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HE, Health & Care Workforce Planning Conference

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Matching Higher Education to New Roles in Health

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Foreword

Dear Colleague,

It gives me great pleasure to welcome you today to the HE, Health and Care Workforce Planning conference being run in association with Universities UK, Skills for Health, the Royal College of Nursing, Open University Strategic Alliance and the Council of Deans of Health. The conference will look at workforce planning initiatives, higher education health provision and matching higher education to new roles.

Developing an effective supply strategy for health and care staff is notoriously difficult, given the long timescales between decisions being made about how many students to train and the time when students qualify and enter the workforce.

This national conference will bring together higher education and health service leaders to discuss solutions to the challenges that may prevent them from having the right people in the right healthcare roles in the future.

These include:

Julie Badon, Section Head, Education and Training team, Workforce Directorate, Department of Health
Dr Judy Curson, Director, NHS Workforce Review Team
Professor Steven West, Vice-Chancellor and CEO, University of the West of England, Bristol and Non Executive Director of NHS South West (SHA)
Christine Whitehead, Director of Workforce, NHS South West
Professor Linda Jones, Director, OU-RCN Strategic Alliance
Dr Liz Clark, Deputy Director, OU-RCN Strategic Alliance
David Amos, Director of Workforce, UCLH

I hope you enjoy the conference.

Yours sincerely,

John O'Leary
Editor, Policy Review Magazine

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Agenda

(Subject to change)

09:00 **Registration, refreshments and exhibition**

Session One: Setting the Scene

10:00 **Welcome and introduction**
John O'Leary, *Editor,* Policy Review Magazine

10:05 **Workforce priorities**
Dr Judy Curson *FFPH, Director*, NHS Workforce Review Team

10:20 **The Darzi Challenge – a university perspective on workforce needs**
Professor Steven West, *Vice-Chancellor and CEO*, University of the West of England, Bristol
Non Executive Director of NHS South West (SHA)

10:35 **Adapting to local needs: Strategic Health Authority panel**
Kathy Branson, *Head of Education and Development*, NHS East of England
Christine Whitehead, *Director of Workforce*, NHS South West

11:00 **Questions and Discussion**

11:30 **Refreshments, networking and exhibition**

Session Two: Higher Education's roles and responsibilities

12:00 **The role of Health and Education National Strategic Exchange (HENSE)**
Julie Badon*, Section Head, Education and Training team*, *Workforce Directorate*
Department of Health

12:15 **HE strategies to respond**
Kate Guyon, Dean, *Faculty of Health and Human Sciences*, Thames Valley University,
Executive Member, Council of Deans of Health

12:30 **Adaptation and use of flexible learning solutions**
Professor Linda Jones, *Director*, OU-RCN Strategic Alliance

12:45 **Questions and Discussion**

13:00 **Buffet Lunch, networking and exhibition**

Session Three

14:00 The public sector workforce during the current economic circumstances - prospects & opportunities
David Amos, *Senior Policy Advisor,* Cabinet Office

14:15 Workforce planning initiatives and education commissioning
Bryan Kessie, *Programme Lead - National Priorities*, Workforce Projects Team, Skills for Health

14:30 International issues panel discussion
Dr Liz Clark, *Deputy Director*, OU-RCN Strategic Alliance
Professor John Duffield, *Pro-Vice-Chancellor and Executive Dean*, Faculty of Life Sciences, University of the West of England, Bristol

Session Four: Key Issue Seminars (15:00 - 16.30)

Delegates should choose to attend one seminar from the list below. Seminars are designed to be interactive and participatory in nature. Afternoon refreshments will be served in breakout rooms.

Seminar 1 & 2 - 15:00 - 15.40

1. **Higher education's contribution to the workforce – a healthcare perspective**
   Professor Ann Close, *National Clinical Advisor*, Care Quality Commission
   Location: Main Auditorium

2. **Closer working relationships with HE and Health**
   Julie Badon, *Section Head, Education and Training Team*, Workforce Directorate, Department of Health
   Andrew Snowden, *Independent Consultant*
   Paul Turner, *Executive Officer,* Council of Deans of Health
   Location: Whittington Suite 3 & 4

Seminar 3 & 4 - 15:50 – 16.30

3. **Implementing regional strategy – a Workforce Response**
   Kathy Branson, *Head of Education and Development*, NHS East of England
   Location: Main Auditorium

