

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 on put the mailing list email 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**
 The workshops to date have been welcomed and judged a success by those who have attended. A summary of the learning from the series of workshops will appear in the November bulletin. The Norfolk event is planned for the 16 October and will focus on the QIPP (Quality, Improvement, Productivity and Prevention) agenda. Health Skills East, along with the National Apprenticeship Service ([NAS](#)) and [Jobcentre Plus](#), will present employers in Norfolk with an opportunity to discuss a range of initiatives supported by partnership working.
- **Economic and Social Research Council – Recession Britain (September 2009)**
 This ESRC report looks at the learning from previous recessions in Britain and elsewhere, effective responses and the likely impact on jobs, businesses and people’s lives. For further information, see - [Recession Britain](#).
- **Institute of Fiscal Studies – Britain’s Fiscal Squeeze: the choices ahead (September 2009)**
 The IFS have published a briefing paper (BN87) on the choices faced in addressing the structural budget deficit. There is also a DIY Spending Review tool which enables you to set your own spending plans (<http://www.ifs.org.uk/publications/4619>). Last month, the Taxpayers Alliance and Institute of Directors published a report on saving £50billion in annual public expenditure – [How to save £50 billion](#)
- **KPMG / Dr Foster Intelligence – The current and future state of NHS Finances**
 This report summarises the findings from a survey of PCT Finance Directors which took place in June 2009 and was published last month. To access the report - <http://www.kpmg.co.uk/news/detail.cfm?pr=3608>
- **Sutton Trust – Social Mobility Research Report**
 A survey of over 2,000 people indicates a growing pessimism about social mobility opportunities. For further information, see - <http://www.suttontrust.com/news.asp#a065>
- **NHS Direct – Mental Health checker**
 NHS Direct has recently launched a [Mental Health symptom checker](#) looking at how common mental health conditions, such as anxiety, stress and depression, can be addressed.

Policies

- **Skills for Care – 1000 Voices Questionnaire**

SfC have asked employers to complete this questionnaire to inform its response to the Big Care Debate. The deadline for submissions is 22 October 2009. See further <http://www.skillsforcare.org.uk/1000voices>. The DH has launched on-line software to allow people to age a photograph of themselves and submit their comments on the proposals - http://www.dh.gov.uk/en/News/Recentstories/DH_105815

- **Care Quality Commission – Strategy 2010 – 2015**

The CQC is the regulator for health, mental health and adult social care and is consulting on its strategic plan for the next 5 years. The deadline for submissions is 24 December 2009 with the final plan to be published early 2010. To access the document, see - <http://www.cqc.org.uk/getinvolved/consultations.cfm>. Information about the new registration system with the CQC can be found at [CQC A New Registration System](#).

Careers and Qualifications Advice

- **Skills for Health – The Matrix quality standard**

Matrix is the nationally recognised standard for any organisation which delivers careers information and advice on learning or work. SfH has produced 2 documents: What it means for the healthcare sector [What it means to the healthcare sector](#) and [A guide for healthcare employers](#).

- **Department of Business, Innovation and Skills – HE information and guidance**

BIS has published a series of guides to Higher Education: [Your Future, Your Choice - Post 16 guide to Higher Education](#); [Make your dreams a reality - Entering Higher Education as a mature student](#); [Don't stop doing what you love - Information about Higher Education](#); [Help your child into Higher Education - Parent's guide to Higher Education](#)

Working with Schools and Colleges

- **Office for Economic Co-operation and Development – Education at a glance 2009 (September 2009)**

The latest OECD report comparing the performance of education systems across OECD countries is now available at [OECD Education at a glance](#)

- **Department of Business, Innovation and Skills – Who is heading for HE? Young People's Perceptions of, and Decisions About, Higher Education (September 2009)**

This Institute of Employment Studies (IES) report looks at young people's attitudes and intentions towards higher education. Key findings include positive views on higher education although those from more disadvantaged backgrounds were less likely to participate, e.g. through concerns about debt. [BIS Research Paper No 3](#)

- **Department of Business, Innovation and Skills – Alternative Routes into and Pathways through Higher Education (September 2009)**

[BIS Research Paper No 4](#) written by York Consulting looks at factors affecting the decision to go into HE, factors affecting pathways through HE and early experiences of HE. The latest national Higher Education statistics relating to 2007/08 can be found at - <http://www.dcsf.gov.uk/rsgateway/DB/VOL/v000877/index.shtml>

