choose GP

Applications for Round 1 2021 GP specialty training open on the 2 November – 1 December 2020. Please 'like' and follow the [#Choose GP Facebook page](#) to keep up to date with news and views and please forward this information to any doctors who may be thinking about career options. Find out more about the [GP National Recruitment Office \(GPNRO\)](#). We also have a number of GPs and trainees who are able to help with local or general enquiries – Please email Daryl Barrett at gprecruitment@hee.nhs.uk to be put in touch.

Targeted Enhanced Recruitment Scheme to support GP trainees

The Targeted Enhanced Recruitment Scheme (TERS) is an initiative that will offer a one-off payment of £20,000 to GP Specialty Trainees committed to working in a select number of training locations in England that either have a past history of under-recruitment or are in under-doctored or deprived areas. HEE, in partnership with NHSE/I, has agreed to provide 500 places across England for 2021/22, the largest number of places offered so far under the scheme. Find out more about [the Targeted Enhanced Recruitment Scheme](#) on our website.

Speciality recruitment webinar

A webinar was held on 21 October on the changes to speciality recruitment this year. Almost 3,000 trainees joined the webinar and we received in excess of 230 questions on the night.

The webinar recording is now available on the [specialty training website](#) along with answers to questions received on the night and [individual speciality recruitment plans](#).

New blended training programme

HEE and the Royal College of Occupational Therapists (RCOT) have worked together to create [the first blended training programme for occupational therapists in perinatal mental health](#).

Interim Foundation Pharmacist Programme update

The Interim Foundation Pharmacist Programme launched this autumn to support pre-registration pharmacists whose training and registration have been disrupted by the first wave of the COVID-19 pandemic. This programme will also help to accelerate [pharmacist early years' education and training reform](#), in line with the [NHS People Plan for 2020/21](#).

A key challenge for provisional pharmacists is to balance adapting to their new role in the workplace alongside preparing for the General Pharmaceutical Council (GPhC) registration assessment. The programme has therefore been designed to ensure that most of the learning happens in the workplace while providing a host of online resources, to help participants balance their personal development with their work commitments.

We are determined to give provisional pharmacists access to quality, evidence-based information as part of the IFPP. All participants are given access to OpenAthens, the SCRIPT e-learning programme for Foundation Pharmacists and a library of resources on the NHS Learning Hub.

Please encourage provisionally registered pharmacists to [register](#) for the programme and find out more on the [IFPP website](#).

The programme team is sending weekly updates about the IFPP. We encourage you to subscribe to these updates by emailing fpp@hee.nhs.uk, stating 'IFPP Updates' in the subject header.

We are ensuring core HEE work to support our NHS colleagues continues:

New NHS Education Contract – moving towards implementation

Through the summer, HEE ran an engagement exercise to seek the views and advice of partners to help with the development of the new NHS Education Contract. This concluded in September and we have now entered into a new 'Implementation phase', leading up to the introduction of the new contract for 1 April 2021. To help with implementation, a new '[Frequently Asked Questions](#)' document has been added to the HEE website to address the most common questions you may have about the new contract. This will be reviewed regularly, and if you have a question that is not answered in this document then please email it to educationcontract@hee.nhs.uk for a response.

New national arrangements for the payment of relocation and expenses for doctors in training have come into force.

The new national arrangements for the payment of relocation and expenses for doctors in training took effect on 1 November and apply to all new starters from August 2020. Working closely with the BMA and other stakeholders, the policy aims to bring a single, consistent approach to relocation and expenses payments. This policy will replace the existing 13 individual funding arrangements that currently exist across the country. Find out more about the [new national arrangements for the payment of relocation and expenses for doctors in training](#).

HEE National Education and Training Survey

The HEE National Education and Training Survey (NETS) runs from 3 – 30 November with a new strapline – Let's talk – and we need your help promoting it to healthcare trainees and students. [Find out more about the National Education and Training Survey](#).

HEE Star training success leads to a further, system-based roll out

Following the successful delivery of training in the [HEE Star](#) to those with relevant expertise across the AHSN Network, a further training offer has now been developed for colleagues leading workforce redesign in local health and care systems.

In [We Are the NHS: People Plan 2020/21](#), HEE committed to training up to 50% of STP/ICS workforce leads in the Star methodology; a workforce redesign process developed to systematically address the numerous and varied workforce challenges facing providers.