4. **Mobile learning in action**
   John Stone, *Chief Executive*, Learning and Skills Network
   Location: Whittington Suite 3 & 4

16:30 Close of conference

Speaker Biographies

Biographies are shown in alphabetical order by surname

David Amos
Senior Policy Advisor
Cabinet Office

David Amos was the Workforce director at University College London Hospitals NHS Foundation Trust from 2004 until 2009, which provided local and national clinical services employing over 6000 staff and a turnover of over £600m. He is now working in the cabinet office, supporting efforts to promote jobs and skills across the public services during the economic downturn. He is a member of the Public Services Forum which brings ministers, trade union and public sector leaders together; a member of the National Employers Advisory Board which advises the Ministry of Defence on reservists' matters; and is the interim national chair of Managers in Partnership (MIP) – the new trade union for health care managers.

He is a regular columnist, conference speaker and a visiting professor at London Southbank University for workforce development.Before joining UCLH, he was the deputy director of Human Resources (Delivery) at the Department of Health from 2001 until 2004, having originally been the Head of the Recruitment and Retention Unit. Formerly, David was the director of Human Resources and Organisation Development at St Mary's NHS Trust from 1996, originally joining in 1994 as the general manager for medical services. Formerly Clinical Services Manager at Guy's & St Thomas NHS Trust and general management trainee.

Julie Badon
Section Head, Education and Training Team
Workforce Directorate, Department of Health

After travelling extensively and a five year career in the NHS - Julie has spent the last ten years in the Department of Health involved in major developments in national policy including: HR Guidance for the move from PCG's to PCTS Implementing Working Time Regulations, Shifting the Balance of Power Development and negotiation of Agenda for Change Equal Pay in the NHS. Her next challenge is development of the Education Commissioning for Quality work outlined in Lord Darzi's Next Stage Review.

Kathy Branson
Head of Education and Development
NHS East of England

Kathy is head of Education and Development at the Multi-professional Deanery, NHS East of England. This means she is responsible for ensuring all the education and training commissioned in the East of England provides the right numbers of practitioners, who are fit for purpose. Prior to this, Kathy was acting chief nurse for NHS East of England and was formerly a director of nursing for 8 years. Kathy completed her nurse training at St Thomas' Hospital, London, and then went on to train as a health visitor at South Bank University. Kathy worked as a health visitor in South London for 10 years in areas of high deprivation and homelessness.

Dr Liz Clark
Deputy Director
OU-RCN Strategic Alliance

Previously head of distance learning at the Royal College of Nursing (RCN), Liz Clark moved to The Open University (OU) in October 2007, following the transfer of the RCN's higher education distance learning programmes to the OU as part of a strategic alliance. This alliance aims to widen access to, and participation in, flexible education for the healthcare workforce, from healthcare assistants and nursing auxiliaries to registered nurses and other health professionals wishing to undertake continuing professional development or to study for a degree or postgraduate award. In addition to supporting the learning of individual nurses scattered across all five continents, including far-flung places with poor postal services and, sometimes, intermittent electricity supply, Liz was also responsible for establishing a number of international study centres while working at the RCN.

In 1996, the Icelandic Nurses' Association selected the RCN to deliver the first MSc in Nursing in Iceland and to prepare local nurse lecturers to teach and assess at postgraduate level. The same programme was also delivered to educationalists and senior clinical nurses across the Republic of Ireland. More recently, a pilot project was run in Nairobi to explore the feasibility of children's nurses studying a top-up degree in child health nursing, after completing their Diploma in Nursing in Kenya. In May 2009, all the nurses who had enrolled on the programme in 2007 successfully completed their studies despite significant challenges, including personal tragedy. Liz is now responsible for leading the international activity of the strategic alliance.

Professor Ann Close
National Clinical Advisor
Care Quality Commission

Ann Close is one of a team of National Clinical Advisers to the Care Quality Commission. She comes from a nursing background and recently retired from the NHS after 37 years. She trained in Burnley and held clinical, education and management posts across the UK and abroad. For the last 14 years she was nursing director at The Dudley Group of Hospitals where she also had lead responsibility for infection prevention and control, governance and patient and public engagement, as well as nursing. She is a visiting Professor at Birmingham City University and Fellow of Wolverhampton University. Her work at the Care Quality Commission involves engaging with clinicians to identify clinical indicators that will measure good practice, providing clinical and professional advice to colleagues in the Commission and promoting its work with colleagues across England.

