

*Developing people
for health and
healthcare*

Health Education England

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NHS

Health Education England

What is HEE?

- ***HEE is responsible for providing national leadership and strategic direction for education, training, and workforce development, and to ensure that a nationally coherent system is in place.***
- HEE was established on the 1st of April 2013; status changed to Non-Departmental Public Body (NDPB) on 1st April 2015.
- **As HEE receives approximately £5 billion (7.5b USD/9.1b CAD/9.5b AUD/10.1b NZD) annually from the UK Department of Health**
- **HEE has 2504 staff (headcount) across 13 Local Education and Training Boards**
Producing Tomorrow's workforce and Transforming today's'

HEE's Mission

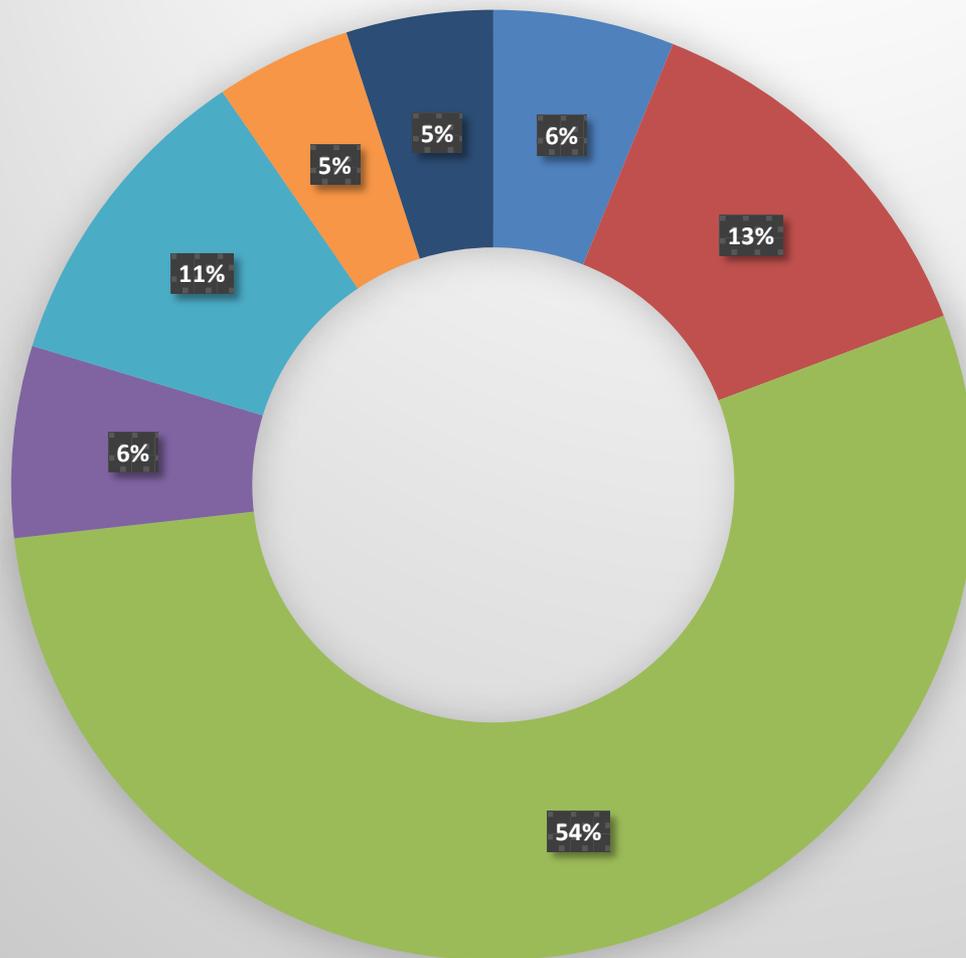


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Health Education England exists for one reason and one reason only: to improve the quality of care delivered to patients by focusing on the education, training and development of the current and future workforce.

