

# Health Skills East

September 2009 - Bulletin 11



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

## Recession Watch

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

The Essex event, which was planned to take place on 8 September, is being rescheduled by the County Workforce Group (CWG). Further information will be available in due course. Demand for places at the Cambridgeshire / Suffolk event on 24 September has been significant so it has been decided to increase the number of funded delegates so all can attend. Similarly, the numbers for the Hertfordshire / Bedfordshire event on 2 October have also been increased. The rescheduled Norfolk event is being planned in partnership with the local CWG, embedded in the Stakeholders meeting for Norfolk on 16 October.

- **Centre for cities - Public sector cities: Trouble ahead (July 2009)**

This report records that over two-thirds of the net 1.2 million additional jobs created between 1998 and 2007 were in public administration, education and health. It suggests that public sector employment could shrink by as much as 290,000 over the period 2009 to 2014 and looks at the potential impact on cities, such as Ipswich. To access the report, see - <http://www.centreforcities.org/publicsectorcities>

- **Commission for Rural Communities - Recession Impacts on the Economies and Communities of Rural England: Report 8 (published 21 July 2009)**

Report 8 of the series of reports by the CRC to the Secretary of State for Environment, Food and Rural Affairs is available at [CRC Report](#)

- **Audit Commission – When it comes to the crunch (August 2009)**

This is the second report in a series which looks at how councils are responding to the recession. It warns of a worsening social situation as unemployment rises, e.g. rising mental ill-health. The report can be accessed at <http://www.audit-commission.gov.uk/nationalstudies/localgov/Pages/whenitcomestothecrunch12aug2009.asp>  
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- **DWP - support for people with mental health conditions to stay in work**

Based on the early successes from Government led pilots (run in liaison with MIND), it is intended to extend the support on offer, with an expectation of national roll out. Amongst the measures announced is a national strategy on mental health and employment which will be published in the Autumn. For further information, see the Jobcentre Plus website at [Access to Work](#). For information on work being done in this area by NHS Employers, see -

<http://www.nhsemployers.org/Aboutus/latest-news/Pages/Support-people-mental-health-conditions-stay-work.aspx> .

- **Young People – Not in Employment, Education or Training (NEETs)**

The latest DCSF quarterly statistics on NEETS can be access at

<http://www.dcsf.gov.uk/rsgateway/DB/STR/d000870/index.shtml> . The Local Government Association (LGA) and Centre for Social Justice have published a report on the impact of the recession on young people - [Hidden talents: re-engaging young people](#)

- **Department of Business, Innovation and Skills – Jobs of the Future (September 2009)**

This report outlines where new jobs could be created in the UK in the future. It concludes that jobs will increasingly require a higher level of skills and that the number of low level skills jobs will continue to decline. To access the report, see -

[http://www.hmg.gov.uk/media/41730/jobs\\_of\\_the\\_future.pdf](http://www.hmg.gov.uk/media/41730/jobs_of_the_future.pdf)

- **UKCES – Skills Utilisation and High Performance Working (HPW)**

HPW concerns managing an organisation to stimulate increased employee engagement to achieve higher levels of performance through more effective skills utilisation. This report – *High Performance Working: A Synthesis of Key Literature* (August 2009) - looks at the evidence base for HPW and can be accessed at <http://www.ukces.org.uk/tags/evidence-report/high-performance-working-a-synthesis-of-key-literature>

- **BIS - Real Help now – Third Sector skills**

This document outlines the support available to employers and learners in the Third Sector to improve the level of skills. To access the paper, see -

<http://www.berr.gov.uk/files/file52641.pdf> . For information on the Real Help now initiative, see - <http://www.berr.gov.uk/aboutus/corporate/performance/realhelpnow/page51801.html> .

The Association of Chief Executives of Voluntary Organisations (ACEVO) have published a report written by the Work Foundation looking at Government employment policies and the implications for the Third Sector -

[http://www.acevo.org.uk/captest/download\\_file.cfm?filename=Will\\_Hutton\\_report.doc](http://www.acevo.org.uk/captest/download_file.cfm?filename=Will_Hutton_report.doc)

## Policies

- **Ageing Strategy**

[Building a Society for All Ages](#) puts forward a series of proposals to help prepare for the demographic shift of people living longer, e.g. 25% of the children born today are expected to live to 100. Comments are invited on the proposals and the consultation ends on 12 October - <http://www.hmg.gov.uk/buildingasocietyforallages/consultation.aspx> . The [Working Together for Older People in Rural Areas](#) published by the Cabinet Office Social Exclusion Taskforce identifies examples of innovative service delivery which can make a difference in combatting social exclusion in rural communities.

