

Health Skills East

December 2009 - Bulletin 14



This bulletin is issued by Health Skills East - a voluntary collaboration of over 30 publicly funded development organisations in the East of England. It aims to bring news direct to health sector employers and commissioners. For details of who we are and the huge range of information available on our website go to www.healthskillseast.org.uk To be put on the mailing list email info@healthskillseast.org.uk. Click here for previous [newsletters](#)

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The Health Skills East Team wishes all our readers a Merry Christmas and a Happy New Year



Latest News

- **Department of Health – NHS 2010-2015: from good to great. Preventative, people-centred, productive (December 2009)**
The DH has published a plan for the NHS for the next five years - [5 year plan](#). The NHS Operating Framework 2010/11 will set out NHS priorities for the next financial year – see January's bulletin for further details.

Recession Watch

- **Audit Commission – More for less: Are productivity and efficiency improving in the NHS? (November 2009)**
This paper suggests that NHS Trusts are increasing productivity but that there has been little progress in transferring patient care from the acute sector to the community. To access the documents - [briefing](#).
- **NHS Confederation – Mental health and the economic downturn (November 2009)**
This report arises from a meeting in September 2009 between the Royal College of Psychiatrists, the Mental Health Network, the NHS Confederation and the London School of Economics and Political Sciences which looked at the impact of the downturn on mental health and priorities / solutions for the NHS. To find out more, go to - <http://www.nhsconfed.org/Publications/Pages/Menta-lhealth-economic-downturn.aspx>.
- **King's Fund – Windmill 2009 – NHS response to the financial storm (December 2009)**
This report is the result of a two-day simulation exercise and looks at how the NHS can best address the forthcoming funding constraints within the context of increasing costs and demand. To access the document, see - [Windmill 2009](#).
- **Joseph Rowntree Foundation – Monitoring poverty and social exclusion (December 2009)**
This report finds that poverty, unemployment and re-possession began to increase in 2004, before the current recession. For further information, see - <http://www.jrf.org.uk/media-centre/monitoring-poverty-2009>.

- **Pre-Budget Report 2009 and Putting the Frontline First: Smarter Government**
For information on the PBR, go to the microsite <http://prebudget.treasury.gov.uk>. Other useful links: for the impact on individuals [Directgov PBR](#) and Business Link for [the impact on business](#). To access the Smarter Government document which identifies additional efficiency savings of £3billion over and above those identified in April 2009 go to <http://www.hmg.gov.uk/frontlinefirst.aspx>.

Policies

- **Department of Business, Innovation and Skills – Skills for Growth – The national skills strategy (November 2009)**

This strategy follows the publication of the framework for Higher Education published in November 2009 – [Higher Ambitions](#) – and the UK Commission for Employment and Skills report – [Towards Ambition 2020: skills, jobs, growth](#) (October 2009) – which looked at the simplification of the education, skills and employment systems in the UK. Proposals include: three-quarters of people should participate in higher education / complete an advanced apprenticeship or equivalent technician course by the age of 30; creating a new technician class; improving system response to business. <http://www.bis.gov.uk/policies/skills-for-growth>.

BIS have also published [Skills Investment Strategy 2010](#) which states that skills funding will be £4.4 billion in 2010/11, including over £1.75 billion on the Adult Learner Responsive budget aimed at the unemployed (in receipt of benefits for 6 months or more) and those aged between 18-24 under the Young Person's Guarantee. The Centre for Innovation in Learning (Learning and Skills Network) has published a report – [Beyond Leitch: Skills Policy for the Upturn](#) (How skills can rebuild the economy) - which examines the impact the recession has had on skills and training and considers the likely implications for skills policy.

- **Department of Health – Age equality in health and social care consultation**

The report – *Achieving Age equality in health and social care* – was published in October 2009 and the Government has now gone out to consultation on the proposals. The consultation ends on 15 February 2010. [Age Equality Consultation](#)

Working with Schools and Colleges

- **Health Ambassadors East**

The latest news on developments can be accessed on The Britten Partnership [website](#) at [November 2009 newsletter](#). The Britten Partnership have achieved the Award for Education Business Excellence (aebe) - [press release](#). The Education and Employer's Taskforce - <http://www.educationandemployers.org> – was established as a charity in July 2009 and launched 15 October 2009. It has also produced 2 on-line guides - The Employers' and Teachers Guides - <http://www.the-guides.org>. Contact has already been made and information has been sent about Health Ambassadors East programme.

