

Update 45
Tue 25 October 2022



Workforce Transformation Update

Welcome to HEE's Workforce Transformation Group Update for the Humber and North Yorkshire footprint.

This fortnightly update has been developed for the stakeholders of our HEE HNY Workforce Transformation Group and aims to bring the latest and relevant HEE workforce transformation news for our area together in one place, along with other key messages.

If you have any questions regarding this update, please do not hesitate to contact our Programme Support Manager kim.alexander@hee.nhs.uk

Thank you - Happy reading!

PLEASE NOTE: HEE do not hold a distribution or circulation list for this WTG members only update however you may wish to share it with your colleagues/networks.

If you have a particular item or update, news article, case study or question etc. that you'd like to share in this update, please feel free to email our Programme Support Manager Kim (kim.alexander@hee.nhs.uk) and she will gladly feature it for you.

Contact Us

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HEE UPDATES & NEWS



your **experience** matters

The National Education and Training Survey **is now open!**



The National Education and Training Survey (NETS) is the voice of the healthcare workforce. The results drive forward improvements in the clinical learning environment and underpin our work to eliminate inequalities in education and training. Click the image to have your say!

Senior Healthcare Support Worker Apprenticeship - Diagnostic Imaging Support Option - Consultation open

The Senior Healthcare Support Worker Trailblazer Group are pleased to announce that they have opened a consultation on the draft Diagnostic Imaging Support Option part of the Level 3 Senior Healthcare Support Worker apprenticeship standard.

Please note the purpose of this consultation is to gather feedback on the content of the Diagnostic Imaging Support option which is currently in draft. The core is not currently in review.

To give maximum opportunity for everyone to contribute, the consultation is available as an online survey [here](#).

This consultation opened on Wednesday 5th October and will close at 12pm on Wednesday 16th November.

Nursing Associate to General Practice Nurse Funding - October 2022

NHS England have expanded the list of roles that are eligible for funding under the Additional Roles Reimbursement Scheme (ARRS). This now includes reimbursing training time for Nursing Associates to become General Practice Nurses.

Further details can be accessed [here](#).



Health Education England

Looking After You Too – coaching for NHS staff from ethnic minority backgrounds this Black History Month

The theme for this year's [Black History Month](#) is time for change: action not words and this can mean taking steps to take care of ourselves too.

'Looking After You Too' (LAYT) coaching is a national one-to-one wellbeing support offer for people from ethnic minority backgrounds working in the NHS (both clinical and non-clinical).

The scheme is open to anyone from an ethnic minority background working in the NHS, is confidential and free of charge. Coaching sessions are provided by independent trained coaches from ethnic minority backgrounds who can help us to develop strategies to manage and maintain our wellbeing.

No details are shared with employers and the sessions provide a safe and judgement-free space to deal with difficult conversations and build our resilience.

You can [find out more about LAYT coaching on the NHS England website](#).

Listen to colleagues from across HNY discuss the theme of this year's Black History Month – time for change: action not words

Recording of discussion panel and follow-up survey

Humber and North Yorkshire (HNY) Black History Month: in conversation was a discussion panel event held for [Black History Month](#) in October 2022.

Colleagues from across health and social care came together to discuss this year's theme - time for change: action not words. If you couldn't attend on the day, you can now [watch our Black History Month discussion panel on YouTube](#).

To support the theme of this year's event, please [complete this short survey](#) of four quick questions after watching the discussion. Your feedback will help to inform our work around inclusion across HNY to help us turn words into action.

We'd really appreciate hearing what you think by Friday 30 November 2022.

You can also [read more about becoming an ally for action in our Black History Month blog](#).

Diagnostic Radiographer apprenticeship standard - Case Study

The Level 6 Diagnostic Radiographer (integrated degree) apprenticeship standard was approved for delivery on 5th April 2019. Diagnostic Radiographers provide excellent patient care by obtaining images of a high diagnostic quality using a range of high cost and complex imaging equipment.

In this week's case study we spoke to a HEI (Higher Education Institution), an employer and an apprentice to get their perspective on this fantastic apprenticeship.

[Click here](#) to access this case study

Scoping Physician Associates in NEY Survey



We are inviting all employers of Physician Associates in North East & Yorkshire to take part in this HEE survey.

The NEY regional faculty are leading a workstream to scope the current PA workforce within NEY. Your insights and information gathered through this survey will enable us to better understand where our current PA workforce are, and additional support needed from HEE. This survey will take around 5 minutes to complete and should be completed by Friday 18th November.

