

Health Skills East

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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](#)

Recession Watch

- **Department for Business, Innovation and Skills – Going for Growth (January 2010)**
 BIS has published the Government's strategy for growth - <http://www.bis.gov.uk/growth> - identifying 7 key areas of action including supporting people to develop their skills. It has also produced an information leaflet for businesses – [a guide to Government funded business support](#) (December 2009).
- **Department of Work and Pensions – Building Britain's Recovery: Achieving Full Employment (December 2009)**
 This White Paper sets out a £400m programme over the next 18 months. Initiatives include a guarantee of a job, training and work experience for every young person who has been unemployed for over 6 months. See further - <http://www.dwp.gov.uk/policy/welfare-reform/legislation-and-key-documents/building-britains-recovery>. The [Investing in Potential](#) cross-Government Strategy on 16-24 participation was launched at the same time.
- **Cabinet Office – Learning from the Past: Tackling worklessness and the social impacts of the recession (December 2009)**
 This report looks into the consequences of previous recessions in terms of unemployment and other social impacts such as increased mental health problems and how these have informed Government action in tackling the current recession. To access the briefing paper, evidence pack and research report, go to - http://www.cabinetoffice.gov.uk/social_exclusion_task_force/short_studies/downturn.aspx.
- **The Young Foundation – Sinking and swimming: understanding Britain's unmet needs (December 2009)**
 This publication examines the material and psychological needs of people living in Britain. It concludes that the country will remain a relatively unequal society in 10 – 15 years time and provides suggestions for further action and research. To access - <http://www.youngfoundation.org/general/-/all/news/sinking-and-swimming-understanding-britains-unmet-needs>.
- **The Chartered Institute of Public Finance & Accountancy / Solace – After the downturn (December 2009)**
 This report looks at 2 possible scenarios of public spending cuts following the 2010 election and identifies 3 key strategic actions. For further information, go to - http://www.solace.org.uk/library_documents/After_the_Downturn.pdf.

- **Deloitte – Reshaping public sector organisations for an age of austerity (December 2009)**

Deloitte has published the first in a series of papers leading up to the election focussing on the need for public sector bodies to review their organisation design within the context of reducing levels of funding. Subsequent publications will look at lean thinking, leadership etc. To access the report, go to - http://www.deloitte.com/view/en_GB/uk/industries/government-public-sector/article/ce91867e56875210VqnVCM200000bb42f00aRCRD.htm.

Reform have advocated a reduction of the public sector workforce of 15% (1 million) - [The Front line](#) (December 2009).

Policies

- **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](#) – emphasising personalisation and prevention to deliver high quality care. The “deal for NHS staff” is set down in Chapter 3 and includes the proposal for employment guarantees (local / regional) for frontline staff in return for flexibility and pay restraint. The Conservative Party [draft manifesto for the NHS](#) was published this month as was their Policy Green Paper No.12 – [A Healthier Nation](#).

The NHS Confederation has produced a report on personal health budgets based on the opinions of local health and social care leaders – [Shaping personal health budgets: a view from the top](#) (December 2009).

- **Department of Health – NHS Operating Framework 2010/11 (December 2009)**

The NHS Operating Framework 2010/11 sets out NHS priorities for the next financial year (the first year of the 5 year plan). The national priorities remain the same and the framework focusses on 4 issues: quality, sharing risk, system characteristics and integration. Workforce is one of the key areas and information on the related “system levers and enablers”, e.g. pay, education and training, and associated actions, e.g. introduction of a tariff for education with phased implementation from April 2011, can be found on pages 36 – 38. To access - http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_110107. For a summary of the key points go to the [NHS Confederation](#) website.

- **Department of Health – education commissioning for health (January 2010)**

This on-line resource sets out a complete education commissioning system for the use of the Multi-Professional Education and Training levy (MPET), focussing on quality. It includes planning, market management, education delivery and performance management, e.g. a 5% performance premium from 2010/11. See further - http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_110774 .

Careers and Qualifications Advice

- **NHS Careers – young people’s views of the NHS**

A survey by NHS Careers has shown that 56% of the group of 1,000 11 – 16 year olds polled had considered the NHS as a possible career. For further information, go the [NHS Employers](#) website.

