

BR1: Shaping the future of the health & care workforce: From solo professions to team-based models

We believe that effective team-based working can make a big difference. In this highly interactive & energetic session, we will explore what different systems in different organisations and countries are doing to build team-based models of care.

The outputs of this breakfast session at IHI will help NHS England with the implementation of its Long-Term Workforce Plan.

Date: Thursday, 11th April 2024

Time: 07:45am - 08:45am

Location: Capital Suite 14-16 | Room 14, Level 3

Speakers:



Professor Sheona MacLeod,
Director of Education and
Training, NHS England



Tahreema Matin, Associate
Medical Director, Workforce,
Education and Training,
NHS England



Helen Bevan
Strategic advisor,
Horizons



Zoe Lord
Deputy Director,
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Kerry McGinty
Production Manager
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Who is in the room?

Across the world, healthcare systems are struggling to have the workforce capacity to meet the service demand.

We believe that effective team-based working can make a big difference.

We want to learn from and with you.

The outputs of this breakfast session will help NHS England with the implementation of its Long-Term Workforce Plan.

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1. Share our plan for the future of our health and care workforce
2. Explore innovative approaches being used to build team-based working
3. Understand how team-based enablers support improvement
4. Consider how we engage others to think differently
5. Co-develop a shared definition of team-based working



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Time	Content	Who
7.45	Welcome	Zoe & Helen
7.55	The challenge and call to action	Sheona & Tahreema
8.05	Ideas generation and table discussions	All
8.35	Rapid insights & Closing remarks	Marc, Sheona, Tahreema, Zoe & Helen
8.45	Close	

Ways to join Menti:

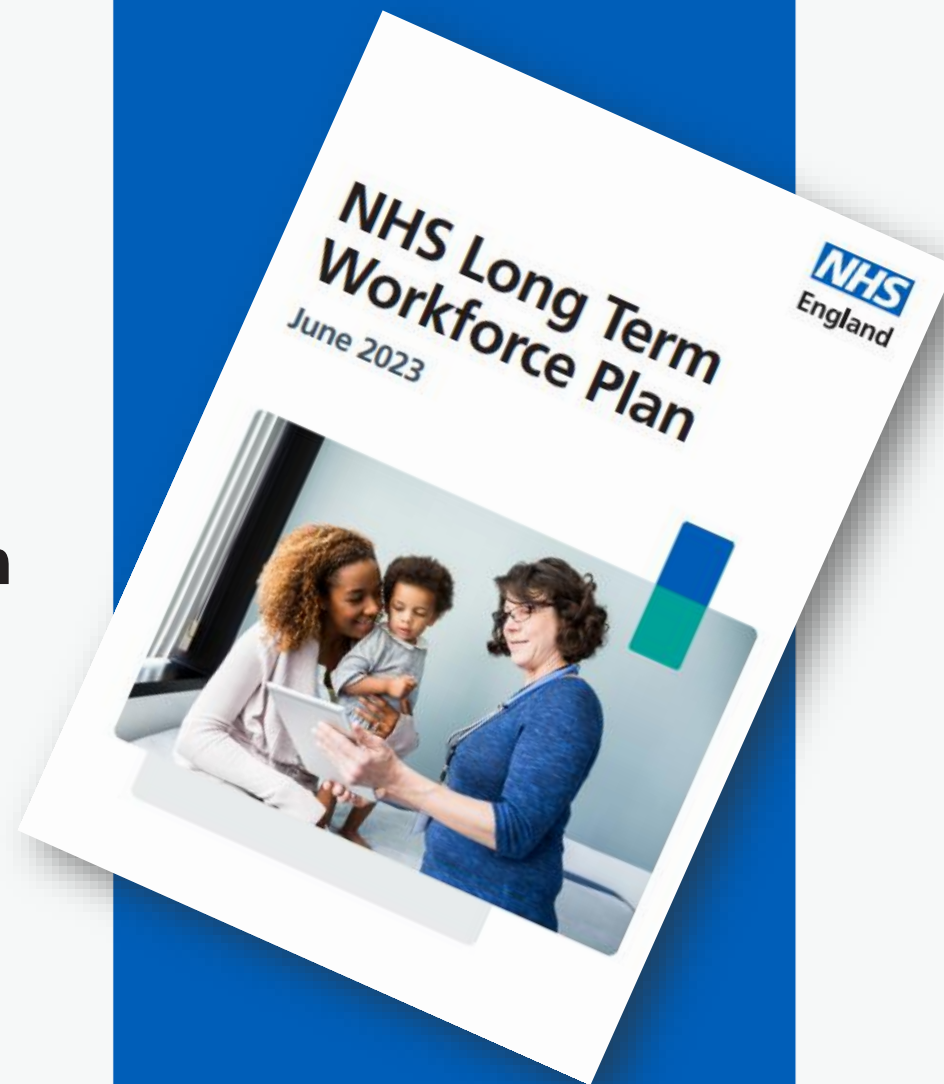
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Long Term Workforce Plan (LTWP)

