

Multi-Professional Education and Training update January 2020

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Trust Board paper I

Purpose of report:

This paper is for:	Description	Select (X)
Decision	To formally receive a report and approve its recommendations OR a particular course of action	
Discussion	To discuss, in depth, a report noting its implications without formally approving a recommendation or action	
Assurance	To assure the Board that systems and processes are in place, or to advise a gap along with treatment plan	X
Noting	For noting without the need for discussion	

Previous consideration:

Meeting	Date	Please clarify the purpose of the paper to that meeting using the categories above
CMG Board (specify which CMG)		
Executive Board	29/10/2019	Discussion at Executive People and Culture Board
Trust Board Committee		
Trust Board		

Executive Summary

CLINICAL EDUCATION

Provision of high quality education and training is an essential part of promoting UHL as an excellent training organisation and to support recruitment and retention of students and all healthcare staff. UHL receives funding to support the provision of Undergraduate(UG) and Postgraduate (PG) Medical Education. The GMC and National Student Survey provide feedback on performance for UG and PG(trainees only) Medical Education. The local UHL survey captures feedback from all junior doctors in the trust.

NURSING AND MIDWIFERY EDUCATION

A joint bid between Leicester, Leicestershire and Rutland Councils to support social care staff accessing Nursing Associate training from March 2020 has been submitted to Health Education England (HEE). This is an excellent opportunity for collaborative working across the system to support the growth in Nursing Associates with UHL sharing expertise and resources to grow this workforce outside of a hospital environment.

We have worked collaboratively with the University of Leicester Medical School to train 27 first year medical students as Health Care Assistants (HCA) within the first three months of their programme. The aim of the initiative is to develop student's skills in caring, compassion and communication. However, the programme will also benefit UHL as the students who have completed the programme will be joining the UHL bank as a HCA.

£150 million is being made available from 1st April in 2020/21 and thereafter to enable employers to provide a £1,000 training budget over the next three years for each NHS nurse, midwife and

AHP. The funding will support our staff to ensure they continue to be able to deliver high quality care for patients, adapt to the changing needs of the population and build rewarding, lifelong careers in the health service. Work is underway to support a Trust Wide Training Needs Analysis.

Student nursing and midwifery numbers for De Montfort University and the University of Leicester increased by 50 students in September 2019 compared to September 2018. There has been a small increase in the number of students recruited nationally but no official data has been released.

Questions

1. How can we ensure that specialties with training challenges, as indicated in the GMC and local survey, are supported to sustain improvements
2. How can we ensure that education facilities are improved as part of the reconfiguration process?

Conclusion

1. HEE continue to monitor 40 negative outliers (red flags) from the 2019 GMC survey.
2. Cardiology training is facing increasing pressures and sustainable improvement is vital to ensure that trainees are retained. HEE and the Cardiology SAC are aware of challenges in providing a high quality training environment and are monitoring this closely.
3. Plans are in place to ensure improvement of educational facilities in collaboration with the reconfiguration team. Project planning will commence early in 2020.

Input Sought

We would welcome the Trust Board's input regarding

1. Supporting CMG action to respond to poor GMC survey outcomes and demonstrate sustainable improvement
2. Support for improving education facilities as part of reconfiguration

For Reference:

This report relates to the following UHL quality and supporting priorities:

1. Quality priorities

Safe, surgery and procedures	[Yes/No/Not applicable]
Safely and timely discharge	[Yes/No/Not applicable]
Improved Cancer pathways	[Yes/No/Not applicable]
Streamlined emergency care	[Yes/No/Not applicable]
Better care pathways	[Yes/No/Not applicable]
Ward accreditation	[Yes/No/Not applicable]

2. Supporting priorities:

People strategy implementation	[Yes/No/Not applicable]
Estate investment and reconfiguration	[Yes/No/Not applicable]
e-Hospital	[Yes/No/Not applicable]
More embedded research	[Yes/No/Not applicable]
Better corporate services	[Yes/No/Not applicable]

Quality strategy development

[Yes/No /Not applicable]

3. Equality Impact Assessment and Patient and Public Involvement considerations:

- What was the outcome of your Equality Impact Assessment (EIA)? **Not applicable**
- Briefly describe the Patient and Public Involvement (PPI) activities undertaken in relation to this report, or confirm that none were required None Required
- How did the outcome of the EIA influence your Patient and Public Involvement ? **Not Applicable**
- If an EIA was not carried out, what was the rationale for this decision? **Not Applicable**

