



Health Sector-Regional LSC-Skills for Health

East Midlands

Joint Investment Framework

AGREEMENT UPDATE

December 2008

East Midlands Joint Investment Framework Agreement

Forward

In July 2007, Skills for Health, the Learning and Skills Council (LSC) and 10 Strategic Health Authorities (SHAs) issued a joint letter outlining the Joint Investment Framework and Health Sector Strategic Alliance.

The East Midlands Joint Investment Framework (JIF) mirrors the national agreement and sets out a commitment to develop a skilled workforce through high quality, relevant provision and targeted investment in learning. The JIF will support the strategic aims of the NHS East Midlands and the Learning and Skills Council together with Skills for Health.

The shared ambition is to deliver skills, learning and qualifications to improve patient care and the delivery of services across the sector. A key purpose of the JIF is to increase the level and effectiveness of spending on developing skills for the existing and potential workforce across the East Midlands.

With a non-professionally qualified workforce of 43,000 across the NHS East Midlands region, it is crucial that the emphasis is placed upon ensuring plurality in terms of investment, funding, provision of skills and future qualifications and that the needs of employers, employees and service users are identified and met.

In the White Paper “Opportunity, Employment and Progression: Making Skills Work”, the Government sets out how it will work to ensure that:

“...an ever increasing number of people are able to gain the training and support they need to move from benefits to work and then the ongoing training they need to progress in work”

The Health Sector is the region’s largest sector and as such has a significant role to play in the employment and regeneration agendas. The NHS has a responsibility to contribute to the regeneration of communities to ensure that the social profile of the healthcare workforce closely reflects the social composition of the community it serves.

As well as delivering the skills, learning and qualifications required *in work*, the JIF will provide substantial investment to support the Health sector in identifying and delivering innovative ways of “offering sustainable” employment with real opportunity for progression. The challenges of increasing skills across the whole population, and making further progress on

getting people into sustainable work and helping them to progress, will demand a truly integrated employment and skills system.

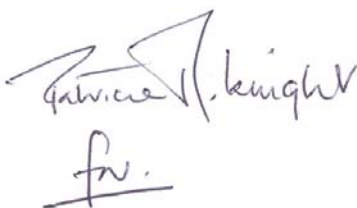
The JIF is focussed on staff in Agenda for Change pay bands 1-4 and Skills for Life/entry level and qualification levels 2, 3 and 4 of the Careers Framework including Apprenticeships. The JIF aims to utilise funds drawn from different sources to maximise investment against identified and planned workforce needs for this group of health care staff. The agreement outlined here follows a series of meetings between all parties, and represents a consensus with clear benefits for all the organisations and staff within the Health Service.

The agreement and the partnership it represents seeks to engage health employers to achieve these aspirations.

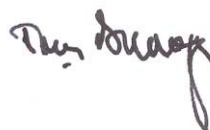
This document provides the context for the JIF and describes governance and accountability arrangements for delivery. This regional agreement aims to deliver the intent of the national agreement.



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East Midlands Joint Investment Framework

1. Background

National Context

The NHS is the largest employer of staff in England and is heavily dependant on the skills of its staff at all levels for the quality of Healthcare delivered. It follows that the quality of staff training levels is critical to the quality of the service provided. It is generally acknowledged that staff in NHS Bands 1-4 will benefit from a more intensive training regime.

This agreement supports government policy and in particular the Sector Skills Agreement for Health to:

‘Develop a skilled flexible and productive workforce for the whole health sector in all UK nations, to raise the quality of health and healthcare for the public, patients and service users’.

The principles of the agreement also reflect the recommendations of the ‘Leitch Review of Skills in the Global Economy’ published in November 2006 which recommended:

- placing emphasis on achieving a ‘demand led’ skills system
- raising productivity across all sectors
- ensuring employers and individuals have a strong influence on investment, funding and provision of skills and future qualifications.

Underpinning the principles of the JIF are the key priorities of the Learning and Skills Council for 2007/08 as published in “Our Statement of Priorities Better Skills Better Jobs, Better Lives” in November 2007.

One of the key requirements of the JIF is an expectation that employers commit to the ‘Skills Pledge’.

The investment framework which underpins the agreement has the following broad criteria:

- a joint commitment in the national agreement of investing up to £50 million NHS/£50 million LSC funding focused initially on employers funding Level 2, Level 3 and 4 skills development and qualifications and LSC funding Skills for life, first full Level 2s, level 3 ‘jumpers’ and apprenticeships

1.2 East Midlands Situation

In the East Midlands, a regional HSSA has formed and in line with local working practice has established a project to implement the national agreement. The first two actions within the project, a scoping exercise to establish the current need for training amongst NHS staff on AfC bands 1-4, and the appointment of a partnership manager have now been completed.

An Operational Group has been established and is responsible to the HSSA for the delivery of the practical aspects of this agreement.