Supporting systems to build the workforce
they need

Working together to train – retain - reform



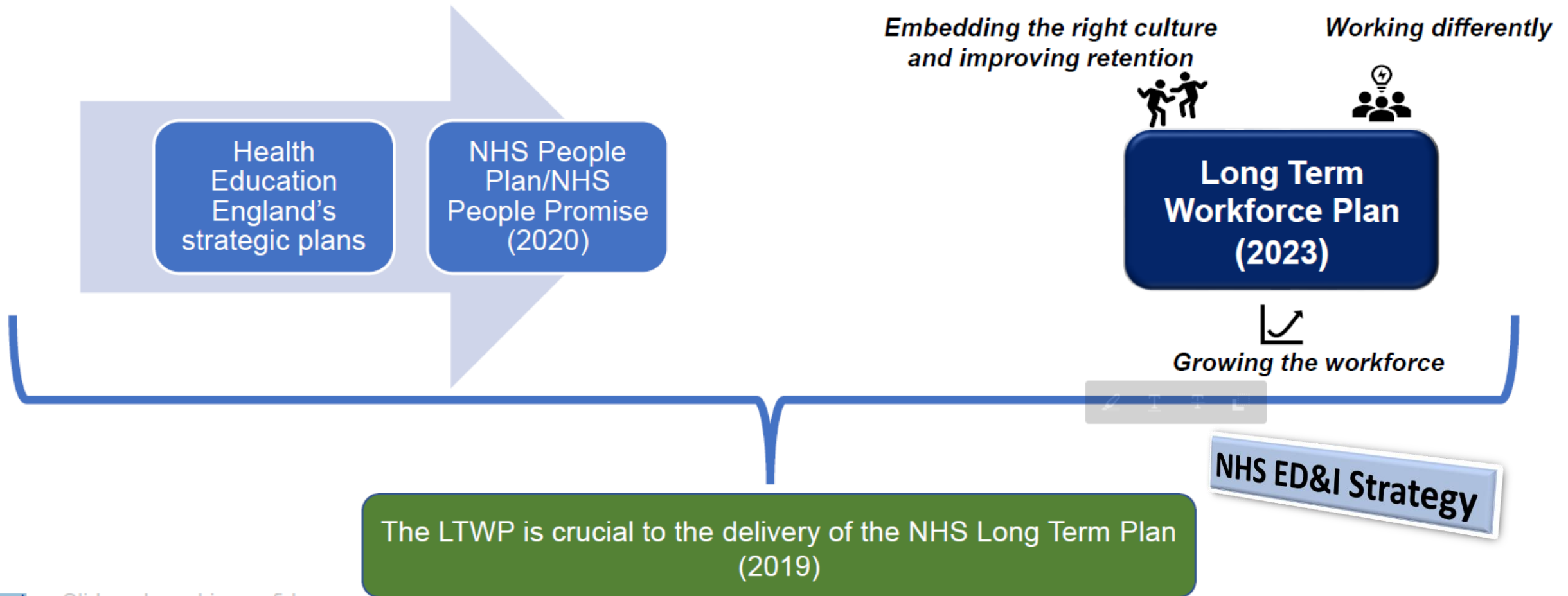
Key messages



- The first time the NHS has produced a workforce plan to put staffing on a sustainable footing
- The plan will deliver the **biggest increase in training numbers** in NHS history
- The NHS will **train record numbers** of doctors, nurses, dentists, allied health professionals and other key healthcare staff to address the gaps in the current workforce and meet the challenge of a growing and ageing population
- We will **still have a place** for the skill and dedication of **staff from around the world**.
- Growing global demand for healthcare workers - need to increase domestic training and retention
- We want to draw on the **widest possible pool of talent**
- Addressing workforce gaps, enables us to tackle the backlogs, helping patients and the economy
- This plan is not just about increasing numbers, **it is about working differently** to maximise the benefit of new technology, therapies and treatment.
- It is also about **retaining the staff we have** , boosting flexibility and supporting wellbeing
- The plan will need to be regularly updated.