- **Directgov – graduate careers and postgraduate**

Information on the options available after graduation (including accessing internships via the Graduate Talent Pool) can be found at [Choice after graduation](#).

Working with Schools and Colleges

- Department for Children, Schools and Families – public consultation on the introduction of Parent and Pupil Guarantees (PPGs)**

The PPGs focus on the entitlements and responsibilities of parents and pupils. The closing date for responses is 5 April 2010 - [Consultation](#).
- Department for Children, Schools and Families – Post 16: Educational Choices in Rural Areas (December 2009)**

The compulsory education and training age will be raised from 16 to 18 in 2015. Currently, 1 in 5 young people leave education or training at age 16 and this study looks into what impact living in a rural setting has on post compulsory participation. To access the report - <http://www.dcsf.gov.uk/research/programmeofresearch/projectinformation.cfm?projectId=15911&type=5&resultspage=1>
- Department for Children, Schools and Families – Educational Attainment in Rural Areas (December 2009)**

Pupils who live in rural areas tend to have higher attainment at secondary school than those in urban areas but this report finds this is largely due to social position. See further - <http://www.dcsf.gov.uk/research/programmeofresearch/projectinformation.cfm?projectId=15912&type=5&resultspage=1>

Adult Recruitment and Retention

- NHS Pay Review Body – 2010/11 pay review**

The NHS PRB has decided not to seek a remit to the Secretary of State to review the 2010/11 pay increase as the evidence does not demonstrate “a significant and material change” in recruitment and retention - [NHSPRB Reports](#). For a summary of the 3 year agreement, go to the [NHS Employers](#) website.
- Public Administration Select Committee – Top Pay in the Public Sector (December 2009)**

The PASC has recommended the establishment of a Top Pay Commission to produce pay principles and benchmarks for the public sector. To access the report - <http://www.publications.parliament.uk/pa/cm200910/cmselect/cmpubadm/172/17202.htm>
- Department of Health – A guide to the implications of the European Working Time Directive for doctors in training (December 2009)**

To access this guidance, go to - http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_110100
- British Medical Association – Equality and Diversity in UK medical schools (December 2009)**

This report states that the majority of medical students continue to come from professional and managerial backgrounds which has important implications for the future. For further information, go to - [BMA Report](#).
- Department of Health – NHS Student Support Review**

The [DH consultation](#) on the NHS Bursary scheme closed on 11 December 2009 with final recommendations to be announced in early 2010. To read the NHS Employer’s response, go to - [Student Support](#).

- **Improvement and Development Agency / Public Sector People Managers' Association – Managing people through major transition (December 2009)**
IDeA has published the HR experience and learning from the 2009 local government re-organisations which is of relevance to other transitions such as establishing shared services and integrating local services. <http://www.idea.gov.uk/idk/core/page.do?pagelid=15684250>.
- **Department of Health – NHS Staff Survey Wave 4**
This [letter](#) outlines a survey of NHS staff being undertaken in January and February 2010 to better understand staff awareness of key issues.
- **NHS Pensions – Choice Timetable**
For information on the revision to implementation plans for the delivery of Choice Statements see - http://www.nhsbsa.nhs.uk/Documents/Pensions/Choice_Timetable_Dec_09.pdf.
- **HMRC – Normal minimum pension**
The normal minimum pension age rises to 55 from April 2010. For further information, go to the HMRC website at <http://www.hmrc.gov.uk/pensionschemes/min-pen-age.pdf>
- **Health Professions Council – new guidance (January 2010)**
The HPC has published two new guidance documents: one for [students](#) on conduct and ethics and the other for applicants, registrants and education and training providers on its [health and character](#) processes.
- **Department for Business, Innovation and Skills – launch of Online Basics**
BIS has launched a new website - <http://www.onlinebasics.co.uk> - designed to help people start using computers and the internet. This development forms part of the Government's response to the publication of the [Independent Review of IT User Skills](#) in June 2009. For information on the *Home Access Programme* aimed at improving IT access for low-income families go to <http://www.homeaccess.org.uk> and a new programme aimed to get older people in sheltered housing on line – [Get Digital](#).
- **Skills for Care – Recruitment and Retention research**
A new SfC study states that a good reputation for delivering care, flexible working arrangements and on-going training are key in recruiting and retaining staff. [Press release](#).
- **Children's Workforce Development Council – Embedding the vision and principles for induction to the children and young people's workforce**
To submit your comments and thoughts use the [on-line survey](#) . The deadline for responses is 29 January 2010.