Adult Recruitment and Retention

- **Department of Health - NHS bursary scheme consultation**

Supporting our future workforce: a consultation on the NHS bursary scheme is seeking the views of staff, patients and other stakeholders on the future of financial support to NHS funded students. The consultation ends on 11 December 2009. To access the consultation document and response form, go to -

http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH_105110

- **NHS Pay Review 2010/11 - submissions**

The 3 year pay settlement for Agenda for Change staff covers 2008/09 through to 2010/11 and amounts to 7.99% over that period (2.5% in 2010/11). NHS Employers have made a submission to the [NHS Pay Review Body](http://www.nhsemployers.org/Aboutus/latest-news/Pages/NHS-pay-review-body-evidence.aspx) supporting the final year of the agreement - <http://www.nhsemployers.org/Aboutus/latest-news/Pages/NHS-pay-review-body-evidence.aspx>. The DH submission in respect to the the review also supports the agreement as it stands – [2010 Review](#). For the written evidence of the UK Health Departments to the Review Body on Doctors' and Dentists' Remuneration for 2010/11 - [submission](#). The Chancellor announced in October a pay freeze for 750,000 senior public servants, including NHS managers and GPs – [Liam Burne's letter](#).

- **Skills for Health – The Training Quality Standard Explained**

The TQS is a national standard which recognises those training providers which demonstrate excellence in training, responsiveness to employers' needs and commitment to continuous improvement (see further [SfH TQS](#)). Free workshops are being offered to employers and training providers to find out more – [click here](#)

- **Nursing and Midwifery Council – quality assurance monitoring 2008/09**

The NMC has published the results of its quality assurance monitoring of UK nursing and midwifery education programmes. 79% of providers inspected achieved good or outstanding across the 5 assessment areas. For further information, see <http://www.nmc-uk.org/aArticle.aspx?ArticleID=3877>

- **Nursing and Midwifery Council – Guidance on professional conduct for nursing and midwifery students (September 2009)**

The NMC has published guidance for N&M students covering areas such as confidentiality, patient dignity, alcohol consumption and teamwork. To access the publication, see - <http://www.nmc-uk.org/aArticle.aspx?ArticleID=3842>

- **Postgraduate Medical Education and Training Board – generic standards for training (September 2009)**

PMETB has published version 1.1 of the the Generic standards for training - <http://www.pmetb.org.uk/index.php?id=gst>. PMETB have also recently published the following reports: The State of PMET 2009, National Training Survey 2008/09 and Future Doctors Policy Statement - <http://www.pmetb.org.uk/acs09>. For information on the merger between PMETB and the GMC see - <http://www.pmetb.org.uk/merger>

- **National Institute of Adult Continuing Education – Learning Through Life (September 2009)**

The Inquiry into the Future for Lifelong Learning has now published its report. It found the current system to be too complex and too skewed towards the young and sets out a vision over the next 10 to 15 years with entitlements to learn in the “four stage of life”. To access the report - <http://www.niace.org.uk/lifelonglearninginquiry/default.htm>. To find out more about informal adult learning, see [LSC Learning Revolution](#) and the [Learning Revolution Festival](#) which is taking place in October.

- **Learning and Skills Improvement Service - Skills for Life Support Programme**
The Skills for Life Support Programme currently has support available to NHS Trusts and large private employers. This fully subsidised specialist consultancy and customised training could help you **produce and implement a Skills for Life development and action plan** and take forward your Skills Pledge commitment: for information about what is available and how to apply go to <http://www.excellencegateway.org.uk/245926>. Contact Anna Poulton on 07887 777178 for further advice or help with your application ring. Free ESOL and Numeracy workshops are being offered by the Support Programme to training providers in November – [click here](#) for further information.
- **Train to Gain Provider of the Year in the East of England**
North Hertfordshire College and The Consortium for Business have been named Train to Gain Provider of the Year in this region - [LSC News Release](#)
- **The Future of Nursing and Midwifery**
The Prime Minister's Commission on the Future of Nursing and Midwifery has set out a vision of how nursing and midwifery can transform the quality of care and identified 10 hot topics which will be the focus of the 2nd engagement phase over the next 2 months. See <http://cnm.independent.gov.uk/second-phase> for further information. A recent report from the Royal College of Nursing found that school nurses were overstretched and unsupported facing a rising work load - http://www.rcn.org.uk/newsevents/press_releases/uk/school_nurses_stretched_to_breaking_point
- **NHS Institute for Innovation and Improvement – 10 High Impact Actions for Nursing and Midwifery**
The NHS Institute has been asking for submissions from nurses and midwives about service changes that have been made which have resulted in better quality of care, prevented harm and illness and reduced costs. The process of collection closed on 10 October and the top 10 High Impact Actions will be announced at the Chief Nursing Officer's conference on 11 November. See further - http://www.institute.nhs.uk/building_capability/general/aims
- **Department of Health - Delivering high quality midwifery care: the priorities, opportunities and challenges for midwives (September 2009)**
This report has been produced in response to the Next Stage Review by the Quality of Midwifery Care Project steering group and its sub-groups and can be found at http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_106063
- **Health and Safety Executive – First aid at work**
New training legislation comes into force from October 2009 and includes revised guidance for employers – <http://news.hse.gov.uk/2009/10/01/first-aid-at-work-new-training-regime-comes-into-force>
- **Review of National Occupational Standards for Learning and Development**
Lifelong Learning UK (LLUK) is currently reviewing the NOS for Learning and Development which were last updated in 2001. For further information, including the consultation events, see - <http://www.lluk.org/4050.htm>

