

# Health Skills East

November 2009 - Bulletin 13



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](http://www.healthskillseast.org.uk). To be put on the mailing list email [info@healthskillseast.org.uk](mailto:info@healthskillseast.org.uk). Click here for previous [newsletters](#)

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## Recession Watch

- **“THE UPSIDE OF THE DOWNTURN” Regional workshops for Health Employers and Partners**

A summary of the outcomes from the two workshops held for the counties of Bedfordshire / Hertfordshire and Cambridgeshire / Suffolk in September and October can be accessed [here](#) (the presentations are also available – [click here](#)). The workshop was integrated with the annual Norfolk Workforce Conference on 16 October which focussed on the [Quality and Productivity challenge](#). For a leaflet which links workforce development to the QIPP agenda, [click here](#) and click on the following link to access the [presentations](#). To list your forthcoming events on the Health Skills East website email: [info@healthskillseast.org.uk](mailto:info@healthskillseast.org.uk)

- **The UK Economy**

The National Institute for Economic and Social Research (NIESR) in its quarterly review of the economy – [Prospects for the UK Economy \(October 2009\)](#) - has projected a structural deficit of 6% and government debt reaching 93% of GDP by 2015. The Institute stated that raising income tax by 7p, freezing public sector wages for 5 years or cutting public services by 10% would each raise GDP revenues by 2%. The Institute for Public Policy Research (IPPR) has published a report - [Building a Better Balanced UK Economy](#) – which sets out a number of new areas for future employment growth as those sectors relied on in the last decade, such as banking and the public sector, cannot be relied on in the future.

- **National Endowment for Science, Technology and the Arts – Prevention and Cure: How the NHS can save £20bn (November 2009)**

NESTA have published a report proposing that cheaper and more effective services can be developed by empowering the public, moving away from centrally driven initiatives and allowing clinicians and patients to redesign services. To access the report - <http://www.nesta.org.uk/prevention-and-cure-how-the-nhs-can-save-20billion>

- **National Institute for Health and Clinical Excellence – improving quality and saving money**

NICE has published a list of guidance which, if implemented, could produce net cost savings of £600m. For further information, see - [cost saving guidance](#). Find out about NICE scholarships and fellowships at <http://www.nice.org.uk/getinvolved>.

- **The Nuffield Trust – New Frontiers in NHS Efficiency**

The Trust has launched a new programme of research which will set out recommendations for managers and clinicians on how to improve productivity. A series of reports will be produced in Spring 2010 with a final report in Summer 2010. See further - <http://www.nuffieldtrust.org.uk/projects/index.aspx?id=727>

- **NHS Employers – Leading the NHS workforce through to recovery (November 2009)**

This publication looks at the need to make savings of around £20billion in the next three to five years and the requirement to take action now to meet the challenge. The briefing can be accessed at - [Leading the NHS workforce through to recovery](#). NHS Employers have also published a second briefing on talent management drawing on good practice in the public sector and including a 10 item [checklist](#). For further information, see - [Talent for tough times](#).

- **Department of Work and Pension – Flexible New Deal**

The Flexible New Deal replaces the New Deal for 18 – 24 and 25+ and Employment Zones programmes with Phase 1 having started in October 2009. For further information - <http://www.dwp.gov.uk/supplying-dwp/what-we-buy/welfare-to-work-services/flexible-new-deal>

## Policies

- **Department for Business, Innovation and Skills – Higher Ambitions (November 2009)**

This document sets out a new framework for the future success of Higher Education in an increasingly competitive environment, including fair access. For further information, see - <http://www.bis.gov.uk/policies/higher-ambitions>

## Careers and Qualifications Advice

- **Department of Health – National Working Group on Women in Medicine report – Women doctors: making a difference (October 2009)**

The number of women entering medical school has increased from 492 in 1960/61 to 4,583 in 2008/09. At consultant level, women remain under-represented at 28% of the workforce. This report recommends a programme of action to improve the future career prospects of women doctors - [Report](#).

- **Department for Children, Schools and Families – Quality, Choice and Aspiration – A strategy for young people’s information, advice and guidance (October 2009)**

The DCSF has published a new IAG strategy for young people with careers education up to the age of 18, better online access through social networking sites, more support for disabled and disadvantaged young people to access work experience and a £10m fund to support innovative delivery of careers education. For further information, see - <http://publications.dcsf.gov.uk/default.aspx?PageFunction=productdetails&PageMode=publications&ProductId=DCSF-00977-2009> and [Information advice and guidance](#). See also the research publication [How Young People Formulate Their Views About the Future](#).