4. Risk and Assurance**Risk Reference:**

Does this paper reference a risk event?	Select (X)	Risk Description:
Strategic: Does this link to a Principal Risk on the BAF?	X	Principal 5 – failure to recruit, develop and retain a workforce of sufficient quantity and skills.
Organisational: Does this link to an Operational/Corporate Risk on Datix Register?	X	Risk ID 3533 re: Cardiology Registrars.
New Risk identified in paper: What type and description ?		
None		

5. Scheduled date for the **next paper** on this topic:

April 2020

6. Executive Summaries should not exceed **5 sides**[My paper does/~~does not~~ comply]

CLINICAL EDUCATION UPDATE

1. Postgraduate Training: Survey Updates

1.1 GMC National Trainee Survey 2019

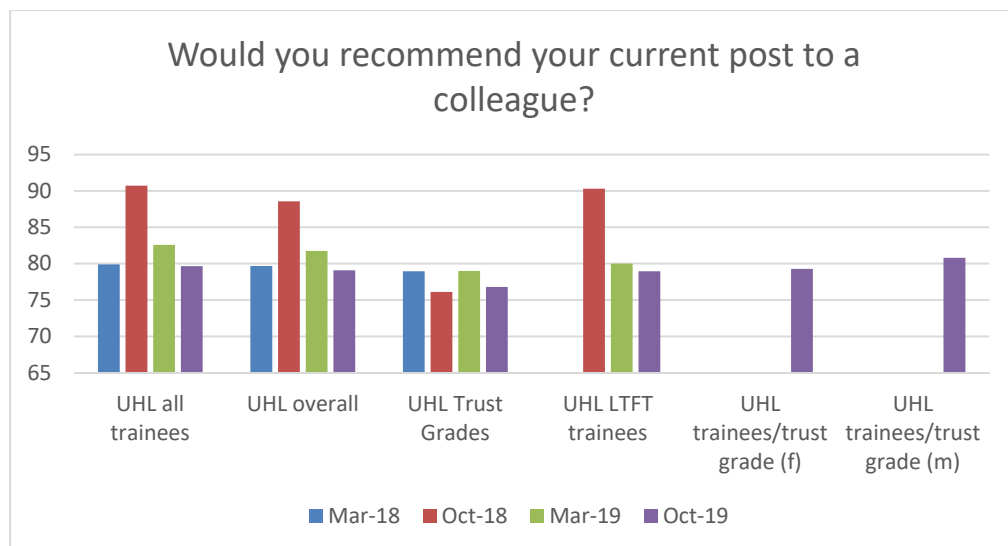
The 2019 GMC survey was open to all trainees from March to May.

There were a number (73) of negative outliers in the trainee survey and the Trust responded to 42 of these. HEE have closed 8 negative outliers and the remaining 32 will be remotely monitored.

1.2 UHL Survey summary (Oct 2019)

282 (23%) responses- 226 were trainees, 56 trust grades and 3 'other' (including those on Medical Training Initiative (MTI) schemes and Fellows).

When asked 'would you recommend your current post to a colleague?' 79.1% of all respondents said 'yes' (Trust KPI is 80%). Trainees were more positive (79.65%) than trust grade doctors (76.79%) for the same question



2.0 Postgraduate Training Concerns

2.1 Cardiology

There are significant concerns about Cardiology registrar training at the Glenfield Hospital at present, as 1/3 of the registrars are absent for varying reasons. This has led to significant rota gaps which remain uncovered due to registrars not being able to internally cover these posts any longer. Following discussions with HEE, an urgent action plan has been put in place to cover these gaps with agency locums and there is also a plan to employ acute physicians at consultant and registrar level, to cover CDU, in order to lessen the work pressures on cardiology in the long term.

2.2 O&G

GMC and UHL survey outcomes have deteriorated since last year albeit with low response numbers. The Director of Clinical Education has met with the Clinical Director, TPD and O&G Education Lead to discuss plans for improvement. Meetings with trainees and trust grade doctors are planned for January to further explore concerns.

2.3 Core Surgical Training

Certain aspects of the delivery of core surgical training are a problem within UHL. Onerous rotas and lack of training time are significant issues that have been identified in certain specialties (ENT, Plastics and Vascular surgery). The School of Surgery is looking at ways at how new patterns of working can be implemented and is keen to be part of the HEE and Royal College of Surgeons initiative that is the 'Improving Surgical Training Project-IST'. IST training posts have been approved for Trauma and Orthopaedics and Vascular Surgery, but General Surgery's application was rejected. Feedback is awaited as to how General Surgery can become part of IST pilot project beyond 2020.