- **Department for Children, Schools and Families – Diplomas**

- The DCSF is producing a series of eight 14-19 Reform: Nuts and Bolts Guides for local authorities and consortia regarding the delivery of the diploma. These can be accessed at [Guides](#).
- The participation and achievement [statistics](#) for the first year (2008/09) of the national diploma provision in England 2008/09 are now available at . The DCSF have also published the education and training statistics for the UK for 2009 - <http://www.dcsf.gov.uk/rsgateway/DB/VOL/v000891/index.shtml>

- **Ofsted – Annual report 2008/09 (November 2009)**
The Annual Report (September 2008 to August 2009) covering childcare, children's social care, local authority services for children and provision of education and skills in schools, colleges and adult learning is now available at <http://www.ofsted.gov.uk/Ofsted-home/Annual-Report-2008-09>.
- **Department for Children, Schools and Families – Your child, your schools, our future: building a 21st century schools system – Timetable for action**
The timetable for action sets out how the commitments set out in the White Paper will be achieved - <http://www.dcsf.gov.uk/21stcenturyschoolssystem/index.shtml> . The Children, Schools and Families Bill which is currently going through Parliament will bring changes such as the parent and pupil guarantees into law in 2010 - [Bill](#).

Adult Recruitment and Retention

- **Skills for Care Conference – Apprenticeships: Making things happen in Social Care**
Tuesday 2 February 2010
Cambridge Belfry Hotel (College Suite), Cambourne
The aims of this event include: raising awareness and understanding amongst social care employers of the need for Apprenticeships in health and social care, identify capacity and development needs and show how the National Apprenticeship Service can support employers. For further information, [click here](#).
- **Apprenticeships**
Health Skills East have launched a new web page bringing together all the main current information and guidance on Apprenticeships in one place - [click here](#). For information on the James Paget University Hospitals NHS Foundation Trust and NHS Great Yarmouth NHS Apprenticeship Partnership - [click here](#) (under the small-scale research and resource development projects section).
- **Skills for Health - Skills for Life on-line initial assessment tools**
Skills for Health have launched new sector specific Literacy and Numeracy Initial Assessment tools which are relevant and accessible to managers and staff in a wide variety of job roles. They are free to the user and can be completed online via the Skills for Health website - <http://www.skillsforhealth.org.uk> - or downloaded to a PC, and for those who don't have internet access, a paper based version will also be available.
- **National Institute for Adult Continuing Education – Annual Survey of Digital Participation (November 2009)**
This survey indicates that 37% of adults do not have regular access to the internet and provides information on digital technology usage. For further information - <http://www.niace.org.uk/news/over-one-in-three-adults-don%E2%80%99t-use-the-internet>
- **Department of Health – graduate entry only for nursing by 2013**
From 2013, all new nurses will be educated to degree level following recommendations by the Nursing and Midwifery Council. For further information, go to the [NMC](#) website.
- **UK Border Agency – changes to advertising period for resident labour market test**
From 14 December 2009, the advertising period for skilled workers increases from two to four weeks. For what this means for NHS organisations, go to [NHS Employers](#) website. For information on [The resident labour market test](#). A revised [shortage occupation list](#) for Tier 2 of the points-based system also applies from 14 December 2009.

- **NHS Employers – mental health campaign**
The [Open your mind](#) campaign is about creating better working environment for staff and increasing employment rates for people who suffer mental ill health. The cross-government programme of action to support mental well-being and improve mental health care services has just been launched – see <http://www.newhorizons.dh.gov.uk/index.aspx>.
- **UK Social Partners – Preventing Workplace Harassment and Violence guidance (November 2009)**
Joint guidance supported by the CBI, TUC, Health and Safety Executive, ACAS, BIS and the Partnership of Public Sector Employers is now available at <http://www.workplaceharassment.org.uk> or via the NHS Employers website - <http://www.nhsemployers.org/HealthyWorkplaces/Pages/workplaceharassmentviolence.aspx>
- **Department of Health – Dealing with nuisance and disturbance on NHS premises**
Final guidance has been issued on the use of the power to remove those causing a nuisance or disturbance on hospital premises in England – [Guidance](#). For the 2008/09 statistics on reported assaults on NHS staff in England - <http://www.nhsbsa.nhs.uk/security>.
- **NHS Employers – Building on the NHS staff survey**
The Department of Health and NHS Employers are interested in how employers engage with their staff in addition to the staff survey. For further information - [staff engagement](#) .
- **Health Service Journal / Nursing Times – Healthcare 100 2010**
Organisations must register by [31 December 2009](#) - <http://www.healthcare100.co.uk> . Case studies for Healthcare 100 2009 case studies can be found on [NHS Employers](#) website.
- **HSJ Awards 2009**
The winners have now been announced – details can be found at <http://www.hsjawards.co.uk>.