Dr Judy Curson
Director
NHS Workforce Review Team

Dr Judy Curson is director of the NHS Workforce Review Team (WRT). WRT is a dynamic and innovative organisation that offers extensive expertise in the workforce planning arena. Judy has a broad perspective of health and healthcare, unconstrained by a specific profession focus. She has taken the leading role in shaping WRT's strategic direction, managing key stakeholder relationships, negotiating resources against a diverse work programme and ensuring delivery. WRT has developed from a small specialist medical group to a significant player in workforce planning.

Professor John Duffield
Pro-Vice-Chancellor & Executive Dean, Faculty of Life Sciences
University of the West of England, Bristol

John has worked in higher education institutions since his graduation with a PhD in Chemistry from the University of Wales in 1981. For the majority of his career his interests and working life have been at the interfaces of the health and life sciences in institutions in Germany, the UK and Australia. In March 2007 he was promoted to the post of pro Vice-chancellor and executive dean at the University of the West of England with the remit of creating a new Faculty of Health and Life Sciences by integrating the old faculties of applied sciences and Health and Social Care. He is committed to working with all stakeholder groups to provide the best possible services, experiences and opportunities for staff, partners and students while ensuring appropriate *foci* on local, regional, national and international agendas. A major current concern is facilitating knowledge exchange and partnership working of health and life science academica and researchers with practitioners and patient groups using science communication and public engagement techniques being pioneered in his faculty.

Kate Guyon
Dean, *Faculty of Health and Human Sciences*, **Thames Valley University**
Executive Member, **Council of Deans of Health**

Kate Guyon is dean of Health and Human Sciences at Thames Valley University, a post she commenced in 2008. She has five years experience as a Council of Deans executive member - a role she feels privileged to be able to carry out. Prior to her move to TVU, she was head of the School of Nursing and Midwifery and associate dean for Recruitment, Selection and Marketing with The University of East Anglia. Kate describes herself as a general manager within an academic institution rather than an academic as she came to the educational world via a transfer from a senior leadership position within Norfolk Health Authority to UEA. This post gave valuable experience in primary care development, the commissioning of education via the local workforce federation, leadership of a group of local supervisory authorities and workforce planning. Kate's background is as nurse and health visitor but in many forms over 30 years.

Professor Linda Jones
Director
OU-RCN Strategic Alliance

Linda Jones is professor of Health in the Faculty of Health and Social Care at the Open University and director of the Open University – Royal College of Nursing Strategic Alliance, formed in October 2007. Her role focuses on leading initiatives across the OU and the RCN to ensure delivery of the key alliance priorities, in particular to widen access to and uptake of learning by more disadvantaged groups of health and social care staff. In her previous role as pro-vice chancellor for curriculum and awards, Linda set priorities to develop courses and awards which would widen participation, increase professional development and create more coherent and attractive degree pathways. Outputs included new foundation degrees, a University Centre for CPD and an "Openings" suite for beginner and returning learners. Her teaching and research interests are in public health, especially the impact of transport on people's health.

Bryan Kessie
Programme Lead - National Priorities Workforce Projects Team
Skills for Health

Bryan is a PRINCE2 accredited project manager with over 20 years experience in the NHS. Bryan originally trained as a chartered physiotherapist, qualifying in 1982 and working in a range of clinical roles, specialising in Care of the Elderly. Moving into general management in 1995 Bryan's previous roles have included a wide range of operational management posts in acute trusts, the Northwestern Deanery and Greater Manchester WDC. Bryan has worked in workforce planning since 2004, initially as part of National Workforce Projects (NWP) and recently as part of the Workforce Projects Team at Skills for Health. Bryan is currently leading on a range of national projects including Long Term Conditions and Child Health.

John O'Leary
Editor
Policy Review Magazine

John O'Leary is the editor of Policy Review magazine and previously edited The Times Higher Education Supplement from 2002 until 2007. Before that, he was the Education Editor of The Times for nine years, having joined the paper in 1990 as Higher Education Correspondent. A graduate of Sheffield University, he began his career on the Evening Chronicle, in Newcastle upon Tyne, and worked on the THES throughout the 1980s, latterly as deputy editor. He edits The Times Good University Guide, which has been published annually since 1993, and the Guide to the World's Top Universities, first published in 2006. He was a member of the Government inquiry into primary school tests in 1999 and has been a member of the board of British/Irish Encounter since 2005. He now advises a number of universities and national organizations in the education field, as well as writing regularly for The Times and a variety of magazines and journals. He can be contacted at john.oleary@policyreview.co.uk

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Andrew Snowden
Independent Consultant

Andrew Snowden is an independent consultant who works across both the health and higher education sectors on a range of workforce planning, education commissioning and HR projects. He was the author of the report that led to the establishment of the Health and Education National Strategic Exchange (HENSE), the new forum in England which ensures the highest level liaison between DH, BIS, UUK, HEFCE and other relevant national bodies. Andrew was previously director of Strategic Workforce Planning for the former Birmingham and Black Country Strategic Health Authority. Prior to that, he served as a pro-vice-chancellor at the University of Wolverhampton following a career in human resource management.