To access the survey, click [here](#) or scan the QR code.



If you have any questions, please email Rehma.Sayed@hee.nhs.uk



WEBINARS & EVENTS

Supporting and encouraging young people onto placements webinar

Wednesday 9 November 2022 14:45 - 16:00

In this webinar employers will share how they have facilitated and supported young people on placements, using virtual and in-person ways of working.

[Click here to register](#)

HEE Advanced Practice Governance Maturity Matrix Workshop

Tuesday 22nd November 2022, 09.30 – 12.30

Leeds – Venue TBC

The Centre for Advanced Practice launched its [Governance Maturity Matrix](#) a few months ago. This matrix is key for credible ACP governance, and its roll out and implementation is important to ensure clear, robust governance and provide assurance for trainees; the organisation, the HEI, the individual, the supervisor and patient safety.

To support the matrix, the NEY Faculty for Advancing Practice are hosting an interactive workshop aimed at ACP organisational leads, local faculties and other stakeholders who have a role in relation to ACP governance.

The workshop will be an overview of the Governance Maturity matrix; some real-life case studies from organisations that are starting to use the maturity matrix and their experience of trying to implement it with facilitated sessions for you to have a go at using it yourselves.

If you're interested, please sign up to the event [here](#).

NEW FOR 2022

THE MSK CONFERENCE 2022

SHARED GOAL, ONE FUTURE

MSK 2022: raising our standards



The Future is Now! Developing our ACP workforce in North East & Yorkshire Conference

Wednesday 8th February 2023, Hilton Leeds City

After being postponed due to the sad news that Her Majesty the Queen has passed away, we are happy to announce that our conference been rescheduled for Wednesday 8th February 2023 at the Hilton Leeds City. If you are interested in attending, please email us on neyadvancedpractice@hee.nhs.uk.

MSK Conference, 23rd – 24th November, 2022, The NEC Birmingham

Over the last few years, there have been many developments and progressions within MSK practice, policies, education, training, clinical pathways, and research. As a team, we strongly believe in raising the standards of practice of MSK across all professions and sub specialities in all clinical settings, with our patient population at the front and centre of our focus. By learning from each other and sharing our knowledge, skills, and interests, we aim to create a platform for high quality improvement and transformation in MSK services.

This exciting two day national MSK and multi-professional conference aims to bring the MSK communities together and share some of the latest and most relevant topics in clinical, education, training, and research. This will also be a great opportunity for networking and meeting others MSK colleagues in person. The conference will be hosted at Birmingham NEC and is open to all MSK clinicians of different settings as part of a multi professional workforce.

Register your interest in attending [here](#).

Lunch & Learn: Medical Associate Professions

Thursday 17th November 2022, 12:00 – 13:00, via Microsoft Teams

This webinar will enable you to learn about Medical Associate Professions across North East & Yorkshire, and will include live case studies from AAs, FCPs and PAs. Anyone interested in learning about Medical Associate Professions is welcome to attend.

If you are interested in attending, please email us on neyadvancedpractice@hee.nhs.uk



Maternity Support Workforce Apprenticeships Procurement - Provider Webinar – Monday 7th November 2022 at 11.30am – 12.30pm

This webinar will be facilitated by HEE to provide apprenticeship providers an overview of the purpose of the maternity support workforce programme and the procurement opportunity (Invite to Tender to go live end of October 2022).

HEE is seeking high quality training providers to develop and deliver Healthcare Support Worker Level 2, Senior Healthcare Supporter Worker Level 3, and Assistant Practitioner Level 5 apprenticeship programmes for Maternity Support Workers.

We want to create high quality development pathways that is underpinned by the [Maternity Support Worker Competency, Education and Career Development Framework](#), and supports maternity support workers to deliver outstanding patient care, and progress their careers without barriers.

The procurement for this will go live end of October 2022

This tender is specific to the delivery of the revised apprenticeship standards. This should not, however, prevent apprenticeship providers from showcasing their expertise and activity around the delivery of the current version of the standards.

With a steer from professional bodies, HEE are working with Salisbury Procurement Services to create a framework of providers with a demonstrable record of high-quality apprenticeship provision (including having an overall rating of Ofsted Good or higher), and who will work collaboratively, via implementation groups facilitated by HEE to develop these clinical apprenticeship programmes.