This report set out the key points from early analysis of the scoping exercise and sets out recommendations for implementing an initial training action plan on the basis of this analysis.

From 2008/09, an investment of up to £10million per annum for two years has been agreed between NHS East Midlands and the Learning and Skills Council (LSC). The planning assumption is that this investment is expected to continue in 2010/11 subject to a renewal of the national/regional agreements.

2. Roles and Responsibilities:-

The responsibilities of each of the Partners are:-

NHS East Midlands / NHS Partner Organisations

- signing up to the principles of the JIF agreement
- identifying the workforce needs for Bands 1-4 within an overarching workforce plan
- completing the required workforce returns by the stated deadlines
- signing up to the Skills Pledge
- ensuring learners are supported effectively to access and complete learning
- ensuring that the agreed volumes of learners are delivered
- assuring the quality of non-approved suppliers of learning

Learning and Skills Council

- signing up to the principles of the JIF agreement
- matching the NHS investment by up to £5 million per year
- providing data to identify JIF investment delivered through the Train to gain Service
- providing representatives for the appropriate Boards
- reviewing and advising partners of changes to LSC priorities and associated funding implications
- negotiating and contracting the use of flexible funds to support capacity building to deliver the JIF
- ensuring that there is adequate capable capacity to deliver needs identified through the JIF process
- ensuring that education providers work to agreed service standards in responding to employer needs identified through the engagement process

Skills for Health

- signing up to the principles of the JIF agreement
- assisting in Identifying and articulating the regional workforce skill needs of the whole sector
- supporting capacity building of the Advisers in the Academy and co-ordination of the specialist sector knowledge
- agreeing and signing-off the employer contribution to the regional Sector Skills Agreement
- using the workforce planning output from the JIF to inform and influence the development of the Sector Skills Agreements for England and the UK

- using the JIF activity to monitor and support the implementation of Sector Skills Agreements
- informing and influencing regional plans and policies of regional partners, including the Regional Development Agency, Learning and Skills Council, Education and Training providers in FE and HE and the National Skills Academy
- setting regional priorities for Skills for Health and contribute to national plans and priorities
- identifying priorities and commissioning research on regional labour market intelligence in support of the JIF
- providing authoritative advice on regional workforce issues to partner organisations including Regional Development Agency, LSC, HEFCE, and Home Office etc
- promoting the exchange of views and sharing of good practice
- supporting the JIF by working to increase the level of investment in cost-effective education and training across the sector

3. Analysis

3.1 Training Needs Identified in the survey

A scoping exercise was undertaken to establish a training forecast for the period of the agreement and this indicated that training needs split into 2 distinct categories:

- a) high volume courses where a considerable demand exists and the NHS alone may be able to justify specific training courses.

The high volume courses are:

Skills for Life Levels 1 & 2

Numeracy and literacy

(Vocational) Level 2

ECDL
Customer Service / Care
Health and Social Care
Health (Clinical Support)
Cleaning and Support Services
Business Administration

(Vocational) Level 3

Health and Social Care (Adults)
Customer Service
Business Administration
Health General Healthcare Support
Health Clinical Healthcare Skills
Health Maternity and Paediatric Support

(Academic) Level 4

OU K100
 Foundation Degrees
 Management
 Health and Social Care (Adults)
 Business Administration.

- b) A wide range of low volume, often specialist courses which are unlikely to be viable as stand alone courses. However some of these courses may be suitable for region wide commissioning

3.2 Total training identified for 2008/11

The total training units requirement identified across the East Midlands is:

| | 2007/08 | 2008/09 | 2009/10 | 2010/11 |
|------------------------|-------------|-------------|-------------|-------------|
| ESOL / Skills for Life | 760 | 2400 | 4132 | 3744 |
| Level 2 | 2314 | 2320 | 2577 | 3445 |
| Level 3 | 1344 | 1626 | 1832 | 1940 |
| Level 4 | 146 | 350 | 418 | 438 |
| Other | | | | |
| Total | 4564 | 6696 | 8959 | 9567 |

The training figures will be updated annually and we expect them to become more reliable as the JIF infrastructure becomes more established.

3.3 Current NHS contribution identified as benchmark

| | 2007/08 £000 | Overall cost per Trainee £ |
|--|-----------------|----------------------------------|
| Skills for life | Not identified | |
| Level 2 | 404 | 213 |
| Level 3 | 745 | 706 |
| Level 4 | 116 | 802 |
| Infrastructure | 1157 | N/A |
| New funding made available in connection with the 07/8 pay award | 568 | |
| Total | 2990 | |

3.4 *Number of People under 24*

The survey identified 516 people under 24, while the ESR indicates that there are 2366 (2.8% of the workforce).