2.4 Facilities

Our training facilities have repeatedly been criticised by our medical students and junior doctors and we lag behind other Teaching Hospitals within the East Midlands with regards to the education facilities we offer, particularly our simulation facilities. There is now an opportunity to improve these given the recent release of capital to the Trust. The reconfiguration team have visited the education facilities and met with the Director of Clinical Education. Project planning will take place early in 2020 to ensure that education facilities are improved as part of planned reconfiguration.

3.0 Medical Education: On-going key priorities

As a University teaching hospital, it is important that UHL provides high quality training to optimise recruitment and retention. Reviewing placement capacity is important in light of increasing medical & PA student numbers

1. Continue to improve the learning culture within and the support for trainees wellbeing
2. Improve UHL education & training facilities
3. Facilitate "Time for training" in job plans
4. Improve accountability for funding we receive for education and training at CMG level
5. Manage education and training quality issues actively across UHL and commit to demonstrate improved education quality outcomes
6. Work with local universities to maximise our potential in educational innovation, and scholarship as a "USP" for Leicester

NURSING AND MIDWIFERY EDUCATION UPDATE

4.0 Nursing Associates

The Nursing and Midwifery Council (NMC) formally approved the Nursing Associate Foundation Degree delivered by the Leicestershire School of Nursing Associates on the 18th of September 2019. The programme received a commendation for its unique delivery and two conditions, both of which have now been met. The School can now train up to 150 apprentice trainee Nursing Associates per year (across two or three cohorts per annum) for any health and social care provider.

Our next cohort of trainees commences in December 2019 closely followed by another cohort in March 2020. We will have up to 15 trainees from GP practices and residential / care homes across Leicestershire across the two cohorts.

A joint bid between Leicester, Leicestershire and Rutland Councils to support social care staff accessing Nursing Associate training from March 2020 has been submitted to Health Education England (HEE). We are converting one of our classrooms at Alfred Hill into a non-clinical simulation area that can be used to teach social care staff to deliver care in home environments.

5.0 University of Leicester Medical Student HCA Training Initiative

We have worked collaboratively with the University of Leicester Medical School to train first year medical students as Health Care Assistants (HCA) within the first three months of their programme. The aim of the initiative is to develop student's skills in caring, compassion and communication. However, the programme will also benefit UHL as the students who have completed the programme will be joining the UHL bank as a HCA. To date, 27 medical students have completed the National Care Certificate for support workers and are now undergoing the relevant employment checks so they can join the UHL Bank in January 2020. The initiative will continue as soon as funding to support the delivery of future training is agreed.

6.0 National Funding for Continuous Professional Development for Nurses, Midwives and AHPs

£150 million is being made available from 1st April in 2020/21 and thereafter to enable employers to provide a £1,000 training budget over the next three years for each NHS nurse, midwife and AHP. The funding will support our staff to ensure they continue to be able to deliver high quality care for patients, adapt to the changing needs of the population and build rewarding, lifelong careers in the health service.

The funding will be given directly to NHS Trusts from 1 April 2020 under the control of the Chief Nurse. Indicative funding for UHL is between 1.4 and 1.6 million and will be in addition to the Workforce Development Funding that we receive for accredited training.

Trusts have been asked to consider the training needs of our workforce taking account the following principles:

- Decisions about what CPD should be undertaken will be for individuals to discuss and agree with their line managers, guided by local needs in delivering the *NHS Long Term Plan* service priorities. Further guidance on use of the funding to support these discussions will be issued at a later date.

- Employers should consider team-based, as well as individual, training to bring colleagues together to share learning and experience contributes to professional development, including supporting maintaining professional registration.
- Employers should prioritise opportunities to keep this funding within the NHS by commissioning training from other NHS organisations. Employers should use new CPD funding, together with the funding they already provide for CPD and, where appropriate, the other funding provided by HEE for workforce development and transformation, to ensure maximum impact.

7.0 Increasing Student Nurse / Midwife Numbers and Placements

Student nursing and midwifery numbers for De Montfort University and the University of Leicester increased by 50 students in September 2019 compared to September 2018. Despite the increase being relatively small, UHL has now received the £50,000 from NHSI to support the additional students and this will be invested into new roles to support an increase in student numbers over the next 12 months for children's and adult placement areas.

There has been a small increase in the number of students recruited nationally but no official data has been released.

8.0 RECOMMENDATIONS AND NEXT STEPS

For the Trust Board to note the content of the report and recommendations within.