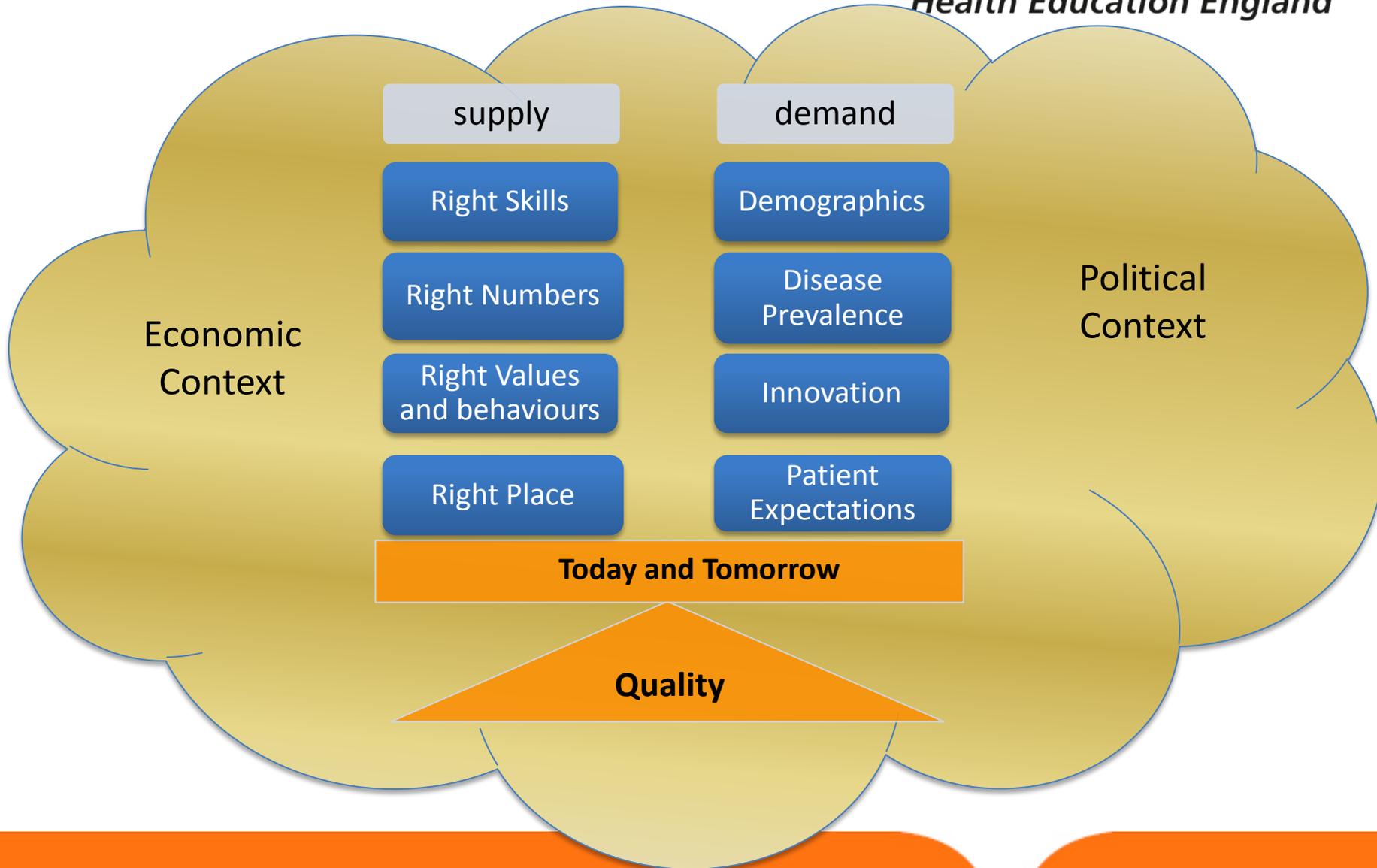
- HEE is issued with an annual Mandate from Government.
 - Sets out priority areas for HEE in the delivery of its functions
- Framework 15
 - Guides the decisions we make in the short term, such as the annual workforce planning process and the priorities in our Business Plan;
 - Informs our longer-term work programme;
 - Enables our board and the public to assess our actions against our strategic ambitions, and challenge us if we go off-course; and
 - Provides the basis for more detailed conversations with our partners and stakeholders about the opportunities ahead
- The NHS Five Year Forward View
 - Sets out a vision for the future of the NHS;
 - Articulates why change is needed and what the future might look like; and
 - Describes various models of care for the future, and defines the actions required at local and national level to support the delivery of these.

Registered Professionals in England



■ GPs	36,294
2014/15 commissions	3,099
■ Specialist doctors	78,421
2014/15 commissions	4,912
■ Nurses and midwives	322,635
2014/15 commissions	20,737
■ Dentists	38,934
2014/15 commissions	1,155
■ AHPs	64,377
2014/15 commissions	6,547
■ Healthcare Scientists	27,287
2014/15 commissions	858
■ Pharmacists	29,440
2014/15 commissions	657