New Roles and Teams

- **Health Professions Council – Employer events**

These events provide practical information and are aimed at HR Directors and managers, service managers and others who manage / employ HPC registrants. For information on the next events, see <http://www.hpc-uk.org/mediaandevents/events/employer>

Innovation

- **NHS Institute for Innovation and Improvement – The Productive Operating Theatre**

The Productive Operating Theatre was launched in September and supports NHS organisations in improving the patient experience and outcomes of care. To access the programme, go to -

http://www.institute.nhs.uk/quality_and_value/productivity_series/the_productive_operating_theatre.html

- **Department of Health - Research Fellowships Awards for Healthcare Scientists – 2nd Round**

The DH has announced the second round of funding for research into diagnostic testing and therapeutic services ([Press Release](#)). To apply go to <http://www.nihrtcc.nhs.uk/hcs>. The closing date is 7 December 2009.

- **SGH Trust Fund - On-line forum for research into primary dental care**

A new on-line forum has been launched for dentists and dental care professionals to identify future areas of research. To access the website go to <http://www.dentistryresearch.org>. For information and support relating to innovation in the NHS go to NHS National Innovation Centre - <http://www.nic.nhs.uk>

Service Planning and Development

- **National Patient Safety Agency - Action to deliver same-sex accommodation (SSA): root cause analysis toolkit**

The DH has published a toolkit which supports the investigation and analysis of SSA mixed-sex occurrences in order to identify the cause. To access the toolkit, see -

http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_104970

- **Care Quality Commission – Closing the gap – Tackling cardiovascular disease and health inequalities (September 2009)**

The UK has one of the highest rates of CVD in Europe and accounts for 1 in 3 deaths. This CQC report looks at prescribing statins and stop smoking services as part of wider prevention programmes to reduce health inequalities in CVD. To access the report, see -

http://www.cqc.org.uk/newsandevents/newsstories.cfm?cit_id=35290&FAArea1=customWidgets.content_view_1&usecache=false

- **Care Quality Commission – Working Together to prevent and control infections (September 2009)**

This CQC report looks at the interface between registered social care homes and hospitals in terms of preventing and controlling infections. To access the report, see -

http://www.cqc.org.uk/db/documents/Working_together_to_prevent_and_control_infections.pdf.

- **Effective information sharing**

The Government has published guidance on information sharing for those working with adults as well as children and young people. For further information, see [Information sharing flyer](#)

- **Care Quality Commission – Mental Health survey**
This CQC report is based on a survey of over 7,500 people who had an inpatient stay for acute mental health problems in 64 trusts across England. The findings underlined 2 key issues: focussing on individuals' needs and ensuring the safety of patients. See further - http://www.cqc.org.uk/newsandevents/newsstories.cfm?cit_id=35306&FAArea1=customWidgets.content_view_1&usecache=false
- **Sainsbury Centre for Mental Health – Commissioning what works: the economic and financial case for supported employment**
This briefing sets down the financial case for Individual Placement and Support (IPS), a form of supported employment for mental health service users. To access the report, see - http://www.scmh.org.uk/news/2009_commissioing_what_works.aspx
- **Department of Health - Helping the NHS put patients at the heart of care**
This publication summarises the DH programme of support to help services engage with the public and patients. For further information, see - http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_106046
- **Department of Health - Let's Get Moving care pathway**
The DH has published information on the LGM, a physical activity care pathway aimed at inactive adults in England to reduce the risk of ill health. To access the guidance, see - http://www.dh.gov.uk/en/Publicationsandstatistics/Lettersandcirculars/Dearcolleagueletters/DH_105950
- **Skills for Health - personalisation survey**
SfH is asking for views on the implications of the personalisation agenda on the health sector and its workforce. The deadline for submissions is 16 October 2009. For further information and to access the survey, see - <http://www.skillsforhealth.org.uk/about-us/news/2009/Skills-for-Health-Personalisation-survey.aspx> . For information on a new study to examine the benefits of Personal Health Budgets, see [DH study](#) or access the [Personal Health Budget Learning Network](#).
- **Department of Health – NHS funded nursing care and continuing healthcare**
The DH has published a public information leaflet. To access the leaflet – http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_106230
- **Department of Health – Integrated Care Pilots**
The DH has published an introductory guide to the national programme which includes a summary of the work each pilot will be undertaking. For further information, see - http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_106207
- **Department of Health – Progress on Improving Maternity Services**
This letter sets down the DH's expectations of the NHS in improving maternity services by end of 2009 and can be accessed at http://www.dh.gov.uk/en/Publicationsandstatistics/Lettersandcirculars/Dearcolleagueletters/DH_105967