This piece of work is part of a national project led by HEE to support the development of the maternity support workforce. This procurement will not be repeated and is the first stage of a largescale national project which aims to achieve at scale apprenticeship implementation working across all NHS Trusts and other partners nationally. After the procurement is complete, there will be a number of task and finish groups where all providers, a range of employers, maternity profession leads / specialists, professional bodies and other key stakeholders will be working collaboratively to shape consistent and streamlined Level 2, Level 3 and Level 5 apprenticeship provision that is fit for purpose for the maternity support workforce. This will include mapping the Level 2, Level 3 and Level 5 provision to the maternity competency framework.

For an invite, please email Jennifer.stone@hee.nhs.uk

Moving forward in paediatric critical care

Tue 8 November 2022 12:30pm – 1:30pm, Teams

Join Professor Kevin Morris, GIRFT clinical lead for paediatric critical care and Carli Whittaker, president of the Paediatric Critical Care Society (PCCS) for a lunchtime webinar to learn more about enhancing paediatric patient care.

This webinar will be addressing quality standards, networks and pathways, data collection developments, and the future of paediatric critical care commissioning landscape.

Click [here](#) to register for the event.

Chartered Manager with Mary Seacole - starting in January in Newcastle

- Two-Year Accelerated Management programme for people with existing management or healthcare delivery experience
- Starts in **January 2023**
- Delivered jointly between MMU's Business school and School of Health & Education
- Block delivery, approximately 16 days per year. **(8 in Newcastle, 8 online)**

A webinar for potential applicants and employers in the Health & Social Care sector for January's Newcastle cohort on Wednesday 9th November - 12.30-13.30. Click [here](#) to register for free

Email Paul Bridge @ p.bridge@mmu.ac.uk for further details or to apply

Event



Click the image to register



Primary Care
Network
NHS Confederation

Primary Care Conference

Book now

Wednesday 9 November 2022
London



Becoming Simulation Faculty
FREE workshop
ASPiH Conference, Birmingham
Sunday 6 November 2022



We invite colleagues with an interest in designing & delivering simulation and immersive learning to take part in our free [simulation](#) faculty development workshop on Sunday 6 November at the ASPiH conference in Birmingham.

Register here: simimmtech@hee.nhs.uk

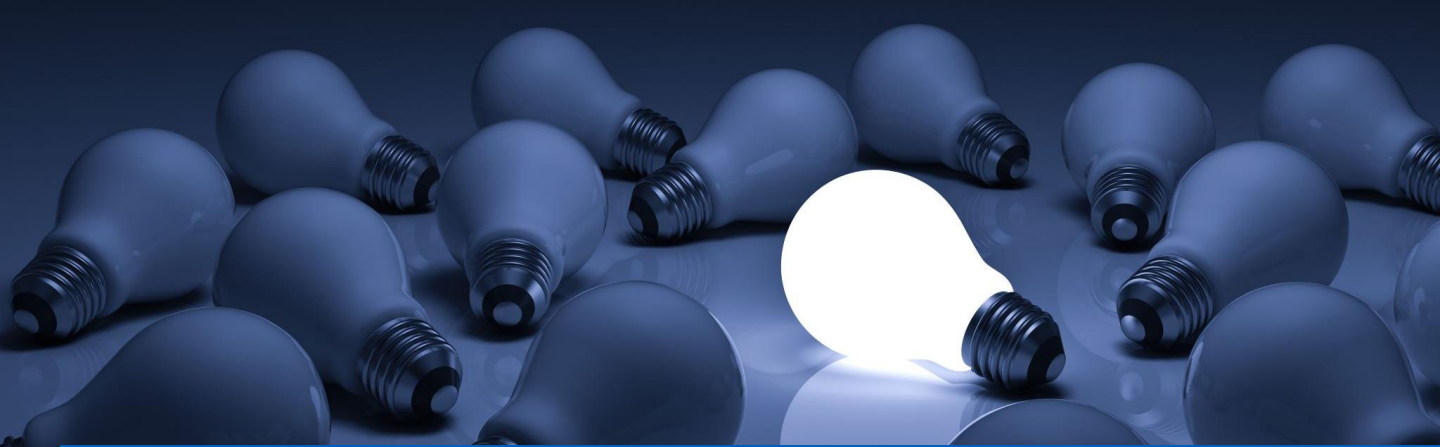


Free Recruitment Workshops for Yorkshire & Humber

This full-day, in-person workshop will help employers understand their rights and responsibilities when dealing with applicants or existing staff and volunteers who have criminal records (or have been subject to allegations). It will enable them to carry out effective risk assessments so that they can make informed decisions about the person's suitability for the role.