Pensions

- **Department of Work and Pensions – Workplace pensions are changing leaflet**
From 2012, the Government is planning to introduce workplace pension reform where employers will be required to automatically enrol all eligible employees into a qualifying workplace pension and make minimum contributions to it. This [leaflet](#) outlines the changes and what they mean for employers -. The DWP has also published research into understanding small employers' likely responses to the 2012 workplace pension reforms - http://research.dwp.gov.uk/asd/asd5/report_abstracts/rr_abstracts/rra_617.asp.
- **NHS Employers - NHS Pension Choice exercise**
This exercise begins in January 2010 for three years giving members of the 1995 section of the NHS Pension Scheme the one-off opportunity to move to the 2008 section (final salary pension with normal pension age of 65 and more flexibility running up to retirement). For further information, go to the NHS Employers website at [Pensions Choice Exercise](#) or NHS Pensions - <http://www.nhsbsa.nhs.uk/Choice.aspx>.
- **Institute of Fiscal Studies – The pension advantage of public sector workers (December 2009)**

Jobs in the public sector are more likely than those in the private sector to be covered by occupational pensions and are more likely to be “defined benefit”, i.e based on number of years service and final salary. This IFS report looks at the “worth” of these pension as part of the overall remuneration package. To access - <http://www.ifs.org.uk/publications/4669>.

New Roles and Teams

Innovation

- **NHS Evidence**

NHS Evidence went live in April 2009. From 16 December, any NHS organisation will be able to download the NHS Evidence search bar. For further information, go to - <http://www.evidence.nhs.uk/Pages/Downloads.aspx>

- **NHS Institute for Innovation and Improvement – High Impact Actions for Nursing and Midwifery (November 2009)**

The NHS Institute has published High Impact Actions for Nursing and Midwifery which were announced at the Chief Nursing Officer’s conference on 12 November 2009. There are eight areas ranging from *keeping nourished* to *protection from infection*. For further information, go to - http://www.institute.nhs.uk/building_capability/general/aims.html

- **Department of Health – a consultation on proposals for the Innovation Pass pilot**

The Innovation Pass initiative will make available certain innovative medicines before appraisal by NICE. Consultation ends 8 February 2010. http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH_109236

Service Planning and Development

- **Department of Health – contribution / role of students to services in pandemic flu**

Guidance produced by the DH can be accessed using the following links:

- [Contriibution of medical students](#)
- [The role of healthcare students excluding medical students](#)

- **Skills for Health – Core Standards for Assistant Practitioners (November 2009)**

New core standards have been published covering recruitment, education and training, competences and development as well as deployment and management of Assistant Practitioners. See further - [Core Standards for APs](#).

- **Children’s Workforce Development Council – Young People’s Workforce Reform Programme**

The three year programme was formally launched on 5 November 2009. Work is taking place in three main areas: strengthening leadership and management, improving the skills of the third sector youth workforce through capacity building and developing a common platform of skills and competences. For further information - <http://www.cwdcouncil.org.uk/young-peoples-workforce/reform-programme>

- **Skills for Justice – Common Core NOS project to improving skills, knowledge and standards for the children’s workforce**

SfJ are undertaking work funded by the CWDC developing a range of NOS and qualifications that will directly affect all professions and occupations working in services for children, young people and their families. For more information - rebecca.morgan@skillsforjustice.com

- **Department of Health – The NHS Constitution**

The NHS Constitution was published in January 2009. There is now a statutory duty on NHS bodies, primary care services and other providers of NHS services to “have regard” to the Constitution when making decisions and performing their functions. To view the State of Readiness Group (SoRG) report which includes examples of good practice - [SoRG Report](#) . The consultation on new patient rights which closes on 5 February 2010 can be accessed at <http://www.dh.gov.uk/en/Healthcare/NHSConstitution/index.htm>. For the latest information on Personal Health Budgets - <http://www.dh.gov.uk/en/Healthcare/Highqualitycareforall/Personalhealthbudgets/index.htm>.

