London Healthcare 2008

'999 – London Calling: Training for Healthcare Professions'

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University College London Hospitals NHS
NHS Foundation Trust

Aim

- To co-design and implement a new Health Innovation and Workforce Development and Education Cluster, focussed around local workforce demands and requirements. The ‘Cluster’ will be co-ordinated by UCLH Partners together with both its health provider networks and its strategic academic partners.

The partners will develop a vision for workforce planning, education and training based on the following principles

- **Focused on quality** – high quality care requires the provision of high quality education and training, underpinned by a sustainable model of quality assurance and quality control.
- **Patient-centred** – workforce planning should be based on service planning and should reflect local need.
- **Clinically driven based on best evidence** – the workforce will be designed to reflect local service plans, clinical imperatives, population flows and national priorities.
- **Locally led** – the population has specific needs, hence our workforce solutions and design principles will be developed and commissioned locally, whist complying with national quality norms and standards.
- **Innovative and flexible in design** – 'Cluster' partners will work together to create innovative and cost efficient workforce roles and flexible education and training, ensuring the provision and maintenance of a sustainable and 'world class' workforce.

Driving Quality and Delivering Innovation

- **Driving and assuring quality of workforce development and education** to design and deliver excellence in education, training and workforce redesign.
- **Developing a coherent and responsive strategy to co-ordinate clinical placements**/attachments for the workforce and to design high quality learning experiences for undergraduate and postgraduate students.
- **Forging sustainable and strong local partnerships** between our service users, local health service providers, our higher education providers and other key stakeholders.
- **Designing and implementing robust governance and performance management systems** to assure the quality of educational provision (in partnership with NHS London and Professional Regulatory Body Standards) and sound, value for money business practice.

Workforce Planning

Our work will bring together the following core functions:

- Providing **a coherent professional voice** on matters relating to education, training and workforce design and development.
- **Procure a range of educational programmes** from local partner and other HEIs and the London Deanery to respond effectively to workforce need;
- Professional **high level scrutiny** on the quality of workforce planning at a local level
- **Co-design and co-ordination of changes to both undergraduate and postgraduate training pathways** to reflect local need and which best reflect patient and local service delivery needs.
- **Liaison** with consumers, PCTs, clinical networks, independent sector providers, social enterprises, national professional education and workforce agencies/bodies and trade unions.
- **Assuring that the 'Cluster' is compliant with national 'opinion' and direction** as determined by NHS London and the Department of Health.

Developing Existing Staff

- **Strengthening local arrangements** to ensure staff have consistent and equitable opportunities to update and develop their skills;
- **Improving the transparency of investment in CPD** by promoting key metrics on access, quality and expenditure;
- **Strengthening education governance** through the co-design and implementation of 'Cluster-wide' learning and development agreements;
- **Supporting the Government Skills Pledge**, ensuring appropriate development of all staff;
- **Ensuring CPD is linked to patient, service and staff** needs;
- **Providing accountability** to Chief Executives and to NHS London for the quality of education and development provided by the partnership'

Summary

‘The primary aim must therefore be to translate workforce innovation into embedded workforce solutions, underpinned by a resolute quest to improve patient quality and workforce excellence. This will be achieved by the creation of a new workforce ‘Cluster’, licensed by NHS London, that will combine both local ownership of the ‘workforce product’ and demonstrate compliance with commissioner requirements for strategic leadership, service excellence and system oversight’.

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