- **Higher Education Statistics Agency – Career progression of 2004/05 graduates (September 2009)**

This HESA research was based on the responses from over 41,000 leavers from 2004/05 who were asked what they were doing three and a half years later. 76.1% were in full time employment. To access the report - <http://www.hesa.ac.uk/index.php/content/view/1533/161>

- **Higher Education Careers Service Unit - Graduate Employment**

HECSA's *What Do Graduates Do?* looks at the destination of UK-domiciled first degree and Foundation Degree graduates from 2007/08 after 6 months, including the numbers in work, numbers unemployed and those going on to further study - [What Do Graduates Do?](#). For the latest edition of Graduate Market Trends - [GMT Autumn 2009](#).

- **Skills for Health – Working in the Independent Healthcare Sector**

Skills for Health have published two guides for people who want a career or wish to progress a career in the Independent Sector. Use these links to access – [Summary Guide](#) and [Full Guide](#).

## Working with Schools and Colleges

- **Local Government Association / The Centre for Social Justice - hidden talents II – getting the best out of the Britain's young people (October 2009)**

This report advocates abandoning the approach and terminology of Not in Employment, Education or Training (NEETs) and focussing more on local and personalised solutions. <http://www.lga.gov.uk/lga/aio/4919690>.

- **Ofsted – Summary review of further education in higher education 2003-09 (October 2009)**

This report looks at why provision of further education has flourished in some Higher Education Institutions (HEIs) but not in others. To access - [Summary Review](#).

- **UCAS – provisional figures for 2009 applications**

UCAS has released provisional figures for the number of students being accepted into university or college. See further - [media release](#). The deadline for the next round of UCAS applications is 15 January 2010. Information and support can be found on the Directgov website – [Education and Learning](#).

## Adult Recruitment and Retention

- **Independent Safeguarding Authority - Vetting and barring scheme**

The VBS scheme went live on 12 October and introduces tighter regulations on who can work with children or vulnerable adults. New entrants or volunteers working with vulnerable groups will need to start to apply to become ISA registered from July 2010. For further information - <http://press.homeoffice.gov.uk/press-releases/improved-safeguarding> or go to the ISA website <http://www.isa.homeoffice.gov.uk>. The Children's Workforce Development Council (CWDC) have published guidance on the requirements for those working in the children and young people's workforce - <http://www.cwdcouncil.org.uk/safeguarding/vetting-barring/scheme/what-does-it-mean-to-you>. For CWDC information on safer recruitment practices – <http://www.cwdcouncil.org.uk/safeguarding/safer-recruitment>

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

ContactPoint is an on-line directory for authorised practitioners in different services and is beginning to be rolled out across England. For further information, see - <http://www.dcsf.gov.uk/everychildmatters/strategy/deliveringservices1/contactpoint/contactpoint/>

- **Children's Workforce Development Council – induction training programme**

The CWDC has produced an induction training programme for newly appointed children and young people's workforce staff. See further - [http://www.cwdcouncil.org.uk/news/2504\\_cwdc-induction-training-programme-for-children-and-young-peoples-workforce-practitioners](http://www.cwdcouncil.org.uk/news/2504_cwdc-induction-training-programme-for-children-and-young-peoples-workforce-practitioners)

- **Health Service Journal / Nursing Times – Healthcare 100 2010**

The HSJ and NT in association with NHS Employers and the Department of Health are seeking to identify the top healthcare organisations to work for in the UK. Organisations must register by 31 December 2009. See further - <http://www.healthcare100.co.uk>

- **Royal College of Nursing – Employment survey 2009**

The RCN has published the results of its 2009 employment survey and is based on the views of 9,000 nurses - [http://www.rcn.org.uk/\\_data/assets/pdf\\_file/0005/271364/003545.pdf](http://www.rcn.org.uk/_data/assets/pdf_file/0005/271364/003545.pdf) . The RCN 2009 Labour Market Review is also available - [difficult time, difficult choices](#).

- **Department for Business, Innovation and Skills – Skills for Life progress**

The Government have reported that nearly 6 million people have been helped with their literacy and numeracy skills in the last 10 years – see [press release](#). It has published research by the National Research and Development Centre for adult literacy and numeracy looking at the economic returns of having or improving basic skills – see Research paper no.6 – [Economic Impact of Training and Education in Basic Skills Summary of Evidence](#) (October 2009).