- **East of England Plan 2011 – 2031**

This initial consultation is looking at 4 scenarios of housing expansion and economic growth over the 20 year period from 2011. To access information on the public consultation see <http://www.eera.gov.uk/News/news/2009/sep/say-future-east-england> . A detailed plan on the number of new houses will be published in March 2010.

- **Total Place programme**

This initiative is part of the Operational Efficiency Programme which is focussing on public sector efficiency by identifying and avoiding duplication between organisations. One of the 13 pilot sites is Luton and Central Bedfordshire which is looking at “from dependence to self

reliance”, including issues such as training and skills and health. For further information, see – <http://www.localleadership.gov.uk/totalplace> . Conclusions from the work undertaken will feed into the this year’s Pre-Budget Report and the 2010 Budget.

## Working with Schools and Colleges

- New Health Skills East Working with Schools and Colleges web page**  
The content of this web page is being reviewed to ensure that it reflects the significant amount of work that is being done in the East of England, including the Health Ambassador programme. The new web page will be available on 1 October. [Click here](#) to access the current Schools and Colleges web page.
- A Level and GCSE results**  
The highlights from the 2009 results can be accessed at [2009 A levels news](#) and [2009 GCSE news](#). Further information on A level and GCSE results can be obtained from the Joint Council for Qualification website.
- Society Health and Development Diploma website survey –**  
To feed into the review of the content and design of the website, use the following link - <http://shd.skillsforhealth.org.uk/page/news-and-events/website-survey>
- DCSF - National evaluation of diplomas (August 2009)**  
This National Foundation for Education Research report is based on findings from a 2008 survey of 19 HEIs. It found strong support for the new diplomas. For further information - <http://www.dcsf.gov.uk/research/programmeofresearch/projectinformation.cfm?projectId=15821&type=5&resultspage=1>
- BIS/LSC Research Study (August 2009)**  
Government research indicates that college learners believe that further education is important in getting a job. To access the report, see - <http://nds.coi.gov.uk/Content/Detail.aspx?NewsAreaId=2&ReleaseID=405784&SubjectId=2>
- DCSF – The Standards Site – Academies**  
To access contextual information and the latest news on the Government’s programme of academies see <http://www.standards.dcsf.gov.uk/academies>

## Adult Recruitment and Retention

- SHA plans major growth in apprenticeships**  
The East of England Strategic Health Authority has recently been set a target of 518 apprenticeship starts in the current financial year. This is the region’s share of the national target of 5,000 set by the Department of Health. County Workforce Groups (CWGs) were invited to submit proposals to meet the targets and the table below shows the outcome.

CWG	Apprenticeships
Bedfordshire	73
Cambridgeshire	155
Essex	90
Hertfordshire	66
Norfolk	90
Suffolk	68
<b>Total</b>	<b>542</b>

The apprenticeships will be offered to existing staff as well as new employees and cover many clinical and non-clinical disciplines. For further information please contact Sean McLoughlin [sean.mcloughlin@nhs.net](mailto:sean.mcloughlin@nhs.net)

The LSC has announced that Apprenticeship Week 2010 will take place week commencing 1 February 2010.

- **ACER - Stepping-stones Project**

This project focusses on helping employees to improve their English language skills working with employers to ensure that learning is tailored to work-related activities and delivery is flexible. For a flyer on the project, [click here](#) or contact Sheila Louth on 01480 409306 or e-mail [sheila.louth@acer.ac.uk](mailto:sheila.louth@acer.ac.uk)

- **Essex Skills Pledge Club**

The club was established in Autumn 2008 and aims to raise the profile of the [Skills Pledge](#) and encourage organisations to see its benefits. For further information, see - <http://www.lsc.gov.uk/regions/EastofEngland/whatwedo/localinitatives/esp/Summary.htm>

- **NIACE - The Inquiry Into the Future of Lifelong Learning**

The *Learning Through Life* report on the future of lifelong learning in the UK will be published on 17 September 2009. For further information, see - <http://www.niace.org.uk/lifelonglearninginquiry/default.htm>

- **The Future of Nursing and Midwifery**

[The Commission on the Future of Nursing and Midwifery in England](#) is due to report in March 2010. To access the NHS Employers response to the consultation see - <http://www.nhsemployers.org/PlanningYourWorkforce/Nursing/Latest-news/Pages/Nursingandmidwiferycommissionlauncheswebsite.aspx>. The outcome from the NHS Employer consultation on the role of the nurse will be published on its website towards the end of October. For further information - [Discussion Paper](#).

