

NW Spring Educators Conference

22nd & 23rd May 2019

Developing talent – maximising potential

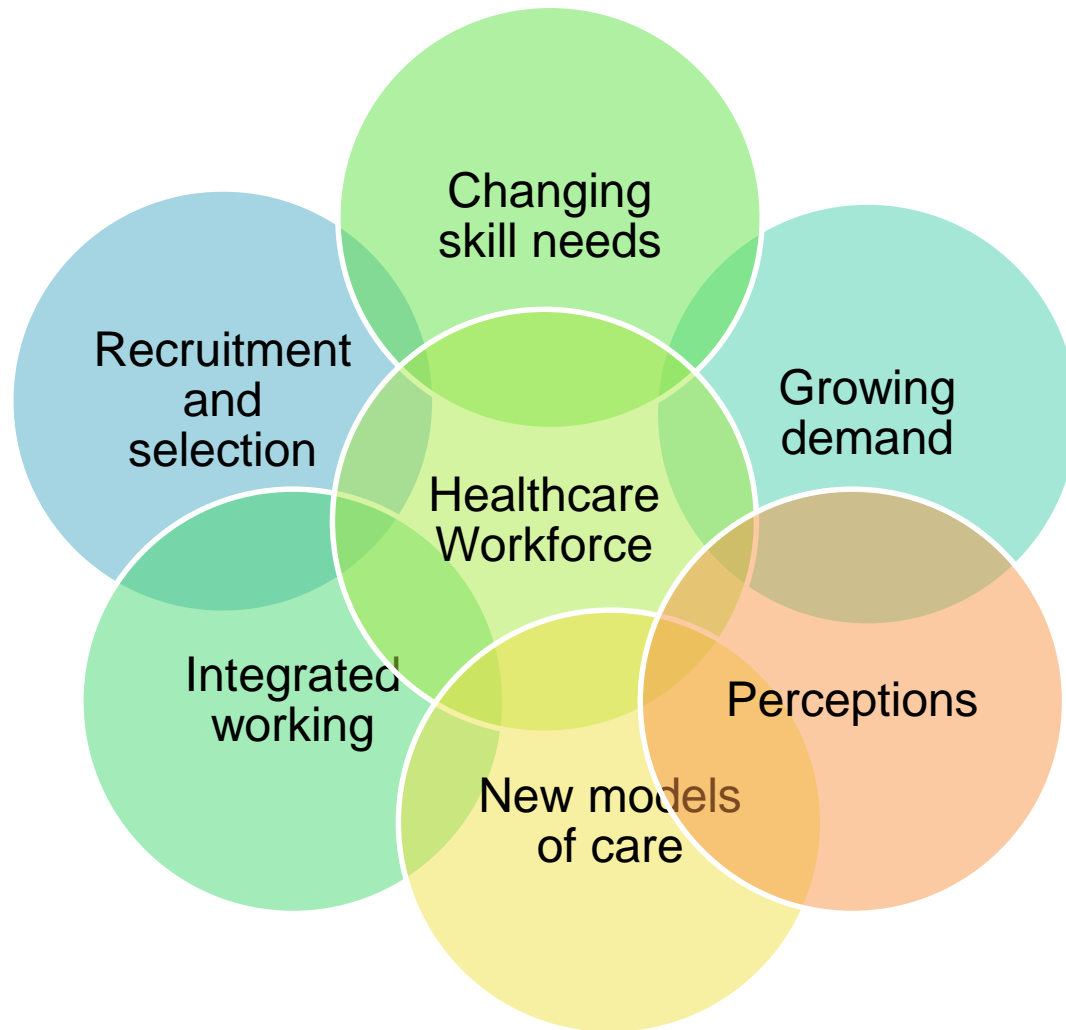
A large, stylized orange bracket that spans across the width of the slide, positioned below the main theme text.