Between November this year and March 2021, 126 nominated delegates from systems across the country will be trained in the established Star methodology, equipping them with the knowledge and skills to lead a structured approach to workforce redesign at local Provider and system level. -

In addition to this, an optional 'train the trainer' programme is in development and will be available as a further module for attendees, allowing spread of the learning within organisations and across systems.

Attendance is being coordinated at system-level with the support of HEE regional transformation leads, to ensure all systems have the opportunity to benefit from the training and are able to prioritise representatives to attend.

Engagement with the offer has been overwhelming, with almost 200 nominations for training received to date and requests for additional training places going forward. All cohorts originally scheduled for this year are now fully reserved with over 70% of systems already registered. In response to this fantastic level of interest, 72 extra training places will be added to meet demand between December 2020 and June 2021, with a commitment to schedule additional cohorts if required – helping to build the collective capacity and expertise alongside AHSN colleagues, to go further and faster to meet the workforce redesign challenge. In the meantime, organisations can contact their regional HEE Workforce Transformation teams for support and guidance.

New framework to strengthen mental health support services

HEE has published [new guidance to help expand and boost the quality of mental health support services](#). The new competence framework aims to strengthen training and help drive recruitment and diversity within the mental health peer support workforce, in line with the NHS Long Term Plan and People Plan.

Genomics 101: Understand the role of genomics in healthcare

The use of genomics within healthcare is expanding, moving out of specialist areas and into routine care through the introduction of the Genomic Medicine Service in England (GMS). As a result, more healthcare professionals and their patients will encounter it than ever before.

The Genomics Education Programme has launched [a collection of nine introductory courses as part of its Genomics 101 series](#), which aims to provide an overview of the fundamentals of genomics and its applications in healthcare. Created for those with little or no previous knowledge of the subject, each course focuses on a key aspect of genomics and its use in healthcare.

All nine Genomics 101 courses last 30-40 minutes each, [are available through the e-LfH platform](#) and are free to access for NHS staff and those within universities in the UK. A certificate of participation is available on completion of each course.

Please share far and wide especially across primary care networks as they would benefit the most from these courses.

We are making sure all professions have the training they need to make a difference:

New e-learning on Perinatal Post-mortem Consent

HEE e-LfH has worked with University Hospitals of North Midlands NHS Trust and Keele University to develop a new e-learning resource to support health professionals who are required to discuss perinatal post-mortem consent with bereaved families.

Losing a baby is a most difficult time for parents and it can be challenging for health professionals to support parents adequately at this time of intense grief. Health professionals may find discussing a post-mortem with families particularly difficult.

This e-learning programme aims to improve the knowledge and confidence of health professionals speaking to parents which will enable parents to make a well-informed decision.

All content within this e-learning module has been mapped against the learning outcomes stipulated by the Human Tissue Authority and [Sands](#) for perinatal post-mortem consent training.

Upon completion of the e-learning package professionals who will be obtaining perinatal post-mortem consent will:

- Understand the law and legal requirements in England and Wales
- Understand the benefits, both present and future, for the bereaved family of having a post-mortem investigation
- Be proficient with the process of taking consent for a hospital post-mortem
- Explain what happens at a post-mortem examination and the options available to parents
- Understand the importance of sensitive communication skills.

Visit the [Perinatal Post-mortem Consent programme page](#) for more information about the programme, including access details.

e-Learning programme to support the transition of families from neonatal units to home

The Institute of Health Visiting and [Tiny Lives Trust](#) have worked in partnership with HEE e-LfH to develop a new e-learning session for health visitors working with families to transition from neonatal units to home.

The e-learning session aims to raise awareness of the health visitor's role in supporting sick and preterm babies. It is intended to complement existing e-Learning for Healthcare training programmes, which are referred to during the session.

The resource was coproduced in partnership with parents of babies who have been on neonatal units.

For more information about the resources, including access details, please visit the [e-LfH website](#).

Learning Hub – Microsoft Teams guidance for remote teaching

The Learning Hub is a digital platform that provides easy access to a wide range of education and training resources for the health and care workforce. Organisations and users can contribute and share resources for those in health and care to access.

Colleagues across health and care have been uploading resources. There are now over 700 resources available for the health and care workforce to access and share with colleagues.