- **Department for Works and Pensions - Employment support for carers (Research Report No 597)**

It is estimated that there are currently about 6 million people in Britain who are providing unpaid care and the need for informal care will increase in the future. The DWP has recently published research on what employment support is required by carers in order to take up and remain in employment. Challenges are highlighted for employers and those working in the Health and Social Care sector. To access the report, see -

<http://research.dwp.gov.uk/asd/asd5/rports2009-2010/rrep597.pdf>

- **Department of Health - Q1 NHS Performance Report (September 2009)**

The DH Q1 performance report provides the latest performance information on the NHS, including Healthcare Associated Infections (HCAs), waiting times and finance (forecasting a surplus of £1.476bn for 2009/2010 (excluding Foundation Trusts, FTs). It also includes for the first time the results from the NHS Performance Framework which identifies “Performance under review” and “Underperforming” trusts (excluding FTs). For further information, see - http://www.dh.gov.uk/en/News/Recentstories/DH_105079

Workforce information and planning

- **East of England Pharmacy Workforce Project – A profile of community, industrial and academic sectors**

The aim of this project was to obtain up-to-date and meaningful workforce data for the above sectors to inform future workforce planning. To access the report, see -

[Pharmacy Workforce Project](#). An East of England Pharmacy Workforce Strategy for 2009 - 2012 has also been published - [Strategy](#)

- **Audit Commission – PCT Use of Resources Assessment for 2008/09**

The Audit Commission have assessed PCT Use of Resources which includes 3 themes: managing finances, governing the business and managing resources. Workforce planning is part of latter theme and the Commission has concluded it is a weak area for a number of PCTs. To access the report - [Auditor's Local Evaluation and Use of Resources 2008/09](#)

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

The latest briefing on skills and LMI in the East of England can be accessed from the Skills for Health website at <http://www.skillsforhealth.org.uk/nations-and-regions/~media/Resource-Library/PDF/East-England-LMI-Briefing-2009.ashx>

Management and Leadership

- **The Chartered Institute of Public Finance and Accountancy - public sector finance Future Leaders**

CIPFA has announced the winners of the 2009 Future Leaders initiative. See further - http://www.cipfa.org.uk/press/press_show.cfm?news_id=60627

Learning Networks

- **Improvement Network – Improvement Tools**

To access a Cambridgeshire PCT case study on using Improvement Tools - <http://www.improvementnetwork.gov.uk/imp/core/page.do?pageId=1108771>

- **Skills for Life Employer network**

The next meeting will take place on the 16th November, 10.30 am at the ACER offices in St Ives. For more information and to register an interest in attending that meeting contact Wendy Wilkinson, Health Skills East Learning Networks Manager, at Wendy.wilkinson@healthskillseast.org.uk .

Supporting Individual Staff

- **Employment Rights leaflet**

The Government has published a leaflet which sets out certain employment rights, e.g national minimum wage, working hours, for everyone who works in the UK - [Employment Rights leaflet](#) A Pay and Work Rights Helpline (0800 917 2368 / <http://www.bis.gov.uk/new-pay-and-work-rights-helpline>) has also been established. For the national minimum wage guidance for employers - [leaflet](#)

- **Staff Engagement**

The MacLeod Review looked at employee engagement and its potential benefits for employers. An action plan will be published by the Government in the Autumn. For further information, see - <http://www.berr.gov.uk/whatwedo/employment/employee-engagement/index.html> . Sandwell and West Birmingham Hospitals NHS Trust has taken forward a new programme of staff engagement called Listening into Action or LiA - http://www.swbh.nhs.uk/index.php?option=com_content&view=article&id=306&Itemid=587 . There is a new section on the DH website about the NHS Constitution and workforce - <http://www.dh.gov.uk/en/Managingyourorganisation/NHSConstitutionworkforce/index.htm>

- **DWP – Workplace Pension Reform**

A significant proportion of the working population is not saving enough for retirement. The Pensions Act 2008 includes new duties on employers in relation to enrolment into a workplace pension scheme and contributions. The DWP has launched a consultation on the implementation of the reforms, including how the duties will be introduced. The consultation ends on 5 November 2009. For further information, see - <http://www.dwp.gov.uk/docs/workplace-pension-reform-completing-the-picture-consultation240909.pdf>

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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