Balancing Workforce Supply and Demand



Workforce Planning



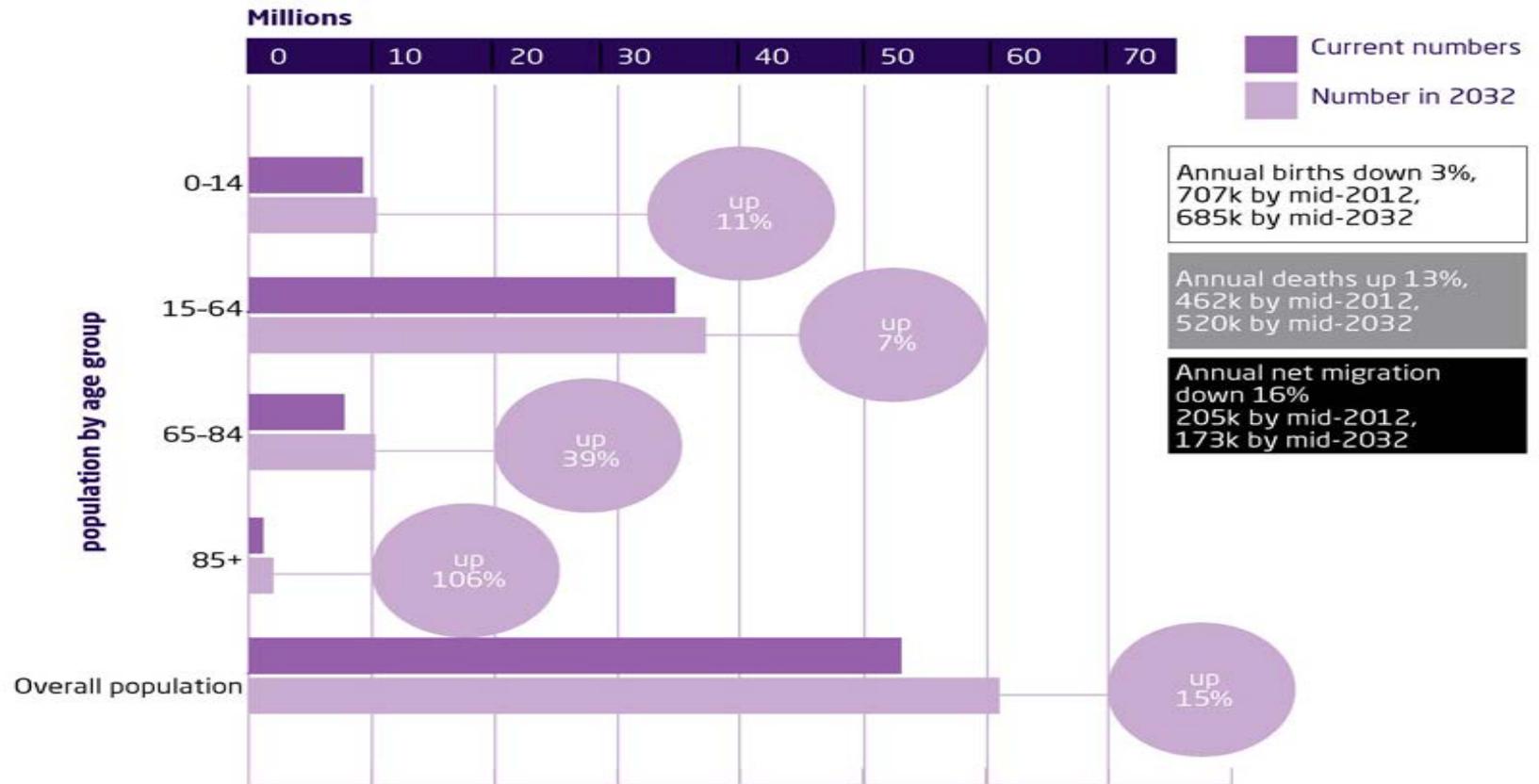
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- Workforce data are taken from the Electronic Staff Record, which covers all types of NHS staff. No information that might identify individuals are accessed, though we are able to see dates of birth for forecasting purposes.
- Access to these data is tightly controlled by the Health and Social Care Information Centre, who hold it on servers compliant with EU security standards.
- We analyse both ‘stocks’ i.e. the current workforce and as ‘flows’ in and out of healthcare. We use these data to forecast supply.
- Our analyses and demand forecasts are subject to confirmation and challenge by HEE’s advisory groups, via direct stakeholder engagement, and by the HEE Board.
- **The Workforce Plan for England is published annually, and lists all of HEE’s proposed education and training commissions.**