NHS Long Term Workforce Plan Overview

The NHS Long Term Workforce Plan covers the workforce employed by the NHS and delivering NHS-funded services in all NHS trusts and primary care. It builds on Health Education England's strategic plans, the People Plan and the People Promise.



Long Term Workforce Plan

Recruit: Grow the Workforce.

By significantly expanding domestic education, training and recruitment, we will have more doctors, nurses and other healthcare professionals working in the NHS. We will:

- Increase medical school training places, especially in areas with the greatest shortages.
- Increase GP training places.
- Increase nurse, midwife and health visiting training places and nurse apprenticeships
- Increase Advanced practitioners, independent prescribers, and AHP senior decision-makers in appropriate settings.
- Increase the proportion of training for clinical staff through apprenticeship routes by 2030.
- Medical degree apprenticeships.
- Expand dentistry places
- Consider how to incentivise dentists to offer more NHS work

Retain existing talent: Embed the right culture and improve retention.

Reform: Working and training differently.

Long Term Workforce Plan

Recruit: Grow the Workforce.

Retain existing talent: Embed the right culture and improve retention.

Reform: Working and training differently.

Retain existing talent: Embed the right culture and improve retention
By improving culture, leadership, and wellbeing, we will ensure fewer staff leave the NHS over the next 15 years. We will:

- Build on the actions from the NHS People Plan, to make the NHS People Promise a reality
- Deliver the actions in the NHS equality, diversity and inclusion plan.
- Improve flexible opportunities for prospective retirees
- Ensure NHS organisations offer people flexible working including at the start of a career
- Commit to continuing professional development for nurses, midwives and allied health professionals, so staff are supported to meet their full potential.
- Reform how the NHS recruits staff, for a better experience, and local jobs

staff, so that we offer a much better candidate experience, and support local jobs

Long Term Workforce Plan

Recruit: Grow the Workforce.

Retain existing talent: Embed the right culture and improve retention.

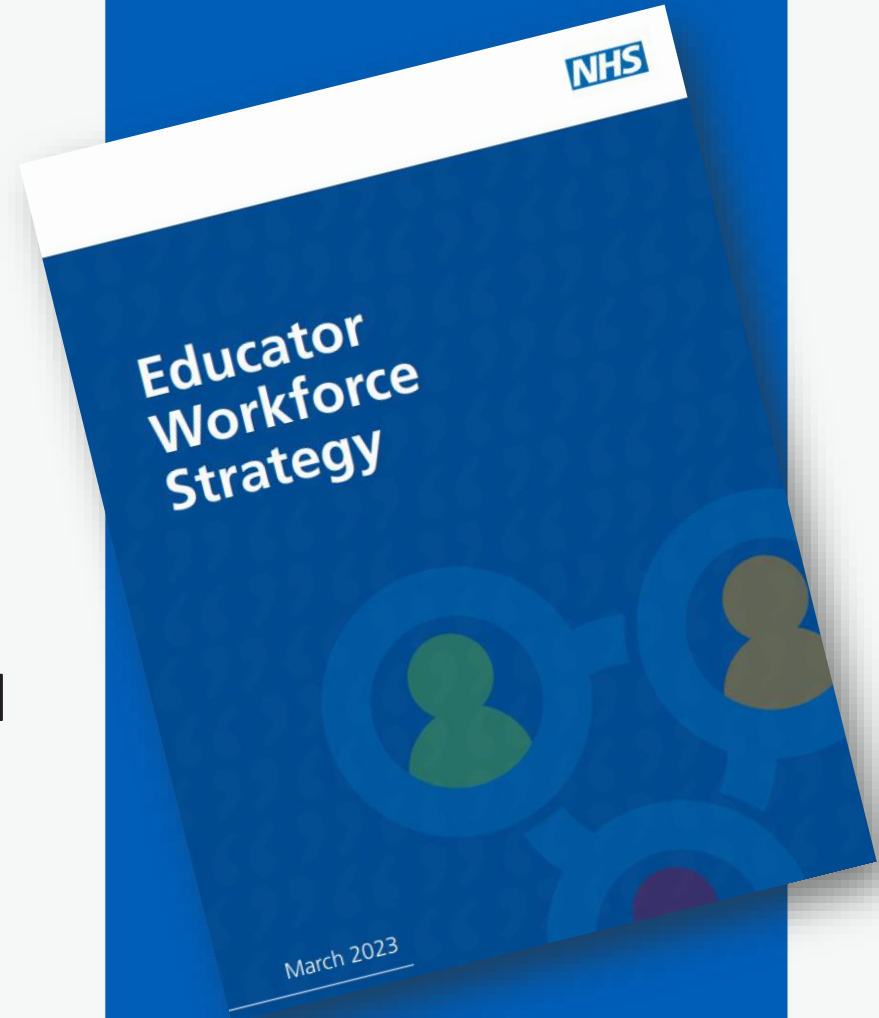
Reform: Working and training differently.

