



Summary of National Documents

December 2017

Good work, wellbeing and changes in performance outcomes: Illustrating the effects of good people management practices with an analysis of the National Health Service.

What Works Centre for Wellbeing | December 20th

This report found Trusts that made the most extensive use of good people management practices were over three times more likely to have the lowest levels of staff sickness absence and at least four times more likely to have the most satisfied patients.

They were also more than twice as likely to have staff with the highest levels of job satisfaction compared to NHS Trusts that made least use of these practices, and over three times more likely to have staff with the highest levels of engagement.

Full report: [Good work, wellbeing and changes in performance outcomes: Illustrating the effects of good people management practices with an analysis of the National Health Service.](#)

How much has the NHS saved by holding down pay?

Pay restrictions meant £2.6 billion less for NHS staff last year | Nuffield Trust | December 15th

With the NHS in England in recent years on a savings drive, this comment from Mark Dayan of The Nuffield Trust asks how much staff have contributed through freezes and caps on their pay packets. But the question is a tricky one. To answer, we need to be able to compare what has *actually* happened to pay with what *would* have happened if the NHS hadn't been trying to make any savings. This data blog explores further and puts a figure on it.

Read the full blog post [here](#)



NHS Workforce Race Equality Standard: 2017 Data Analysis Report for NHS Trusts

NHS Equality and Diversity Council | December 14th

The Chief Executive of NHS England has welcomed signs of progress in tackling discrimination among health service staff, but warned of “hard work still ahead” in improving equality for all its workers.

NHS Equality and Diversity Council has published its latest annual report into race equality. The audit provides a comprehensive assessment of the experience of NHS employees from black and minority ethnic (BME) backgrounds, including whether or not they have equal access to career opportunities and receive fair treatment at work.

The 2017 Workforce Race Equality Standard (WRES) shows that an increasing proportion of senior nursing and midwifery posts is being filled by people from BME backgrounds, and that there has been a rise in senior BME leaders. The report confirms that an increasing number of trusts has more than one board member from a BME background, with 25 trusts being represented at board level by three or more people from BME communities.

However, the report highlights areas where the NHS needs to make further progress. Despite significant improvements in board and senior management representation, the overall number of BME background leadership positions is still not proportionate to the number of BME workers at other levels in the organisation.

Full report: [NHS Workforce Race Equality Standard: 2017 Data Analysis Report for NHS Trusts](#)

Facing the Facts, Shaping the Future – a health and care workforce strategy for England to 2027

Public Health England | December 14th

This draft strategy sets out the current workforce landscape, what has been achieved since 2012, and describes an approach to shaping the face of the NHS and social care workforce for the next two decades.

Facing the Facts, Shaping the Future – a health and care workforce strategy for England to 2027 condenses and considers the outputs of major workforce plans for the priorities laid out in the Five Year Forward View – cancer, mental health, maternity, primary and community care and urgent and emergency care.

Full strategy:

[Facing the Facts, Shaping the Future – a health and care workforce strategy for England to 2027](#)



The consultation starts 13 December 2017 and finishes on Friday March 23, 2018.

To take part in the consultation, click on the website link below and complete the survey.

consultation.hee.nhs.uk

Related: [Health Foundation responds to new workforce strategy](#)

Destination GP: medical students' experiences and perceptions of general practice

Royal College of General Practitioners | November 27th

The Destination GP project aimed to build the evidence base on medical students' perceptions of general practice, and how and where they are exposed to misconceptions and negative views. Based on these findings, this report sets out a series of recommendations where further work is needed to tackle the spread of misconceptions and negativity surrounding general practice.

[Read the Destination GP report in full](#)

Reaching out: influencing the wider determinants of health

New Local Government Network | November 28th

This report calls for public health to be more fully recognised as contributing to our nation's growth potential. It argues that while public health teams have integrated well with people-focused services in local authorities, there are weaker connections with economic development teams and Local Enterprise Partnerships. It concludes that the new Local Industrial Strategies now planned need to incorporate a much clearer focus on public health as a driver of workforce productivity.

Full report: [Reaching out: influencing the wider determinants of health](#)

Supporting change in your NHS: the non-executive community in transformational change

NHS Clinical Commissioners | December 1st

This report, produced jointly with NHS England and NHS Improvement, summarises discussions held at two events earlier this year that brought together more than 200 clinical commissioning group (CCG) lay members and trust non-executive directors (NEDs). These events focused on how lay members and NEDs can contribute to the integration and transformation of their local health communities. [Report](#)



Ready and resilient? How NHS trusts have prepared for winter

NHS Providers

This briefing outlines in detail what has been done locally and nationally to ensure safe, high-quality care for patients during the winter period. It argues that NHS trusts have done all they can to prepare for extra winter pressures but warns that the health service will be tested in the coming months as it is already working close to full capacity.