It will provide delegates with the knowledge, confidence and practical tools to strike the balance between safeguarding their service users addressing any barriers that may prevent the organisation from accessing a vast potential talent pool including those who have made mistakes in their past.

Book your place



eLEARNING UPDATES

A range of new resources have been added to the Virtual & Hybrid Learning Faculty (VHLF) as we celebrate its 1st anniversary. To access all the resources, visit: <https://orlo.uk/EDomJ> and search for 'VHLF'.



Virtual Hybrid Learning Faculty (VHLF)
1st Year Anniversary Celebration

Build your skills and confidence in system leadership to collaborate across health and care

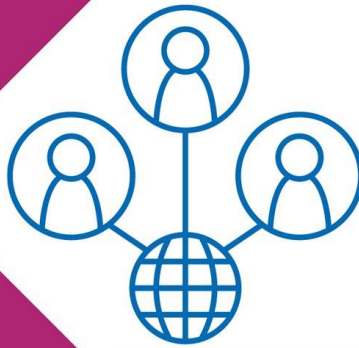
The Foundations in System Leadership; collaborating for health and care programme is now available for enrolment.

The programme is delivered online and is free to access for colleagues working in health, care, local authorities, and voluntary sector partnerships, who have a desire to improve the way they collaborate across organisational, professional, and hierarchical boundaries to design and deliver better health outcomes for the communities they serve. The programme will run for five weeks, and study time is flexible.



Virtual Hybrid Learning Faculty (VHLF)

- ✔ For educators and those involved within the health and care education community
- ✔ Access useful on-demand resources, guides, elearning and technical support
- ✔ Hosted through the NHS Learning Hub



Are you an educator and need help with **designing content for a virtual and hybrid environment?**

Access [@HEE TEL's Virtual & Hybrid Learning Faculty](https://orlo.uk/qucEY) for tips on better engagement.

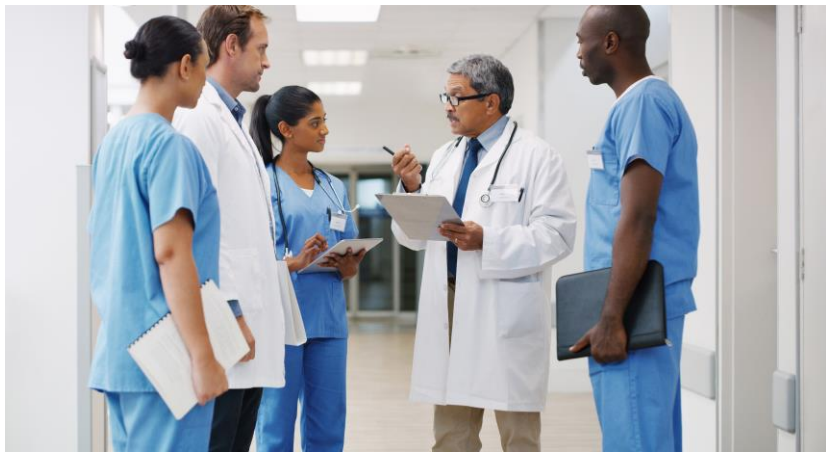
Search for 'VHLF' on The Learning Hub:
<https://orlo.uk/qucEY>



Mouth Care Matters is a Health Education England initiative to improve the **oral health** of those receiving care, whether this be in a hospital, care home or in their own home.

Good mouth care is an important part of general health and wellbeing.

Visit: <https://orlo.uk/j9xLN>



A key area of **safe medical practice** is seeking **senior advice** when you need it.

This month's update from the [#Foundation](#) eLearning programme focuses on when to stop and ask for help.

Visit: <https://orlo.uk/xYvWI>

Paramedics

Free CPD - bite-sized, interactive learning developed by Paramedics for Paramedics to use, anytime, anywhere on your PC or mobile device.



Paramedics can grow their understanding & skills around **specialist burn injuries, management of minor burns & thermal burns**, by completing a Management of Burns module.

Visit this resource within the Paramedics programme ahead of firework season.

Mental Health First Aid Training availability

Health Education England's National Volunteering Unit are leading a project to deliver 1000 places for the virtual two-day Adult Mental Health First Aid training.

The training was initially available to volunteers in the charity Project Wingman. Project Wingman is a charity which has supported the NHS throughout the pandemic with wellbeing services and provided the equivalent of over 50 years health and wellbeing provision.

This training is now available to NHS Staff on a first come first served basis until the project ends in December 2022.

The training is provided by four providers, but the courses are the same. [Click here](#) to see available dates and how to book.