Apprenticeships

- **Department for Business, Innovation and Skills – post 16 education and skills statistics**
This publication updates information published in October 2009. 239,900 people started and 143,400 people completed apprenticeships in the 2008/09 academic year. This represented an increase of 6.8% and 27.4% respectively compared to 2007/08. See further - <http://www.thedataservice.org.uk/statistics/sfrdec09>. For a summary of the key headlines - [National](#) and [East of England](#).
- **National Apprenticeship Service – Apprenticeship Awards 2010**

Nominations for the 2010 awards are now open. The deadline for entries is 26 February 2010. For further information, go to - <http://www.apprenticeships.org.uk/Awards.aspx>. Apprenticeship Week 2010 is 1 – 5 February 2010 - [further information](#).

New Roles and Teams

Innovation

- **Department of Health - Health Innovation and Education Clusters (HIECs)**
The first 17 HIECs (cross sector partnerships between NHS organisations, education and business) have been announced and will be supported by funding of £11m. They will provide professional education and training and promote innovation. The two successful applicants from the East of England were Cambridge University Health Partners Regional HIEC and Norfolk and Waveney HIEC. For further information - [HIECs](#) and [NHS EoE news](#).
- **University of Southampton – research to help shape the future of health and social care in the UK**
The University is about to undertake a five year research project into the future demand and supply of health and social care services as the UK population ages. See further - [press release](#). Projections indicate that in 2010 there will be about 12m pensioners rising to 16m by 2050 – see further: [DWP press release](#) / [ONS population estimates](#) / [ONS national population projections](#).

Service Planning and Development

- **Department of Health – Achieving excellence in kidney care: Delivering the NSF for Renal Services (December 2009)**
This report identifies the progress made over the last five years since publication of the NSF for Renal Services - [Achieving excellence in kidney care](#).
- **Care Quality Commission – Guidance about compliance Essential standards of quality and safety (December 2009)**
The CQC has published guidance for health and social care providers on meeting the essential standards which form part of the new registration system ([Essential Standards](#)). All trusts must apply for registration by 29 January 2010 - [CQC New Registration System](#).
- **Department of Health – Code of practice on the prevention and control of infections and related guidance (December 2009)**
The code of practice sets down the criteria by which registered providers will be assessed by the CQC. It comes into force from 1 April 2010 for the NHS and all other registered providers from 1 October 2010. [Code of Practice](#)
- **Pickereurope – Core domains for measuring inpatient care (December 2009)**
This discussion paper identifies seven core domains of patient experience based on analysis of over 72,000 patient responses to the national inpatient survey 2008: consistency and co-ordination of care, treatment with respect and dignity, involvement in decisions, doctors, nurses, cleanliness and pain control. To access the document - http://www.pickereurope.org/Filestore/Policy/position_papers/Discussion_Paper_1_core_domains_inpatient_experience_Dec_09_final.pdf
- **Department of Health – world class commissioning**
For the latest update on WCC - [December 2009](#)