- **Department of Health – Cancer Reform Strategy – 2nd annual report (December 2009)**

The second annual report on progress in implementing the strategy has been published - [Report](#).

- **National Institute for Health and Clinical Excellence – How to use NICE guidance to commission high-quality services (December 2009)**

A guide has been produced to support the commissioning high-quality services through embedding NICE guidance - [Commissioning Guide](#).

Workforce information and planning

- **The King’s Fund – NHS Workforce Planning: limitations and possibilities (November 2009)**

This report looks at how likely the NHS workforce planning system will deliver a workforce which is fit for purpose. It provides conclusions on workforce planning capacity, integration of workforce planning and workforce productivity and flexibility. To access, go to - http://www.kingsfund.org.uk/research/publications/nhs_workforce.html

- **Local Government Association – Local Government Workforce Survey 2009 (November 2009)**

The survey took place between June and August 2009 in England and Wales and gauge progress against the Local Government Workforce Strategy 2007. The key findings can be found on the Improvement and Development Agency’s website at <http://www.idea.gov.uk/idk/core/page.do?pagelD=14979754>. For the detailed report - <http://www.lga.gov.uk/lga/core/page.do?pagelD=1956067>

Management and Leadership

- **Department of Health – Winners of the NHS Leadership Awards 2009**

The winners of the NHS Leadership awards have been announced and details can be found at <http://www.nhsleadershipawards.nhs.uk>. Patrick Geoghegan, Chief Executive of the South Essex Partnership University NHS Foundation Trust was the winner of The NHS Leader of the Year category.

- **Department of Health – National Leadership Council**

For the latest information on developments on the five priority areas (clinical leadership, board development, Top leaders, Inclusion, Emerging leaders), go to - <http://www.dh.gov.uk/en/Aboutus/HowDHworks/BoardsandCommittees/NationalLeadershipC>

[ouncil/index.htm](#). 109 clinical leadership fellowships are planned for 2009/2010 - to access the most recent letter from the Clinical Leadership Programme lead go to http://www.dh.gov.uk/en/Publicationsandstatistics/Lettersandcirculars/Dearcolleagueletters/DH_109166

- **Working Families – Britain’s Best Boss 2009**

Working Families is a charity supporting work-life balance and has announced that the County Audiology Services Manager at Worcestershire Acute Hospitals NHS Trust is the 2009 winner of the Britain’s Best Boss competition. [Press release](#)

- **Managers in Partnership (MiP) – Your life as a health manager. Health Managers’ Survey 2009 Report (November 2009)**

MiP (a trade union for managers in healthcare) has published the results of a UK wide on-line survey of healthcare managers which took place in August and September 2009. To access the report - <http://www.miphealth.org.uk/news/shw-detail.asp?id=681&src=1>

Learning Networks

- **Numeracy Skills Support on Health Care Assistant Induction programmes**

Since January 2009, staff at Norfolk and Norwich University Hospitals NHS Foundation Trust have been piloting a set of numeracy skills check resources on Health Care Assistant induction programmes. The materials were developed at the Trust with funding and support from Skills for Health and ACER’s Stepping-stones project and examples are available on the Health Skills East website - [Learning Networks](#).

Funding

- **NCVYS/CWDC/NAVCA – Funding Guide to Workforce Development for the children, young people and families voluntary and community sector (November 2009)**

The fourth edition of this funding guide published by the National Council for Voluntary Youth Service, the Children’s Workforce Development Council and the National Association for Voluntary and Community Action. It is intended for service delivery organizations, local infrastructure organizations and individuals. To access the report - http://www.ncvys.org.uk/UserFiles/Workforce%20Development/Funding_guide_wfd_FINAL_Nov09.pdf

Supporting Individual Staff

- **Department of Health – NHS Health and Well-being review (November 2009)**

The final report of the Boorman review is now available and can be accessed at <http://www.nhshealthandwellbeing.org/FinalReport.html>. It concludes that in order to deliver sustainable high-quality services, NHS organisations must invest in staff health and well-being: a summary of the 20 recommendations appears in Appendix 1 of the report which include the requirement that all NHS organisations have a prevention focussed health and well-being strategy in place for all staff. [Case Studies](#) are available including a number from the East of England. The DH has accepted in full the recommendations from the review - http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_108799 - and implementation will be included in the NHS Operating Framework for 2010/11.