You can access further details about the course [here](#).

Don't forget that Rotherham Respiratory Centre offers training available to all HNY health and care organisations. [Click for more info.](#)



Asthma (Children and Young People)

If you work with children and young people with asthma then you can now access eLearning to improve the diagnosis and management of asthma as a long-term condition thanks to [@HEE TEL](#) & [@NHSEngland](#)

<https://orlo.uk/LDzZU>

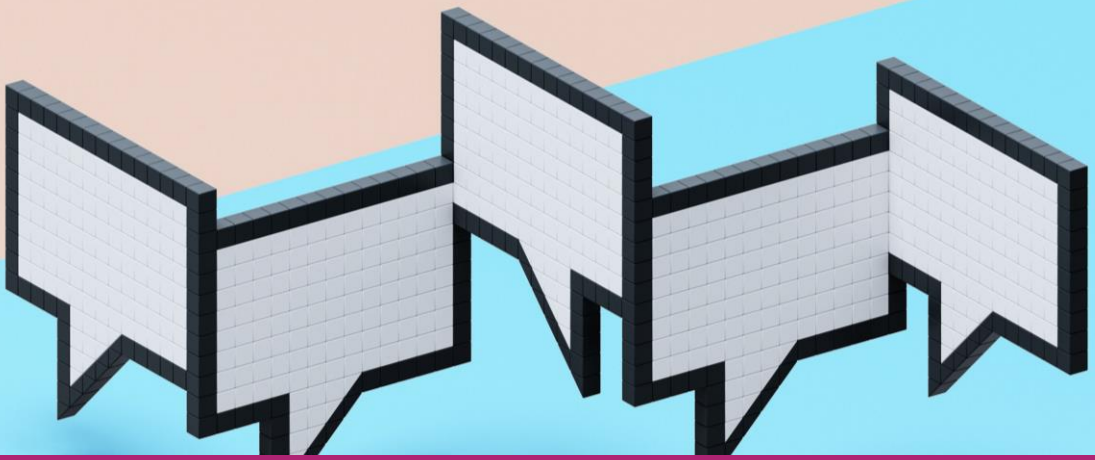
elfh
elearning for healthcare

NHS
Health Education England



National Breast Imaging Academy

This month is a great opportunity to raise awareness of breast cancer. If you work in healthcare find out more about the National Breast Imaging Academy programme: [#breastcancerawarenessmonth](https://orlo.uk/3l10E)



'YOU MAY HAVE MISSED' MESSAGES

CONNECT Club - Support and sharing for internationally educated colleagues

Connect Club

Arrived in the North East and Yorkshire since 2020?

Join us online each month for a quick friendly chat.

The CONNECT club is open to anyone working in health or social care who has come from another country and others new to the North East and Yorkshire.

- Learn about the support available for you and your family.
- Make friends with others who have arrived over the past few years.
- Listen to speakers and share how things are going for you.

We're meeting online for about 30 minutes each month for 6 months. You can come to a few sessions or all of them. It's fun and free.

Book now to say you're interested in being part of the CONNECT club.

We'll send you reminders of the dates and let you know what topics speakers will talk about nearer the time.



When

- Tues 1 Nov 2022, 1-1.40pm
- Tues 22 Nov 2022, 1-1.40pm
- Weds 18 Jan 2023, 8-8.40am
- Mon 27 Feb 2023, 8-8.40am
- Mon 27 Mar 2023, 1-1.40pm
- Mon 24 Apr 2023, 6.30-7.10pm

Book here: <https://bookwhen.com/syics-ir/e/ev-swkj-20221101130000>

Any questions: syicb-sheffield.hwb@nhs.net

General Practice Nurses (GPNs) now included in the General Practice Fellowship Scheme

The [eligibility criteria for the General Practice Fellowship Scheme](#) has been expanded to include nurses new to general practice. The inclusion of new to general practice nurses will provide support to accelerate their clinical and professional development in primary care, further incentivise this career route and support those more experienced nurses to transition, ensuring these professionals feel valued and are best able to contribute to the wider workforce.

In addition, primary care will be provided access to staff who bring experience in a range of conditions which the portfolio offer would allow them to further develop. Nurses that are interested should discuss with their practice manager or their local training hub contact.



The mental health nurse's handbook

The mental health nurse's handbook is a resource for mental health nurses and their employers to guide their preceptorship and supervision conversations, helping to focus on some key areas of practice. It is intended as a brief practical guide and provides links to other important and helpful resources.

You can access the handbook [here](#).