- **RCN - Nursing and Payment by Results: Understanding the cost of care (July 2009)**

The RCN Policy Unit has published a report on understanding the cost of care – [Policy Briefing 11/2009](#). The NHS is currently introducing Patient Level Information and Costing Systems (PLICS) to better understand service costs and improve clinical ownership of resource decisions. For further information, see - [PLICS](#)

- **MIDIRS – student services**

Midwifery Information and Resource Service is an education charity and has just launched an on-line learning resource for student midwives. [http://www.midirs.org/development/studentmidwife.nsf/student\\_home?openform](http://www.midirs.org/development/studentmidwife.nsf/student_home?openform)

- **Department of Health - EWTD letter – 27/8/09**

This letter provides clarification on the arrangements relating to junior doctors on indemnities, recording of hours and opt outs. It also provides links to useful websites. [http://www.dh.gov.uk/prod\\_consum\\_dh/groups/dh\\_digitalassets/@dh/@en/documents/digitalasset/dh\\_104673.pdf](http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_104673.pdf)

## **New Roles and Teams**

- **The HSJ Awards 2009**

The awards take place on 30 November 2009. The East of England finalists are as follows:

- Acute organization of the year – West Hertfordshire Hospitals NHS Trust
- Delivering Quality and Value with NICE guidance – Southend University Hospital NHS Foundation Trust
- Mental Health Innovation – Hertfordshire Partnership NHS Foundation Trusts and South Essex Partnership University NHS Foundation Trust
- Using Data to improve care - West Hertfordshire Hospitals NHS Trust
- Workforce Development - West Hertfordshire Hospitals NHS Trust (sponsored by SfH)
- Clinical Service Redesign – NHS Bedfordshire

For further information, see <http://www.hsjawards.co.uk> .

## Service Planning and Development

- **DH - World Class Commissioning programme – Summer 2009 Update**  
This letter provides an update on progress including Practice Based Commissioning and the Integrated Care Pilots. To access the document, see - [http://www.dh.gov.uk/en/Publicationsandstatistics/Lettersandcirculars/Dearcolleagueletters/DH\\_104424](http://www.dh.gov.uk/en/Publicationsandstatistics/Lettersandcirculars/Dearcolleagueletters/DH_104424)
- **The Kings Fund - The Point of Care: measures of patients' experience in hospital (July 2009)**  
This paper looks at measuring the quality of patient experience and suggests that there should be an agreed set of standards. To access the report - [The Point of Care](#)

## Workforce information and planning

- **UK National Statistics – Population**  
The Office of National Statistics produces annual population statistics as at 30 June. To access the latest population statistics - <http://www.statistics.gov.uk/hub/population/index.html>
- **Medical Education England – new website**  
MEE provides independent expert advice on workforce planning and education and training for doctors, dentists, healthcare scientists and pharmacists. To access the website and find out more go to <http://www.mee.nhs.uk>
- **Skills for Health Workforce Projects Team - Paediatric workforce supply tool**  
This resource models the paediatric consultant workforce and can be accessed at – [http://www.healthcareworkforce.nhs.uk/national\\_priorities/child\\_health/the\\_workforce\\_modeling\\_tool.html](http://www.healthcareworkforce.nhs.uk/national_priorities/child_health/the_workforce_modeling_tool.html) . WPT is currently looking at including the wider child health workforce and would welcome feedback from healthcare staff.
- **Skills for Health Workforce Projects Team - Updated Workforce Planning Development Menus**  
The development menus introduced in 2007 have now been updated to include a wider range of resources and programmes supporting workforce planning following the Darzi report. For further information - <http://www.healthcareworkforce.nhs.uk/capabilityandcapacity.html>
- **Skills for Health Policy and Labour Market Intelligence Briefing (July edition)**

The latest briefing (issue 2) is now available. Highlights include the impact of the recession in the Health Sector, skilling the workforce to tackle Health Inequalities and Wales Independent Sector Labour Market Intelligence. [Click here](#) to access.