- **The Work Foundation – Good Jobs (November 2009)**

This report looks at the characteristics of a Good Job, the benefits of making more jobs, Good Jobs, e.g. higher productivity, more engaged employees, and recommended actions for Government to take to make increase the standard and number of Good Jobs.

<http://www.theworkfoundation.com/research/publications/publicationdetail.aspx?oltemId=226&parentPageID=102&PubType>

- **Department for Business, Innovation and Skills – Employment Relations publications (November 2009)**
 - **Family structure and work satisfaction: Can work-life balance policies foster happiness in the workplace?** This report looks at the overall job satisfaction of workers with different family circumstances and how it is affected by the availability of workplace Work/Life balance policies. <http://www.berr.gov.uk/files/file53551.pdf>
 - **How does the workplace affect the quality of employment?** This paper looks at workplace characteristics, e.g. size, in terms of four elements of employment quality – job satisfaction, stress from work, the degree of discretion at work and perception of job security. <http://www.berr.gov.uk/files/file53552.pdf>
 - **Fathers’ working hours: parental analysis from the third-life balance employee survey and maternity and paternity rights and benefits survey of parents.** This paper looks at the working hours and patterns of flexible working of fathers. <http://www.berr.gov.uk/files/file53550.pdf>
- **Department for Business, Innovation and Skills – The New Right to Request Time to Train**

From 6 April 2010, the right to request time to train comes into force. This leaflet sets out how this will work and the benefits for employers - <http://www.dius.gov.uk/~media/publications/T/time-to-train-employer-leaflet> . This right was included in The Apprenticeships, Skills, Children and Learning Act 2009 which received royal assent on 12 November 2009. This Act also established the Youth People’s Learning Agency and the Skills Funding Agency – see further [summary of proposal in the Act](#).
- **Department for Business, Innovation and Skills – Disability, health and access to training (November 2009)**

This [report](#) looks at employer decisions about training for disabled people.
- **The Economic and Social Research Institute – Job Mismatches and Labour Market Outcomes (September 2009)**

ESRI working paper 314 looks at four possible combinations of skills / education mismatch - <http://www.esri.ie/UserFiles/publications/20090916160639/WP314.pdf>

Sector Skills News

- **Skills for Health – on-line enquiries**

To enquire about how Skills for Health can support you in developing your workforce, go to <http://skillsforhealth.tccommunications.co.uk/enquiries>

Social Care

- **Department of Health / Department for Children, Schools and Families – Building a safe, confident future – the final report of the Social Work Task Force (December 2009)**

The Task Force was charged with reviewing and making recommendations on how social work (children’s and adult services) could be reformed and improved. The [Final Report](#) is now available.
- **Care Quality Commission – statement on the quality of adult social care (December 2009)**

The main findings and reports on council adult social care services, the commissioning of care and care homes/agencies can be found at http://www.cgc.org.uk/newsandevents/newsstories.cfm?cit_id=35577&FAArea1=customWidgets.content_view_1&usecache=false .

Links to partner news bulletins

- **Department of Health -** www.dh.gov.uk/en/publicationsandstatistics/
- **Eastern Development Centre -** <http://www.easterndc.org.uk>
- **Expert Patients Programme -** <http://www.expertpatients.co.uk>
- **Adult Care -** <http://eastern.skillsforcare.org.uk>
- **Children’s Workforce (CWDC) -** <http://www.cwdcouncil.org.uk/e-bulletin>
- **Children’s Workforce Network -** <http://www.childrensworkforce.org.uk>
- **East of England Skills & Competitiveness Partnership -** <http://www.eescp.org.uk>
- **NHS Institute of Innovation and Improvement -** <http://www.institute.nhs.uk>
- **LSC Magazine -** <http://www.lsc.gov.uk/regions/EastofEngland/news>
- **Train to Gain updates -** <http://www.traintogaineast.co.uk/News.aspx>
- **Skills for Health -** <http://www.skillsforhealth.org.uk> and go to “Read the latest Newsletter”

More news, events and resources

Please browse the Health Skills East website - <http://www.healthskillseast.org.uk> - for more resources and events.

To list your events email: info@healthskillseast.org.uk

To sign up for the mailing list email: info@healthskillseast.org.uk

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