Working differently means staff can spend more time with patients, harnesses digital innovations and enables new and innovative ways of working. Training will be reformed, to give learners a better experience. We will:

- Take advantage of digital and technological innovations, - AI, speech recognition, robotic process automation and remote monitoring to support the NHS workforce.
- Focus on expanding enhanced, advanced and associate roles , offer modernised careers, with a stronger emphasis on the generalist skills needed to care for patients with multi-morbidities, frailty or mental health needs.
- Encourage and support clinically-led work to consider how to make best use of new roles in clinical teams as they are brought on stream, to ensure they are a valued part of the wider multidisciplinary team.
- Work with the regulators to reform education and training for doctors and nurses so that learners have a good experience that prepares them for work in the NHS.

The Educator Workforce Strategy

Actions that will lead to sufficient capacity and quality of educators to allow the growth in healthcare workforce that is detailed in the LTWP as needed to deliver care, now and in the future



enhance

The enhance programme is a universal educational development offer to enhance and embed generalist skills at all stages of postgraduate healthcare training

HEEs Future Doctor report defined the generalist skills needed by all doctors to:

- Support 'whole person' care
- Understand the population health, health promotion and care needs of the communities they serve
- Reduce health inequalities and address local health priorities



Achievements to date:

7 trailblazer sites established across England

>10,000 learners

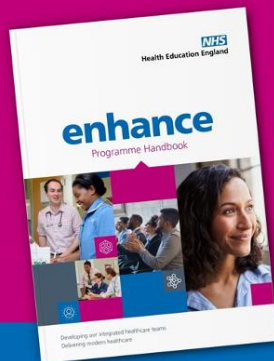
Multi-professional learners

Successful launch of 6 domains, wellbeing, transformative reflection, leadership and digital guide

Place-based programmes tackling specific local health priorities



Person-centred practice  Treating patients in a holistic, coordinated manner, involving them in their care decisions and supporting them to manage their own health.	Complex multimorbidity  Working together to optimise care for patients with complex co-morbidity, through shared decision making with patients, carers and colleagues.	System working  Working beyond and across traditional organisational boundaries in integrated and innovative ways to improve health and wellbeing.
Population health  Improving health and wellbeing for all through preventive measures, addressing wider determinants of health and reducing health inequalities.	Social justice and health equity  Promoting a fair and just society and reducing health inequalities, with an ultimate aim of improving health and wellbeing of populations.	Environmental sustainability  Taking responsibility for adoption and spread of sustainable healthcare practices and being an advocate for action on environmental issues.



NHS Health Education England

enhancing generalist skills

Developing our integrated healthcare teams
Delivering modern healthcare



YouTube

england.enhance@nhs.net

Spotlight on South-West



- Delivery **aligned with ICS local priorities** of homeless health & frailty
- **Multi-professional** programme, including medical students, with focus on longitudinal case studies and service co-design
- Expertise and experience from **primary & secondary care, 3rd sector organisations and service users**
- **QI** integrated into the programme

“I want to do something about the patients I go home worrying about” *South-West enhance participant*

Spotlight on Humber (NEY)

- **Inter-professional action learning** and mentoring over a 12-month period
- Immersive learning via **‘field trips’** encourages exploration of broader healthcare system outside of usual experience



“The multi-professional learning environment is the most useful part of the course – my head is buzzing with new ideas.” *Humber enhance participant*

Questions:

1. What models of team-based working / learning are you using (particularly innovative models)?
2. How do we engage those who have been comfortable in their 'solo profession' and perhaps don't see the value of shared accountability and leadership?
3. What more / new things can we be do to help people in training/ coming into profession work and learn differently when thinking about team- based working?
4. How do we define team-based working for improvement?



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Thank you!

Thank you for attending this breakfast session!

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