- **NIACE – Moser 10 years on**

The NIACE report card looks at the progress made with basic skills since the original [Moser Report](#) in 1999 and the Government’s Skills for Life strategy in 2001. To access, see - <http://www.niace.org.uk/news/report-card-evaluates-basic-skills-progress> .

- **BBC Learning – “My Story”**

The BBC is linking its skills for life resources (Skillswise - <http://www.bbc.co.uk/skillswise> and raw - <http://www.bbc.co.uk/raw>) to “My Story”, a competition for anyone over 18 years old. Submissions need to be made by 16 December 2009 – <http://www.bbc.co.uk/mystory>.

- **Learning Skills Council – Skills for Life savings calculation tool**

Two documents (a guide and spreadsheet) have been developed in the West Midlands which aim to help employers put a financial value on the impact of low levels of skills for life on their organisation. [Click here](#) to access.

- **Department for Business, Innovation and Skills – people starting Apprenticeships**

The ONS has published data which shows that 234,000 people started apprenticeships in 2008/09 and 126,000 completed apprenticeships in the same period. See further - [BIS Press Release](#)

- **Revised Business Administration Apprenticeship Framework**

The Framework has been revised – [click here](#) - to reflect the needs of the health sector and now includes the following Technical Certificates:

- C&G Level 2 Diploma in Medical Administration - <http://www.accreditedqualifications.org.uk/qualification/50066948.seo.aspx>
- C&G Level 3 Diploma for Medical Secretaries - <http://www.accreditedqualifications.org.uk/qualification/50067771.seo.aspx>

- **Department for Business, Innovation and Skills – Vocational Qualifications reform**

For information on the Vocational Qualifications reform - [VQ Reform](#). Leaflets are now available for employers, learners, learning providers and awarding organisations - [http://www.dius.gov.uk/skills/vq\\_reform/vq\\_reform\\_explained/leaflets](http://www.dius.gov.uk/skills/vq_reform/vq_reform_explained/leaflets)

- **Health and Safety Executive - Britain’s workplace safety and health statistics**

The HSE has published the 2008/09 statistics on workplace safety and health - <http://www.hse.gov.uk/statistics>

- **Department of Business, Innovation and Skills** –default pension age  
BIS is asking businesses and individuals to submit evidence on the default pension age which will feed into a review next year. The deadline for submissions is 1 February 2010. For further information - [BIS Press Release](#)
- **NHS Employers – equality and diversity legislation guide**  
NHS Employers have produced a new guide which summarises the current UK legislation in relation to equality and diversity and what employers need to do. To access - <http://www.nhsemployers.org/Aboutus/latest-news/Pages/guide-on-equality-diversity-legislation.aspx>
- **Society and College of Radiographers – Effect of Agenda for Change on Career Progression of the Radiographic Workforce 2009 (July 2009)**  
This report was produced by the University of Hertfordshire in collaboration with the Institute of Employment Studies and Oxford Radcliffe Hospitals NHS Trust and can be accessed at - [Effect of AfC Report](#).
- **Health Profession Council – new student resources**  
The HPC have launched a dedicated area of its website for students, trainees and approved programme lecturers and includes information on applying for registration, application forms and guidance notes. For further information, see - [Press release](#).

## New Roles and Teams

### Innovation

- **Social Care Institute for Excellence - Good Practice Framework**  
This SCIE resource allows the user to search for good practice, share good practice, audit practice and link to the evidence base. To access, go to - [www.scie-socialcareonline.org.uk/goodpracticeframework](http://www.scie-socialcareonline.org.uk/goodpracticeframework)
- **NHS Evidence – accreditation scheme**  
The accreditation scheme recognises organisations that achieve high standards in producing health or social care guidance. For further information - [Accreditation](#). To register for the free monthly e-bulletin on new evidence and its implications for practice - <http://www.evidence.nhs.uk/aboutus/Pages/NewsPage.aspx>
- **Department of Health - Quality and Productivity Challenge**  
For the latest information on the quality and productivity challenge go to <http://www.ournhs.nhs.uk> . Comments are still welcome to the quality and productivity challenge inbox - [QIPPCchallenge@dh.gsi.gov.uk](mailto:QIPPCchallenge@dh.gsi.gov.uk).

### Service Planning and Development

- **Department of Health - Review of NHS Children's Services**  
Sir Ian Kennedy has been asked to review NHS services for children with the intention to ensure lasting improvements in quality and outcomes. For further information, see - <http://www.dh.gov.uk/en/Healthcare/Children/ChildHealthPromotion/index.htm>. A report is due by March 2010. Comments should be submitted to [childrensservicesreview@dh.gsi.gov.uk](mailto:childrensservicesreview@dh.gsi.gov.uk).