## Management and Leadership

- **Institute of Leadership and Management – Index of Leadership Trust 2009 (September 2009)**

This report looks at the 6 elements by which the trustworthiness of leaders and managers is measured examined against a number of factors, such as size of organisation, age and gender etc. It found trust in CEOs of public sector organisation was generally lower than in the private sector. Trust was low in large organisations which have a high percentage of long serving employees and a high turnover of CEOs and line managers. To access the report, see - <http://www.i-l-m.com/research-and-comment/6620.aspx>

- **The NHS Leadership Awards 2009 - Finalists**

The shortlist of 3 candidates for each of the 7 categories has been announced. For further information on each finalists and the work they have done, see - <http://www.nhsleadershipawards.nhs.uk>

- **NHS EoE Talent and Leadership Plan Executive Summary 2009/10**

To access the key findings and priority actions for 2009/10 - [Executive Summary](#)

## Learning Networks

- **Employer Skills for Life group**

The next meeting of the above group will take place on the 21st September. For further information on this group see the Health Skills East website at [Learning Networks](#) or contact Wendy Wilkinson, Health Skills East Learning Networks Manager at [Wendy.wilkinson@healthskillseast.org.uk](mailto:Wendy.wilkinson@healthskillseast.org.uk).

- **NHS Practice Management Network**

This new network is for practice managers to help them influence policy, share good practice and provide a support network. It is formed from a partnership of a number of organisations, including the NHS Alliance and Royal College of General Practitioners. <http://www.practicemanagement.org.uk/>

## Supporting Individual Staff

- **The Boorman Review**

The interim Report on NHS Health and Wellbeing was published in August 2009 and can be accessed at <http://www.nhshealthandwellbeing.org> (a full list of recommendations is shown in Appendix 1). Publication of the final report is due at the end of 2009. The NHS East of England hosted an event on improving NHS Health and Wellbeing on 4 September – see <http://www.eoe.nhs.uk/news.php?id=181> for further information.

- **DH/Institute of Employment Studies – business case for the NHS Staff Survey**

These resource materials have been produced by the IES on behalf of the DH and focus on developing an evidence base linking staff experience, patient experience and service quality (a summary of the evidence will be available in the Autumn). There are also a number of case studies. To access, see - [http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH\\_104374](http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_104374)

## East of England Skills for Health

- **Interim arrangement**

Following Jennifer Fenelon's retirement from Skills for Health, the plan for the East of England is a 6 month interim measure. Pippa Hodgson and Mark Bilby will be the Skills for Health presence in the region. Mark, as Regional Lead, will be full-time in the East of England and Pippa, Regional Director-East Midlands, will provide strategic leadership for both regions. Contact details are shown below:

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## Health Skills East

- **Next Steering Group Meeting**

The next meeting will take place on Tuesday 20th October at the ACER Offices, St. Ives, Cambridgeshire. For details of the membership of the group, [click here](#).

## Social Care

- **Shaping the Future of Care Together**

The consultation (The Big Care Debate) on the Green Paper runs until 13 November (<http://careandsupport.direct.gov.uk>). The Commission for Rural Communities (CRC) has made a call for evidence about what it means for people living in rural areas. Responses are required by 25 September. For further information, see – [CRC Call for Evidence](#). To access the DH special bulletin on the reform of adult care and support in England - [Social Care Bulletin](#)

- **Skills for Care - Newly Qualified Social Worker (NQS) framework**

A framework to support the development needs of newly qualified social workers in their first year of practice has been produced. To find out more, see - <http://www.skillsforcare.org.uk/socialwork/NewlyQualifiedSocialWorker/NewlyQualifiedSocialWorker.aspx>

- **National social work recruitment campaign – Help Give Them A Voice**

For information on the recruitment campaign for social workers, see - <http://www.helpgivethemavoice.com>. The final report of the [Social Work Task Force](#) looking at the future reform of the social work profession is expected in October 2009.

## 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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