General
Pharmaceutical
Council

Guidance to support the implementation of the standards for the education and training of pharmacist independent prescribers

October 2022

Education and training of pharmacist independent prescribers



Click the image to read the full document.

The purpose of this document is to support the introduction of the new entry requirements. It is relevant for course providers, course applicants, and GPhC accreditation panel members, and gives some specific suggestions and examples of what we may expect the course provider and course applicant to demonstrate. It should not, however, limit or prevent course providers and applicants from using other examples and/or experiences.

Operating framework for NHS England

NHS
England



Operating Framework for NHS

England

Date of publication: October 2022

This document sets out in more detail how we will work as NHS England and with systems. It outlines our purpose and behaviours, how we will add value, our medium-term priorities and the accountabilities and responsibilities of the different organisations in the NHS, as well as how we will work with our partners across the health and care system.

Click the image above to access the framework



National preceptorship framework for nursing

This publication sets national standards for preceptorship for nurses and establishes a framework for good practice that can be adopted across all regions in England.

This framework and the accompanying National preceptorship model for nursing are available in accessible webpage format and PDF format.

[Click here to access the framework](#)

Applications open for the NHS Clinical Entrepreneur Programme

The NHS Clinical Entrepreneur programme is welcoming applications for cohort 7. Budding entrepreneurs can apply for this ground-breaking programme that is helping bring innovations into the NHS to improve patient care.

This year long programme is free and open to all NHS staff. The curriculum covers all aspects of setting up and running a small business or being an intrapreneur, including attracting investors, applying for funding, communications, and legal and regulatory considerations.

Applications close on the 30 October 2022.

To find out more and to apply [visit the NHS CEP website](#) or [email the CEP team](#) with any questions.



WORKFORCE & TRAINING INFORMATION COLLATION

Primary Care Workforce & Training Hub Information Collation

Click [here](#) to access the up-to-date information collation with updates and information.

Recent additions and updates on the newsfeed:

- Enhanced GP Fellowship Offer - Still open to all practices for registrations until 30th November 2022
- Humber and North Yorkshire Workforce Information Round Up
- Primary and Community Care Apprenticeship Employer Event - 01/11/22
- Free Webinar: Foundation Programme in Public Health for ICS - 02/11/22
- Free Webinars: Medicine Administration Pharmacy Technicians
- Free Webinars: Winter Vaccines Rollout - Building Vaccine and Screening Confidence for Higher risk populations
- Free Webinars: Cultivating Courage and Maintaining Compassion - For Newly Qualified Nurses
- Updated and refreshed Five Ways to Wellbeing module
- New online eating disorder learning on physical health assessments and monitoring
- New guidance for pharmacist entry to independent prescribing courses
- Newly Qualified Pharmacist pathway 22/23
- Back by popular demand - Free Core Supervision Model for Multi Professional Teams Training
- Support for practices around social prescribing, health coaching and DES requirements
- Health and Wellbeing Coach Mentor Offer

[For full details please click to expand each item in the newsfeed.](#)

As always, if there's anything the team can help with or you would like more information on please get in touch: training@haxbygroup.co.uk

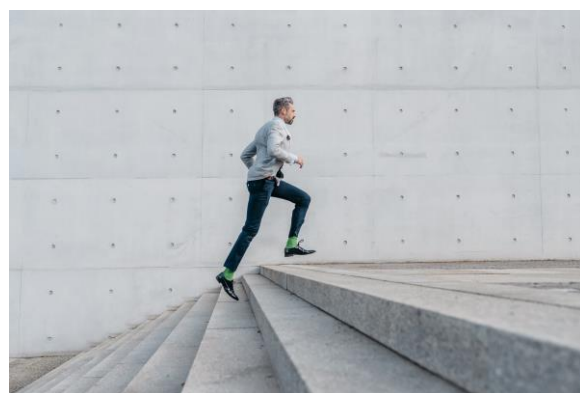


USEFUL ARTICLES AND BLOGS

Growing your own' – a focus on internal staff development to grow the workforce

Date of publication: October 2022

Continuing to develop our workforce, both to offer career progression and to support recruitment into areas where we have need, is crucially important in a time where there are so many vacancies. By offering our staff opportunities to either change their role or develop within the role we are securing future talent pipelines and sending a positive message that we want to support staff with their career and in turn have them stay within our trusts.



Building an effective palliative care workforce

Date of publication: October 2022

Toby Porter emphasises the need to develop a strong end-of-life care workforce that is prepared to meet growing future need.