Health Education
Yorkshire and the Humber

yh.hee.nhs.uk
HEE’s purpose...

HEE exists for one reason: to improve the quality of care delivered to patients. Through our Local Education and Training Boards (LETBs), we ensure that our workforce has the right skills, values and behaviours, in the right numbers, at the right time and in the right place.

See video on our web site

www.hee.nhs.uk

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LETB = local education & training board

- Total of 13 LETBs
- Committees of HEE
- Not Statutory Bodies
- Provider led with Stakeholder representation
Workforce planning

Implications of getting it wrong:

**Under supply**:
- Service delivery affected
- Excess cost of agency & locums
- Pressure on remaining staff

**Over supply**
- Wasted investment – circa £50,000 to train a nurse; £500,000 per doctor

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## Workforce planning: Process

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<th>Provider</th>
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| • Gap analysis  
• Annual service plan – workforce component  
• Future workforce forecast | • Assess plans and forecasts  
• Review, challenge, aggregate and moderate  
• Produce LETB workforce forecast – investment plan | • Lead on planning for small number of national roles  
• Review, aggregate and moderate  
• Produce Workforce Plan for England |

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Workforce planning: nursing shortages in 2014

Employers forecast demand:
Plan are based on workforce information from employers - hospitals, nursing homes

Time-lag:
Time from commissioning decision to a nurse graduating is 4 years (commissioning period + 3 years training)

Looking back to 2010:
Employers were holding vacancies and forecasting reduced demand for newly qualified nursing and workforce budgets were advised to plan for reduced funding. Financial uncertainty.

Since 2010:
Increased focus on quality and patient safety risks arising from staffing reductions

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Nursing shortages in 2014: mitigating actions

- Increased commissions
- Reducing attrition
- Retention of current staff
- Develop new roles
- Return to Practice
- Supporting international recruits - orientation into the NHS providers
Strategic Direction: Challenge and response

1. Staff able to function in primary and community care settings
   – Increasing investment in Primary Care education and Training

2. New roles recognised alongside more familiar roles
   – Over 200 new advanced practitioners and more future investment

3. More integrated and team training with patient experience focus
   – New ways of learning in new places

4. Full usage of flexible training routes so can be more responsive
   – Focusing investment on priorities

5. Build confidence and competence to work within high tech service delivery alongside patients as experts in their own care
   – Core element of all training and education
We are investing in:

- Increasing current output of qualified nurses
- Increasing supply of Advanced Clinical Practitioners & pilot Physicians Associates and extended role of pharmacists
- Providing sufficient high quality clinical placements for current and future students
- Increasing training in primary and community care settings - GP, nursing and other roles

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We are investing in:

Continuing transition to a standard national placement tariff

Increasing the quality and capability of support staff in order to ensure minimum standards met and to take on assistant roles.

Supporting team development; good management and leadership;

Specialist post registration skills development e.g. dementia and other mental health issues, older people,

Training the workforce in the use of technology

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Promoting new ways of learning

- The use of simulation
- Our region has invested over £20 million in clinical skills and simulation since 2008.
- This investment includes simulation centres, equipment, and the creation of a specific project team who work to deliver the LETB Clinical Skills and Simulation Strategy for Yorkshire and the Humber.
- A regional network and executive committee advise the LETB on key priority areas in clinical simulation in order to direct work more effectively.
- A refreshed strategy for this work is currently being finalised, and will ensure that our region remain at the forefront of this important and innovative area of work.

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For further information

Visit: www.hee.nhs.uk and www.yh.hee.nhs.uk

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