- **IDEA – Moving forward together: integrating workforce strategies in children’s services (October 2009)**  
This publication looks at what works best when agencies involved in children’s services tackle their local shared workforce issues together. See further - <http://www.idea.gov.uk/idk/core/page.do?pageId=14118300>
- **Department of Health – Achieving age equality in health and social care (October 2009)**  
The DH has published the report written by Sir Ian Carruthers and Jan Ormondroyd looking at age discrimination in health and social care services. The Government intends to publish and consult on its response in December. For further information - [http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH\\_107278](http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_107278). The Department for Work and Pensions (DWP) has published research - *Attitudes to Age in Britain 2004-8 (October 2009)* - looking at attitudes to age which is key in developing strategies and plans for the future. The report can be accessed at [http://research.dwp.gov.uk/asd/asd5/report\\_abstracts/rr\\_abstracts/rra\\_599.asp](http://research.dwp.gov.uk/asd/asd5/report_abstracts/rr_abstracts/rra_599.asp). COVER has produced a “Summary on a Page” briefing on this report - <http://www.cover-east.org/cms/uploads/MEDIA/DOCUMENTS/Oct-09---Attitudes-to-Ageing.pdf>
- **Care Quality Commission – NHS Performance ratings 2008/09**  
The CQC has published performance ratings for all 392 NHS trusts in England. For information on your local trust you can search by location or postcode. For further information, see - [Performance Ratings 2008/09](#) . The press release for the East of England can be found at - [EoE Press Release](#) – and an analysis of performance for the East of England is available at – [EoE Regional Briefing](#). For publications on the new system of registration, including the scope of registration and an overview for NHS Trusts - [Getting Ready for Registration](#).
- **Department of Health – Direct payments for health care consultation**  
The DH is consulting on the proposals for piloting direct payments for healthcare. The deadline for responses is 8 January 2010 – [http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH\\_107425](http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH_107425). For a summary of the changes to direct payments schemes operated by councils, see – [http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH\\_107271](http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_107271).
- **Demos – At your service (October 2009)**  
Demos have published a report on how personal budgets will affect the health and social care sector. To access the report - <http://www.demos.co.uk/publications/at-your-service>.
- **NHS Primary Care Commissioning - Primary Care Service Framework for personalised care planning**  
The NHS PCC has produced an outline service specification (OSS) on personalised care planning - <http://www.pcc.nhs.uk/204> . The DH has published an introduction to World Class Commissioning - [WCC - an introduction](#).
- **NHS Alliance – Whose NHS is it anyway?**  
The NHS Alliance has launched an on-line consultation about NHS accountability and patient and public involvement. The consultation began on 20 October and will last for 6 weeks. See further - [http://healthcaregovernance.typepad.com/whose\\_nhs\\_is\\_it\\_anyway](http://healthcaregovernance.typepad.com/whose_nhs_is_it_anyway) and [Whose NHS is it anyway? Discussion paper](#)

- **The Commonwealth Fund – A Survey of Primary Care Physicians in 11 countries**

This is a study of over 10,000 primary care physicians comparing service delivery and approach across 11 countries including the UK. To access the report - [Survey](#). Patients can now provide online feedback on their GP practice through the NHS Choices website - <http://www.nhs.uk>.

- **Social Partnership Forum – NHS Staff Passport**

The SPF brings together NHS Employers, trade unions and the Department of Health. It has recently launched a toolkit to support NHS staff facing transfer. For further information, see - <http://www.socialpartnershipforum.org/News/Pages/NHSStaffPassportlaunched.aspx>

## Workforce information and planning

- **Office for National Statistics – National and Regional Labour Market Statistics**

For the latest statistics - <http://www.statistics.gov.uk/statbase/Product.asp?vlnk=1944> . Skills for Health Labour Market Intelligence and Skills information and resources can be accessed at <http://www.skillsforhealth.org.uk/workforce-design-development/workforce-strategy/skills-labour-market-intelligence.aspx>.

- **Skills for Health Workforce Projects Team – NHS Benchmarking Database**

A new easy to use search engine has been developed. To access, see - [http://www.healthcareworkforce.nhs.uk/resources/nwp\\_resources/nhs\\_benchmarking\\_database.html](http://www.healthcareworkforce.nhs.uk/resources/nwp_resources/nhs_benchmarking_database.html)

- **Skills for Health – Policy and Labour Market Intelligence Briefing**

The latest edition of this briefing is now available - [Issue 3](#). Highlights include EU policy, using LMI to inform qualification design, regional briefings and research studies.