Partners

- HEE collaborates extensively with professional groups through both its eight advisory groups and through the Workforce Advisory Board, which brings together system leaders to advise, scrutinise and moderate HEE's workforce planning.
- Key inputs in developing workforce plans include:
 - The Department of Health,
 - NHS England,
 - Other Arm's-Length Bodies, e.g. Public Health England and NICE,
 - Professional groups, e.g. the Royal Colleges, BMA, RCN etc
 - Workforce planning agencies, e.g. The Centre for Workforce Intelligence
 - Regulators, e.g. GMC, NMC
 - Undergraduate organisations, e.g. Medical and Dental Schools Council, Council of Deans
 - Providers, e.g. Hospitals, commissioners of services, non-NHS providers
 - UK bodies, e.g. NES (Scotland)

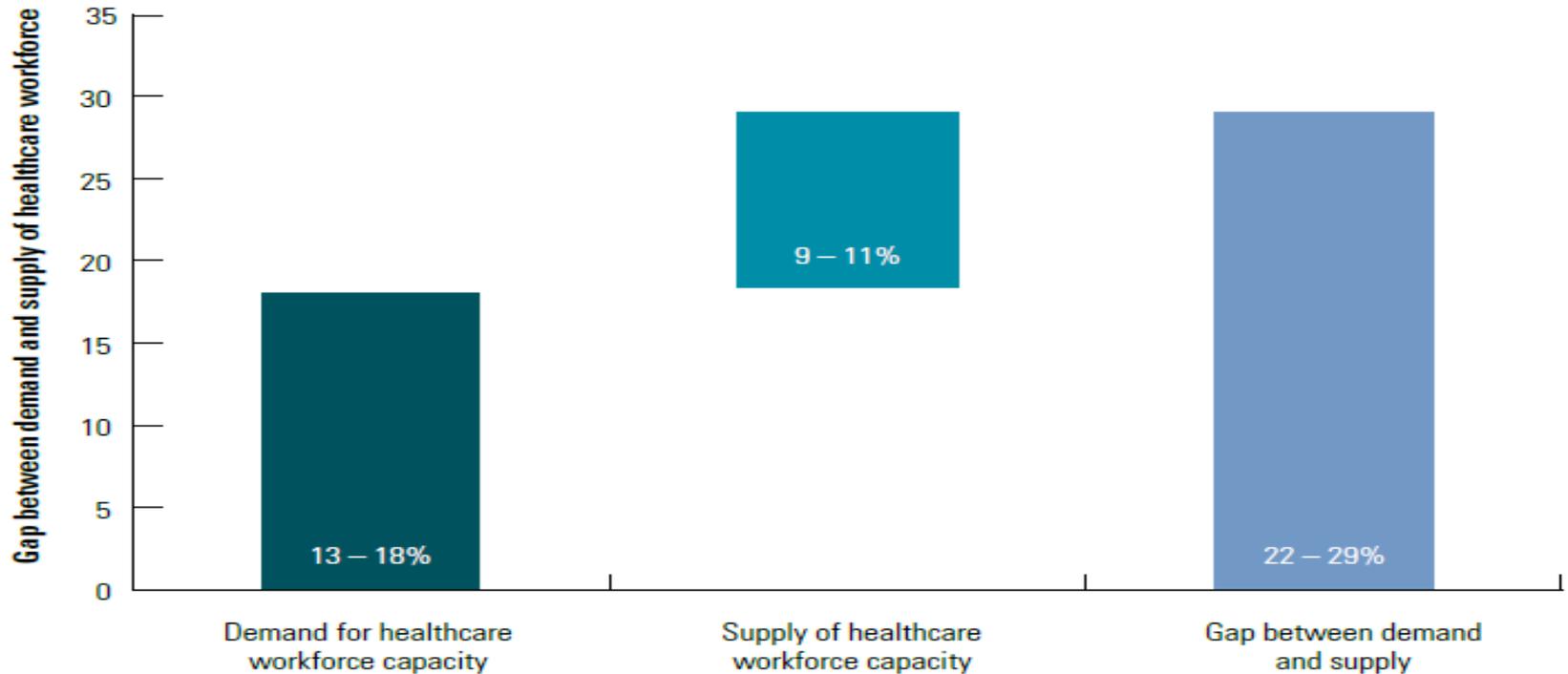
Example of Demand Challenge: Ageing Population



Source: The King's Fund 2012

Example of Supply Challenge: Global Workforce numbers

KPMG prediction of the gap between demand for, and supply of healthcare workforce capacity by the year 2022:



Source: OECD data, Analysis: KPMG International, 2012.