Developing people

for health and

healthcare

Workforce challenges



Priorities for the North West

1. Delivering on FYFV and LTP objectives
2. Underpinning that delivery, future proofing the workforce and education strategy for the future
Developing multi-professionalism – moving to multi-specialty schools
3. Delivering more for less responding to CSR
4. Implementing the MERP

Updates

- COPMED and English Deans (HEED)
- General Medical Council
- Wider HEE, Workforce, STPs, LTP
- Medical Education Reform Programme (HEE reviews, PGMD, Schools Review, ARCP, Advancing Dental care- ADC and **HEE Foundation Review**)
- Introducing The Blue triangle & HEE Workforce STAR
- Impact of CSR on Postgraduate Training (TPM) with further reductions in educational support ES


COPMeD & HEED

- Single biggest issue is fall out HBG case
- Focus on development of the reflective practitioner and engagement in meaningful reflective activity.
- Sir Norman Williams review gross negligence manslaughter in healthcare
- COG and *Shape* impact on TPM **IM3**
- Gold Guide 2018 (GG7)

Williams Review

Gross negligence manslaughter in healthcare

The report of a rapid policy review

Three horizontal bars stacked vertically. The top bar is light blue, the middle bar is dark blue, and the bottom bar is a very dark blue. The date 'June 2018' is located in the bottom right corner of the bottom bar.

June 2018

Williams Review

“Developing an agreed and clear understanding of the law on gross negligence manslaughter”

- Explicit about, how the threshold for GNM is met and that no-one is above the law.
- It highlights that doctors should not be seen as different and indeed could undermine public confidence in the system if they were.
- Role of the expert witness, better training and professionalise the role, with greater transparency
- Improvements to the Police and Coronial service, consistency of police referrals by the coroner and threshold for referral to CPS

Checkpoint: reflections as an educator

- To put this right going forwards we need to focus on that bottom right the unknown, unknowns promoting insight into competence states.
- We MUST create a culture that makes it safe for trainees to work, learn and train
- To manage safe induction and return to work
- Make reporting of unsafe culture & practices "SAFE" for all in the workplace using whistle blowing procedures perceived as "safe" and without professional detriment
- Understand the effects of sleep deprivation, acute and chronic on decision making
- Reflect on what we know about human factors and what might have helped here

GMC (Education Division)

- COG wholesale review of specialty curricula aligned to GPCs and SHAPE with greater emphasis on flexibility, and curricula that reflect the needs of patients and the service
- Wider access to alternative routes to certification
- Credentialing
- Differential attainment

Initiatives in development: *Health Education England*

- Credentialing in MH – CAMHS pilot, perinatal and learning disability.
- Credential pilots in Emergency Medicine and Ophthalmology (ACP) available across the wider workforce
- Widening access to recruitment and alternative routes to certification, ATCF, CESR, accreditation of prior experience
- Multi-professional Schools e.g. North School of Pharmacy & Medicine Optimization, could we do similar for Imaging and Public Health, Cancer Care or across all services.?
- Primary Care training Hubs
- Integrated Surgical training IM3
- Flexible and individualised training pathways
- Pilots for OOP – OOP pause

Workforce, HEE & STPs

Workforce and Health (draft)Strategy

- Primary Care Workforce
- Mental Health Workforce
- Urgent care pathway and winter pressures
- Prevention and health promotion
- Global Health initiatives
- Pandemics
- Antibiotic Resistance and Sepsis

HEE Medical Education Reform Programme (MERP) including ARCP review

The graphic features the NHS logo and 'Health Education England' text at the top. Below is the title 'Enhancing training and the support for learners' in pink, followed by the subtitle 'Health Education England's review of competence progression for healthcare professionals'. A central photograph shows four people in a meeting. At the bottom left is the slogan 'Developing people for health and healthcare' with the website 'www.hee.nhs.uk'. At the bottom right is a circular inset photo of a woman in a medical setting.

- Review and improve the mechanisms by which doctors in training are assessed, appraised and receive feedback on their progress and development, including the ARCP
- to make these processes more effective and efficient, and ensure that they value doctors and enable flexible training.
- GG team and 4N involved in the recommendations to ensure consistent with GG7

Our Vision

HEE's Medical Education Reform Programme (MERP) is enhancing the structure and delivery of postgraduate medical training to ensure doctors are supported, valued and provided with the means to be the best they can be.

This will include supporting doctors stepping out of training for whatever reason to continue developing their skills and knowledge.

This will attract and retain high quality doctors by providing the career flexibility doctors want and the adaptability the service needs.