- **Department of Health – new 111 service**
Following the NHS Next Stage Review Final Report, there was a commitment to investigate the need for a three digit telephone number to help enquirers find the right local services to meet non emergency but urgent unplanned care requirements. The 111 service will be piloted in 3 regions including the East of England from 2010. See further - <http://www.dh.gov.uk/en/Healthcare/Urgentcare/3DN/index.htm>
- **Department of Health – NHS Stressline**
A new [helpline](#) for those suffering from depression, anxiety or stress is now available. The number is 0300 123 2000 and lines are open daily from 8am to 10pm.
- **The NHS Confederation / Royal College of Physicians – Too much of the hard stuff: what alcohol costs the NHS (January 2010)**
Alcohol-related illness cost the NHS £2.7bn in 2006/07. This briefing describes the issues and provides examples of NHS effective and efficient management of the problem. See further - <http://www.nhsconfed.org/OurWork/latestnews/Pages/Too-much-of-the-hard-stuff-what-alcohol-costs-the-NHS.aspx> . The House of Commons Health Committee produced its [Alcohol](#) report in December 2009, advocating a minimum pricing approach.
- **Department of Health – New Horizons: a shared vision for mental health (December 2009)**
A cross-government programme of action was launched in December 2009 with the aim of improving the mental health and well-being of the population and the accessibility and quality of mental health services - [New Horizons Website](#). See also the NHS Employers website - <http://www.nhsemployers.org/Aboutus/latest-news/Pages/Mental-health-reports-highlight-workplace-actions.aspx>.
- **Department of Health – Keeping Children and Young People in Mind: The Government's Full Response to the independent review of CAMHS (January 2010)**
The Government's [response](#) to the 20 recommendations of the [independent review](#) sets out progress to date and plans for the future of Child and Adolescent Mental Health services.
- **University of Birmingham – Working Together for Health (January 2010)**
This Health Services Management Centre Paper looks at the developments in the three pilot areas – Birmingham and Solihull, Northumbria and Torbay - in taking forward the work of Kaiser Permanente. [HSMC Policy Paper No 6](#).
- **Oneplace**
This new website - <http://oneplace.direct.gov.uk> - launched in December 2009 provides information on how well local public services are performing bringing together the views of six independent inspectorates: the Audit Commission, Care Quality Commission, Ofsted and Her Majesty's Inspectorates of Constabulary, Prisons and Probation. Searches can be made by area or organisation. Use the following links for [Regional Press Releases](#) and [East of England related Press Releases](#).
- **Organisation for Economic Co-operation and Development – Health at a Glance 2009 (December 2009)**
The fifth edition of [Health at a Glance](#) has been published providing comparative information on the performance of health systems across the OECD ([Key Findings for the UK](#)).

Workforce information and planning

- **Improvement and Development Agency – workforce planning resource (December 2009)**

IDeA has published an introduction and six-step planning guide to workforce planning to complement the [NHS Six Steps Methodology](#). There is also a set of resources and tools. For further information, go to - <http://www.idea.gov.uk/idk/core/page.do?pagelId=5448611>.

An Electronic Staff Record (ESR) Analysis Tool is now available on the healthcare workforce portal to support step 4 of the NHS methodology - [tool and user guide](#).

- **Skills for Care – nmds-sc latest briefing (December 2009)**

[Issue 11](#) of the briefing is now available.

- **The Information Centre – Sickness Absence rates**

April to June 2009 NHS sickness absence rates were published in December and can be found at <http://www.ic.nhs.uk/pubs/absenceratejune09>. For NICE guidance on supporting those returning to work after long term absence due to sickness - <http://www.nice.org.uk/media/E4D/13/NICECallsForGreaterSupportForThoseReturningToWork.pdf>

Learning Networks

- **NHS BME Network Launch Conference – 4 June 2010**

For information about the launch event -

<http://www.hsj.co.uk/Journals/2/Files/2010/1/11/CONFERENCE%20BOOKING%20FORMNHSBMENTWORK.pdf>

Funding

- **Department of Health – Bright Ideas Grant**

B.I.G. is part of the Dignity in Care [Dignity in Care](#) campaign and is a fund of £50,000 aimed at supporting small ideas on how to do things better in health and social care. The closing date is 18 March 2010. For further information, go to <http://www.big.dh.gov.uk> (to access Sir Michael Parkinson's report - [My year as National Dignity Ambassador](#)).

Supporting Individual Staff

- **Open University – information and knowledge at Work**

The OU iknow website - <http://iknow.open.ac.uk/wordpress/> - provides examples of training materials to help people find and manage information at work.

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>
- **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>

- **Children’s Workforce (CWDC) -**
<http://www.cwdcouncil.org.uk/e-bulletin>
- **Children’s Workforce Network -**
<http://www.childrensworkforce.org.uk>
- **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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