Example of Supply Challenge: *Skills, Values and Behaviours*

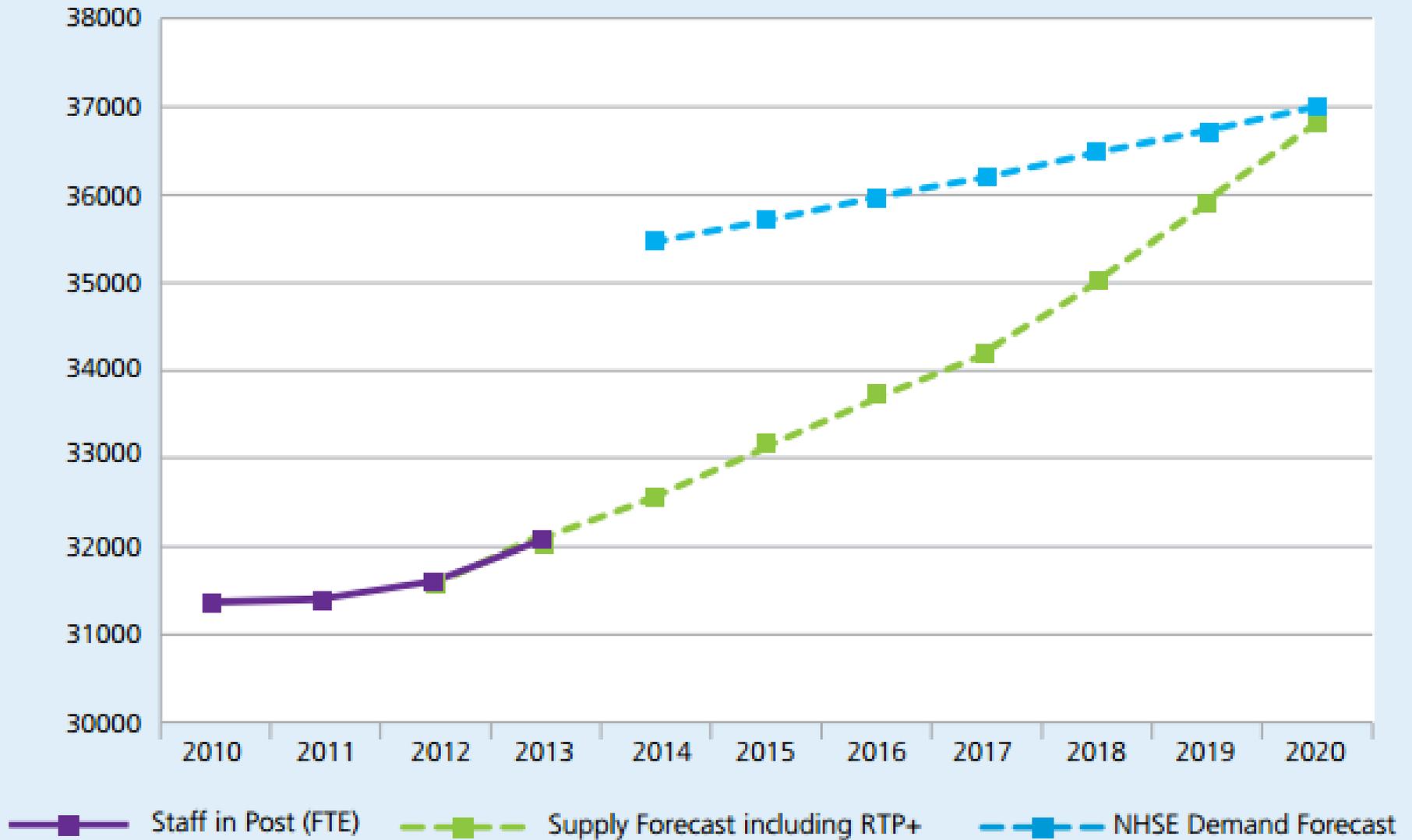
‘... improved support for **compassionate caring** and **committed nursing**: ...The majority of nurses are **compassionate, caring and committed**. ... Entrants to the profession should be **assessed for their aptitude to deliver and lead proper care**, and their ability to commit themselves to the **welfare of their patients**. **Training standards** need to be created to ensure that qualified nurses are competent to deliver **compassionate care** to a consistent standard and their **training** must incorporate the need to experience hands-on patient care...’

The Mid Staffordshire NHS Foundation Trust Public Inquiry,
Chairman’s Statement - Robert Francis QC

THE MID STAFFORDSHIRE
NHS FOUNDATION TRUST
PUBLIC INQUIRY



Forecast of Available GP Supply - 2010 to 2020 (FTE)



Priority Areas: 2015/16

- Primary and Community care
- Emergency/Acute care
- Mental Health
- Frail Elderly Care
- New ways of working
- Sustainability