As a result of the pandemic there has been a closure of physical learning spaces and the difficulty to conduct face to face teaching saw a need arise to provide the NHS workforce with a more flexible and blended approach to education now and in the future. Health Education England (HEE) has contributed a suite of training resources to the Learning Hub on the adoption of Microsoft Teams to deliver effective collaborative working and online training delivery during the pandemic and beyond.

The Learning Hub is a platform that enables rapid dissemination and widens reach across the health and care sector, increasing adoption of useful learning resources.

Take a look:

[Using Microsoft Teams for remote teaching and virtual classrooms.](#) This resource includes a Microsoft Quick Start Guide and other resources to get started.

[Training resources for trainers using Microsoft Teams to deliver remote teaching days.](#)

Contributing a resource is a really easy process and only takes a few minutes. The resource can then be shared with and accessed by thousands of colleagues working across the sector.

If you have a resource to share, contribute it by logging in to the [Learning Hub](#). You can sign into the Learning Hub either using your existing e-Learning for Healthcare or NHS OpenAthens username and password or by creating an account on the Learning Hub and using those details.

If you would like further information about uploading content, please contact the [Learning Hub team](#).

For more information about the Learning Hub follow us on Twitter: @HEE_TEL and visit the [Learning Hub website](#) to read about our journey so far.

HEE NW REGIONAL TRAINING PROGRAMME MANAGEMENT UPDATE

HEE NW's Covid-19 update page

<https://www.nwpgmd.nhs.uk/covid-19-information>

HEE NW's Lead Employer Covid-19 webpage including FAQs

<https://sharedservices.sthk.nhs.uk/coronavirus/>

HEALTH AND WELLBEING – NEWS FROM OUR NHS PEOPLE

Supporting our NHS people - As we now find ourselves in second national lockdown, and following the announcement by our Chief Executive Sir Simon Stevens last week that the NHS is now at Level 4 alert, it's important to remind our colleagues

what support is available. No matter what you're feeling, or how often those feelings might change, [Our NHS People](#) has a range of support.

Also, here is a reminder of the MindEd resources for Covid-19 specially commissioned by Health Education England, and other professional bodies. These aim to help frontline staff to manage colleagues' mental health and wellbeing.

MindEd have selected the best advice and tips from our large panel of international experts. For all frontline staff created with NHS Health Education England in partnership with NHS England-Improvement, supported by Skills for Care.

These are available free to all at:

<https://covid.minded.org.uk/>

These resources are also accessible via the Minded portal to a larger suite of evidence-based material at <https://www.minded.org.uk/>

Brilliant briefings – Communicating well in writing is an important skill. The latest bitesize guide on Our NHS People is now available, focusing on [how to prepare a clear written brief](#).

Financial Wellbeing Support - The pandemic is having a significant impact on employment in our region and this has been further exacerbated by the recent move into a second lockdown. The impact will be being felt by our colleagues who have partners and family members who have faced reductions in hours, lost business and lost employment this year. A range of [financial wellbeing support](#) and [free financial wellbeing events](#) are available.

PEOPLE PLAN

New retention hub resources - The Retention Team has launched a new section on the retention hub as part of its ongoing work in the Looking After Our People, area of the People Plan. The '[We each have a voice that counts](#)' section sets out the importance of giving staff a voice, and how we should all feel safe and confident to use it to shape our roles, workplaces, organisations and communities. The section hosts a wealth of resources and support, including successful stories about staff voice and improvements made within in the workplace such as Mersey Care, who share information about their 'just and learning' culture.

DEVELOPMENT

Healthcare Leadership Model App - The NHS Leadership Academy have developed a new digital tool to complement their work around the [Healthcare Leadership Model](#), which supports our NHS people to become better leaders in their day-to-day roles. The [Healthcare Leadership Model App](#) allows you to record observations about the leadership behaviours that you see around you and explore these using the nine leadership dimensions of the healthcare leadership model. It is free to access and available to all health and care colleagues to help them develop as a leader – even if they are not in a leadership role.

The web based app is accessible from your desktop, although it has been optimised for mobile devices. [Click here to access the app](#) and save the link to your smartphone home screen.

FURTHER INFORMATION

By following @NHS_HealthEdEng you can keep up to date with new information and resources as they are published. Most importantly are the notifications of webinars being broadcast during the week.

Right now, making sure we are communicating properly is obviously incredibly important. If there's any information you think is missing on [HEE's webpages](#), please let us know by submitting your question to the [HEE Q&A helpdesk](#).