HEENW Spring Educators Conference
PG Deans Update
Prof. Jane Mamelok – Postgraduate Dean

Developing people for health and healthcare
www.hee.nhs.uk
The challenges of delivery of health care and education transformation in a changing landscape of reform
Significant (+) drivers for change

- Unfinished Business & Modernizing Medical Careers
- *Darzi* – A High Quality Workforce
- Equity and Excellence: Liberating the NHS
- **Shape of Training Review** & Shape of Caring
- Five Year Forward View
- HEE Quality Framework
- Comprehensive Spending Review (CSR)
- HEE reviews, PGMD/Schools/ARCP
- Medical Education Reform Programme (MERP)
- Government Mandate to HEE
- **Health & Care workforce strategy** (England)
- CQC Standards & Carter Report
- Dr Bawa Garba case and its implications
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.”
Updates

• Wider HEE, COPMED and English Deans
• General Medical Council
• Workforce, STPs, FYFV and Mental Health Forward View
• Medical Education Reform Programme (HEE reviews, PGMD, Schools review ARCP and Dental Reforms)
• Impact of CSR on Postgraduate Training
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
• Gold Guide 2018 (GG7)
Climate of fear around reflective practice
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
Shape of Training – 5 themes

1. Patient needs should drive how doctors are trained
2. Change the balance between specialists and generalists
3. Broader approach to training
4. Tension between service and training
5. More flexibility in training
Five-Year Forward View

Forward View sets out:

“how the health service needs to change, arguing for a more engaged relationship with patients, carers and citizens so that we can promote wellbeing and prevent ill health”

1. The health and well being gap
2. The care and quality gap
3. The funding and efficiency gap
The workforce responses to the FYFV

- FYFV Next Steps outlined priority areas to deliver overall vision
- Integrating care will be vital to the delivery of nearly all these priorities and the vision overall
- HEE has produced workforce responses to each of these priority areas:
  - Cancer
  - Mental health
  - Urgent and emergency care
  - Maternity
  - Primary care
- Learning disability is another area where workforce change is needed.
A Draft Health and Care Workforce Strategy for consultation
What is it?

- Will lead to first system-wide workforce strategy for 25 years
- Covers health and social care, and carers, self-carers and volunteers
- Includes what has been done since 2012, what we are doing now and ask what we should do next
- Timeframe from 2012 to now, from present to 2022 and beyond to 2027 to reflect HEE’s Framework 15
- Produced by HEE, with NHSE, NHSI, PHE and DH as main partners but also chief professional officers, regulators, unions and others in key sectors
- A consultation with a final strategy to be published in June/July 2018 to coincide with NHS 70
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
Medical education reform programme

Medical Education Reform Programme (MERP)

Assurance

Training Structure & Delivery  Medical Schools Expansion  Enhancing JD Working Lives  Accelerated Return to Training  ARCP Review  New ways of learning

Engagement & operational decisions

Development  Development  Development  Development  Development  Development

Operational support
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.
ARCP Review

• Reviewed the effectiveness of the ARCP process for doctors in training.
• How to ensure that the process is consistent, and reliable, ensures patient safety and can best support the development of trainees.
• Explored how the principles and learning from good assessment and appraisal processes for doctors in training might be applied to benefit the wider multi-professional team, including doctors not in training, in order to improve patient care and the working lives of other clinical professionals.
Engagement of Learners and Trainers, Patients and the Public Involvement, Quality

ARCP WORKSTREAMS

- Appraisal Approach
- Assessment Methodology & Process
- Individual Training Pathways
- Wider Workforce
- Resources & Feasibility

UK/Regulatory Dimensions
ARCP review

In order to realise system-wide benefits, this cannot only focus on doctors in training, but must also consider doctors out with formal training pathways and the wider healthcare workforce.
The Blue Triangle

Consultants: Specialists provide and oversee clinical care, provide oversight and training to junior doctors.

SAS and Trust Grade medics provide service. There are limited opportunities for advancement.

‘Junior Doctors’, future consultants and GPs provide service as a part of their training.

CCT Holders – consultants and GPs

Training Grades

SAS

Trust Grade

ACPs and the wider workforce

Workforce Development - Trainees / Trust & SAS / Advanced Clinical Practitioners / PAs and new roles
Articulating HEE Transformation Star offer:

• The STAR tool is a menu of products and activity to support workforce transformation.
• The STAR is a dynamic tool and will be populated further with developments to deliver solutions to meet the workforce challenges emerging from STPs.
Workforce Transformation - Pillars of skills, knowledge and competencies

- The pipeline **supply** of healthcare professionals and specialties
- The **up-skilling** of existing workforce e.g. advanced practice roles
- **New roles** e.g. physicians’ associates and nursing associates
- **New ways of working**, to enable a flexible workforce & deliver new care models and integrated services
- Supporting **leadership** development across the health and care workforce
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

- Revalidation
- Learner Support & Faculty Development
- Recruitment
- Programme Support
- Education Business Support
Turn it on its head