John Stone
Chief Executive
Learning and Skills Network

John Stone is currently chief executive of the Learning and Skills Network, an independent company set up in 2006 as a successor to a series of government agencies operating in post-compulsory education and training. It currently employs over 200 staff at its offices in London and Belfast. At LSN he leads an organisation which aims to make learning work- from the classroom to the boardroom. It does this through developing people and organisations through consultancy, outsourcing, research, technology and training. He is a governor at the London City Lit and a member of London Higher Skills and JISC Services Boards. He currently chairs the BECTA e-Maturity Framework Design Authority and was a member of the Higher Education Funding Council Committee of Enquiry in the Changing Learner Experience. Prior to this appointment John was Principal of Ealing, Hammersmith and West London College. He was also vice-chairman of the Joint Information Systems Committee, chair of the Association of Colleges London Region, a board observer at the London Development Agency and a board member of West London Business, Regenesis and the Southall Regeneration Partnership

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Paul Turner
Executive Officer
Council of Deans of Health

Paul Turner is the executive officer for the Council of Deans of Health. The Council with its 86 member universities throughout the UK is the principal source in higher education of collective views on education and research for nursing and the allied health professions. It works collectively to maintain and enhance the quality of nursing, midwifery and health profession education, and acts as a forum for the exchange of information and good practice. By background a physicist, Paul became head of Combined and Continuing Studies, and then dean of the Faculty of Health and Human Sciences at the University of Hertfordshire, a post he held from 1991 until 2001, when he moved to the Council of Deans. In his role at the Council, Paul has been closely involved in discussion and negotiations with departments of health, regulatory and professional bodies, funding councils and other stakeholders on a wide range of policy issues in healthcare education.

Professor Steven West
Vice-Chancellor and CEO, **University of the West of England, Bristol**
Non Executive Director, **NHS South West (SHA)**

Professor West is vice-chancellor of the University of the West of England. He was educated and trained in London as a Podiatrist and Podiatric Surgeon and worked clinically in the NHS and private/commercial sector from 1980. He entered academia in 1984 as a lecturer, and in 1992 was appointed dean of the School of Health & Behavioural Science at Huddersfield University. He moved to Bristol in 1995 as the dean of the Faculty of Health & Social Care at UWE. In 2007 he was appointed acting vice-chancellor at UWE and in May 2008, at the age of 46, appointed vice-chancellor. He is a Fellow of the Society of Chiropodists and Podiatrists and a Fellow of the Royal Society of Medicine. e serves on a number of national education and research committees advising on the future funding and contracting for health-related programmes and research in England and has continued to develop his research interest in the Diabetic. He is a non-executive director of the South West Strategic Health Authority.

Christine Whitehead
Associate Director
NHS South West

A historian by training Christine spent 15 years in clinical practice as a nurse before moving into education. As head of learning and development at a large acute Trust she worked in partnership with local universities, holding part time appointments at the Universities of Exeter and Plymouth to promote increased communication and development of shared agendas. As a board member of the local Education Purchasing Consortium her knowledge of, and interest in, commissioning education developed. This was strengthened by a project lead role on the implementation of the pre-registration nursing curriculum in response to Fitness for Practice as a member of Devon and Cornwall Workforce Development Confederation. A secondment to work as the Workforce Development Lead for Dorset and Somerset Strategic Health Authority increased her understanding of, and interest in, the need to plan workforce and workforce development coherently. Currently working as associate director workforce for the South West Strategic Health Authority, Christine has a national role sitting on the DH Next Stage Review Programme Board Review of the Multi-Professional Education and Training Levy and the Children's Workforce Forum. She is a member of the Workforce Availability Policy and Programme Implementation Group and the National Workforce Commissioners Group. Her interests remain focused on achieving the highest outcomes for patients through effective commissioning of high quality education.

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