## Management and Leadership

- **Royal College of Nursing – Mary Seacole 2009 Leadership and Development Awards**

The RCN have announced the winners of the Mary Seacole awards, For further information - [Announcement](#).

## Learning Networks

- **Non-NHS Apprenticeships**

Health Skills East are currently undertaking a scoping exercise for non-NHS apprenticeship development. Details will be provided in next month's bulletin.

## Funding

- **Social Partnership Forum – NHS Partnership Fund**

The Princess Alexandra Hospital NHS Trust has been awarded £40,000 for establishing a Learning Centre which will provide a range of services including literacy, numeracy and IT training, support for local unemployed people and patient experience feedback sessions. For further information on the fund - [Partnership Fund](#)

- **Department of Work and Pensions – The Health Work and Well-being Challenge Fund**

The DWP has announced an initiative for small businesses and local partnerships to bid for funding for innovative projects to improve worker health and welfare. See further - <http://www.workingforhealth.gov.uk/initiatives/ChallengeFund/default.aspx>

- **Ofsted – The impact of Train to Gain on skills in employment: a review to follow up the 2007/08 survey (November 2009)**

This report finds that Train to Gain provides the opportunity to employees to gain recognised qualifications and improves motivation but that too few qualifications are completed on time and there is a lack of provision for progression to higher level qualifications. Skills for Life remain a key issue. For further information - <http://www.ofsted.gov.uk/Ofsted-home/Publications-and-research/Browse-all-by/Documents-by-type/Thematic-reports/The-impact-of-Train-to-Gain-on-skills-in-employment-a-review-to-follow-up-the-2007-08-survey> . The National Audit Office published a report on Train to Gain in July 2009 - [http://www.nao.org.uk/whats\\_new/0809/0809879.aspx](http://www.nao.org.uk/whats_new/0809/0809879.aspx).

### Supporting Individual Staff

- **Equality and Human Rights Commission - Working Better: A Managers' Guide to Flexible Working (October 2009)**

The EHRC has produced a guide for business managers to improve service and productivity whilst reducing costs and, at the same time, support employees' work life balance. The guide can be accessed at - <http://www.equalityhumanrights.com/advice-and-guidance/here-for-everyone-here-for-business/working-better/working-better-a-managers-8217-guide-to-flexible-working> . A short guide to *Flexible Working* has also been produced for smaller businesses - [Guide](#).

- **Equality and Human Rights Commission – Working Better: Fathers, families and work – contemporary perspectives (October 2009)**

This report states that British fathers are struggling to achieve a work life balance and fear that requesting flexible working will negatively affect their career prospects. For further information - <http://www.equalityhumanrights.com/media-centre/fathers-struggling-to-balance-work-and-family>.

- **Department of Work and Pensions – Pensions**

The DWP has recently published a number of reports on pensions: [The economic basis for the regulation on pensions](#) ; [Defined contribution pension scheme](#) ; [Automatic Saving: changing workplace pensions](#).

### Health Skills East / Sector Skills News

- **East of England Regional Health Skills Forum Chair – Honorary Degree**

Rosie Varley, Chair of the East of England Regional Health Skills Forum, was one of a group of individuals awarded honorary degrees by the University Campus Suffolk in October. For further information - [http://www.ucs.ac.uk/about/News/2009/20091030\\_Graduation.aspx](http://www.ucs.ac.uk/about/News/2009/20091030_Graduation.aspx)

- **Next Steering Group Meeting**

The next meeting of the Steering Group will take place on 10 December at 10.00am - 1.00pm at **[DN – Hameed please confirm venue with Marion]**. For details of the membership of the group and its Terms of Reference, [click here](#)

- **Sector Skills Council relicensing**

Skills for Health was one of four SSCs which were relicenced in October. The position of a fifth SSC – Skills for Care and Development – is the subject of further work across Government, the UKCES and the SSC itself. This is a reflection of the complex policy context in each country not of the performance of the SSC itself. [BIS Press Release](#)

- **Launch of the National Skills Academy for Social Care**

The National Skills Academy for Social Care was launched in October. For further information - <http://www.nsasocialcare.co.uk>

### Links to partner news bulletins

- **Department of Health** - [www.dh.gov.uk/en/publicationsandstatistics/](http://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](mailto:info@healthskillseast.org.uk)

To sign up for the mailing list email: [info@healthskillseast.org.uk](mailto:info@healthskillseast.org.uk)

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