4. Developments identified by the NHS East Midlands as Priority

The plan for the development of the wider workforce in the East Midlands is outlined in the 'Strategy for the Wider Workforce' which can be found on the Deanery website (<http://www.eastmidlandsdeanery.nhs.uk/page.php?id=564>) where it states that:

'In developing the East Midlands Workforce Plan, organisations have clearly stated the important role this wider workforce currently play and how crucial their contribution is, and will be, in order to modernise service, meet the demands of national and local initiatives as well as being a significant factor in achieving and maintaining a financially robust service delivery'

A short summary of the headlines of the plan are set out at Appendix 1. However there is a new national strategic direction being established under the Next Stage Review led by Lord Darzi. It is anticipated that this will recognise the key contribution of the workforce at all levels, resulting in development and amendment of these early priorities.

The NHS East Midlands has identified the following areas as priorities in its Workforce Development Plan for AfC bands 1-4:

- The development of Maternity Support Workers to support the implementation of Maternity Matters
- Development of Assistant Practitioners across a wide range of care pathways and clinical areas
- Introduction of Emergency Care Support Worker within unscheduled care
- Support worker roles within Long Term Conditions management

5. Developments which the LSC wish to fund

The LSC will support investments into the following areas as part of the JIF:

- a. A first full level 2 qualification
- b. A first full level 3 qualification (including level 3 'jumper' - where the individual does not already have a full level 2 qualification and level 3 is the most appropriate qualification aim)
- c. Repeat level 2 qualifications where listed in the current version of 'Priority Qualification Identified for Full Level 2 Repeats' see <http://readingroom.lsc.gov.uk/lsc/National/nat-priorityqualificationsfulllevel2repeats-sep08.pdf>
- d. Repeat level 3 qualifications where identified by a Sector Skills Council in a Train to Gain Sector Compact or on FE transitional qualifications list
- e. Skills for Life including ESOL
- f. ESOL for Work at Entry Level 3 and Level 1
- g. Apprenticeships, Advanced Apprenticeships and Adult Apprenticeships

Current Learning Skills Council fee policy will apply to all Learning and Skills Council funded provision e.g. 42.5% employer contribution to all level 3 and ESOL qualifications (2008/09).

Appendix 1 Summary of the EM Workforce Plan, Key Developments

Public Health

There is a shortage of Public Health specialists and there are difficulties attracting candidates to Director of Public Health roles. The role of the Health Visitor is under review. The skill mix required in the school nursing service is being reassessed. Health Trainers are now established across the East Midlands.

Maternity

The maternity workforce is under review in light of 'Maternity Matters'. There is an improving picture of birth to midwife ratio although the East Midlands is still low. Maternity Support Workers are being developed across all counties. There is a shortage of sonographers. There is concern about the unexpected rise in birth rate due to the influx of migrant population.

Children's Services

To achieve optimum capacity and capability in this workforce greater collaboration is required across all partners. There are some exemplary workforce initiatives:

- A family nurse practitioner pilot in Derby City
- EMAS in Nottinghamshire working in Ashfield extended schools project
- The CAMHS team are reviewing the whole of the East midlands inpatient services.

There is concern about ability to recruit and retain in complex children's environments particularly neonatal services.

Unscheduled Care

There is an impetus to increase access to GPs and community services such as 'Walk in Centres' and 'Minor Injuries Units' with the need to develop the skills of both Nurses and Allied Health Professionals. The ambulance review 'Taking Healthcare to the Patient' proposes an increase in paramedics as solo responders and a phasing out of the technician role. The support workforce will need to be developed.

Referral to Treatment: Elective Care

The focus at the present time is on having the capacity to dealing with back log and getting over 'hump'. It is important that this is backed up with longer term planning and new ways of working to provide a sustainable service for the future. There are workforce capacity problems in Audiology and Neurophysiology

Trauma & Intensive Care

There is a shortage of anaesthetists. Work continues to develop and maintain the skills of generalist staff to support patients who are not in critical care beds.

Cancer & Palliative Care

The National Radiotherapy Advisory Group Report has significant implications for the capacity of the workforce with the need for an increase in Therapeutic Radiographers and Medical Physicists. The 'End of Life Care Strategy' is expected very soon and will require development of capacity and capability in the primary care workforce. There is a shortage of Palliative Care consultants

Long Term Conditions

There is a significant distance to go to reach the Community Matron target by April 2008. We need to harness the diversity of workforce to work as case managers for the less complex patients termed as in 'level two'

Mental Health

The new workforce teams - Crisis resolution. Early intervention and Assertive Outreach - are now embedded in the service. The target for Community Development Workers will be achieved by the December deadline. The workforce needs to be developed to meet the needs of older people in order to deliver the National Dementia Strategy

Learning Disability

There is uncertainty about the service direction and commissioning intent for the future of this service which is unsettling the workforce. The qualified nursing workforce in NHS may reduce but still be required in other environments. The workforce needs to be developed in primary care to provide the new facilitation and assessment services.

Primary and Community Care

The shifts being proposed from secondary to primary care will mean a higher numbers of patients with more complex needs being cared for in the community. The skill set of the workforce will need to change even if the care is delivered by outreach teams.