[Facing the Facts, Shaping the Future, A health and care workforce strategy for England to 2027](#)

Programme Strands



Medical school expansion

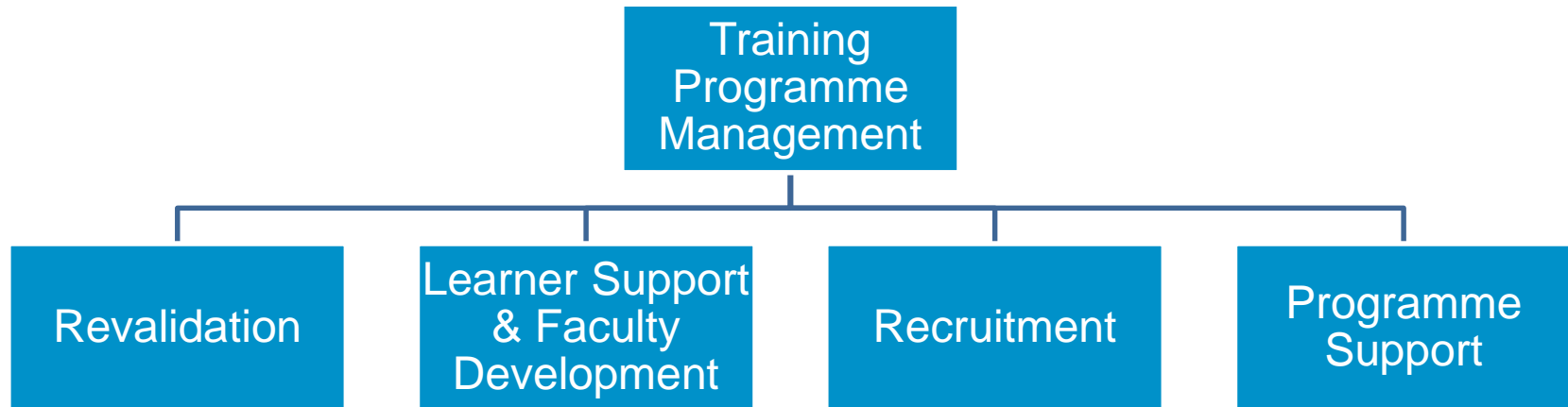
- New Medical Schools
- Locations of 1,500 new medical student places



CSR & regional functions across the North

- Coming to end of Phase 2 CSR process & new structures in place
- Regional teams (North) for finance, workforce planning and intelligence, quality.
- PGMDs functions will be discrete within each local office but with a consistent approach
- New name for PGMD = Training Programme Management (TPM)

HEE North : Proposed Training Programme Management Structures

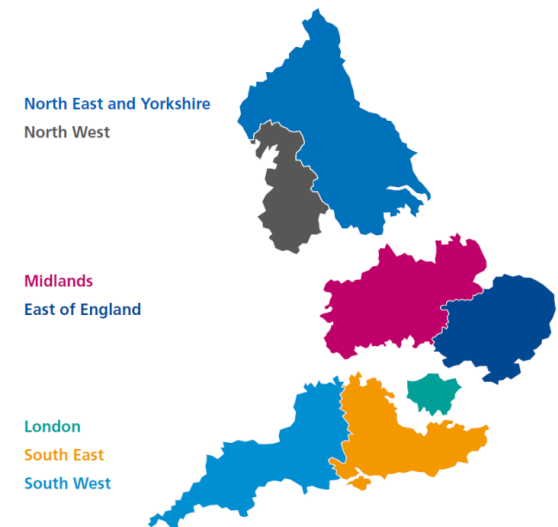


HEE Regional changes

- **Appointments made to 5 of 7 Regional Directors**
 - North West interviews (8 May)
 - Midlands interviews (16 May)

- **7 Regional Postgraduate Deans applications closed 1/5/2019**
 - Interviews scheduled with new RDs and Wendy Reid

- **New Regionalisation Board**
 - work through any practical issues regarding move from 4-7 in Q1
 - Remain committed to minimum possible upheaval and change
 - Link to Operating Model and Performance approach refresh





There's always one in every holiday snap.