Full briefing available [here](#)

Cancer workforce plan: phase 1: delivering the cancer strategy to 2021

Health Education England | December 5th

This workforce plan outlines how Health Education England will ensure that the NHS has enough staff with the right skills to deliver improvements for people affected by cancer over the next three years. It also provides detailed data on key professions so that cancer alliances, Health Education England and employers can agree the actions needed for recruitment, training and staff retention.

It looks at the work already happening and outlines plans for a skills expansion over the next three years to support growth and transformation. This includes:

- Investment in 200 additional clinical endoscopists to support to increase diagnostic capacity and free up the time of Consultants to spend more time on complex cases;
- Investment in 300 reporting radiographers by 2021 to support an increase the capacity for earlier diagnosis as part of a national programme to assure quality and consistency;
- Actions identified including retention initiatives to produce an additional 746 consultants working in cancer by 2021, (an estimated 21% increase on 2016);
- Expansion of Cancer Nurse Specialists to develop consistent competencies for this key role and a clear route into training. A more detailed report on the wider contribution of nursing to cancer in light of new census data will be published in spring 2018;
- Supporting the continued development of cancer staff skills through a national dedicated Skills Fund to support the development and roll out of national transformational projects; and;
- Work with partners to identify and tackle the root problems behind workforce gaps in a national Cancer Staff Forum to make working and remaining in the NHS more attractive.

Full plan available [here](#)



Building a Britain for the future: understanding the Industrial Strategy white paper

NHS Confederation

This briefing explains the aims and objectives of the government's new industrial strategy, why it matters for the NHS and how the health service can play a part locally in, and thus benefit from, realising the strategy. The briefing will be of interest to NHS chief executives, chairs and non-executive directors and directors responsible for strategy, workforce, transformation, innovation and public health.

Full briefing available [here](#)

Supporting research in the NHS: consultation

NHS England | December 1st

This consultation seeks views on proposals to simplify and standardise the process for getting research projects up and running in the NHS. Feedback on the proposals will be accepted until 1 February 2018.

Full consultation document available [here](#)

Full team ahead: understanding the UK non-surgical cancer treatments workforce

Cancer Research UK | December 4th

This report outlines findings and recommendations on research into the support and training requirements of the non-surgical oncology workforce. It finds that whilst the workforce has grown in absolute terms, it has not done so in line with the growth in demand for treatment. The report highlights the need for improved workforce planning in this area to address current and future staff shortages and to develop standardised role descriptions.

The report makes the following recommendations:

- Health Education England should use our 'best practice treatment model' to project required workforce numbers based on patient demand, not on affordability.
- Cancer Alliances should report staff shortages to health workforce bodies, such as Health Education England, based on staff needed to meet patient demand not vacancy figures.



- Health Education England must address current and future staff shortages by:
 - Increasing training places for clinical and medical oncology;
 - Review training pipelines for clinical technology with IPEM and Department of Health; and
 - Reviewing how the removal of student bursaries for nurses and therapeutic radiographers is affecting workforce projections in 2018/19.
- NHS England should share the 3 key skills mix opportunities identified in this research with Cancer Alliances to spread innovation and encourage best practice.
- The Department of Health and equivalent bodies in the devolved nations should ensure that contracts for health professionals covered in this research include protected time for Supporting Professional Activities such as service improvement, training, and clinical research.

Full report available [here](#)

A framework for mental health research

Department of Health | December 7th

This framework provides a collective view of how mental health research should develop in the UK over the next decade. It sets out a structure to improve co-ordination and strengthen the focus on areas where mental health research is likely to translate into significant health benefit.

Full framework available [here](#)

Brexit: the implications for health and social care

The Kings Fund | December 13th

Almost 18 months ago, the Kings Fund published [an article](#) that considered some of the most important implications for health and social care in England in the wake of the UK's vote to leave the EU. This update looks at the developments that have taken place since the 2016 referendum.

The authors report that Brexit appears to already be having an impact, especially on the recruitment and retention of EU nationals in some parts of the workforce which is contributing to shortages of key staff.

Full report: [Brexit: the implications for health and social care](#)



Enabling BME nurse and midwife progression into senior leadership positions

NHS England

This report summarises the learning from engagement work that identified what the best-performing trusts in the workforce race equality standard area were doing, and includes examples that outline best practice approaches and a number of suggested actions to support improvement.

[Full report](#)

Doing care differently

Independent Age | December 14th

This report sets out a summary of what needs to be considered to deliver a social care funding solution for now and the future. It examines six key areas of the social care reform agenda: demand, funding and responsibility, quality, integrated care, technology, and sustainability and value for money.

Full report available [here](#)

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