



# Summary of National Documents

July 2017

## New framework to promote person-centred approaches in healthcare

*Skills for Health, Health Education England and Skills for Care have announced a new Framework to support person-centred approaches for the health and social care workforce | Skills for Health | July 28<sup>th</sup>*

This approach, outlined in the Five Year Forward View, puts people, families and communities at the heart of health, care and wellbeing. It encourages people to speak with staff about what is important to them, helping to develop a shared understanding of what matters to them.

Download the framework [here](#)

Overview of the report available [here](#)

## General Practice Nursing – Developing confidence, capability and capacity

*This Ten Point Action Plan for General Practice Nursing, describes the nursing element of the General Practice Forward View (GPFV) | NHS England | July 28<sup>th</sup>*

The GPN ten point action plan sets out the measures required to bring about the changes that are needed, which will be taken forward by NHS England, Health Education England, NHS Improvement, Public Health England, The Royal College of Nursing, The Royal College of General Practitioners, The Queens Nursing Institute and The British Medical Association. These organisations will support commissioners and providers to implement the actions at local level. Delivery of this Ten Point Action Plan at a local level will be supported by one of four Regional GPN Delivery Boards.

General practice at scale and new care models provide fresh opportunities for supporting general practice nurses to develop skills and advance their careers. This will assist recruitment and retention which will in turn ease GPs' workload as well as improving the experience of care for individuals, the outcomes of care and treatment, the use of NHS resources and staff experience.

- [Overview](#)
- [Report](#)



## Practical value in the NHS

*The King's Fund has previously highlighted the fact that addressing waste and variability in clinical work can create better value in the NHS. But what does value mean to people working in the NHS – and how it is being applied in practice? | The King's Fund Blog | July 28<sup>th</sup>*

'Value' sounds like a familiar concept but it can mean different things to different people. One definition of value in the health and care sector is 'health outcomes per dollar spent', so attempts to increase value can look at either improving quality or reducing cost.

In early July we held a roundtable discussion with health service providers to better understand their approach to value improvement – initial research for a new project intended to understand the practical barriers and challenges that frontline clinical, operational and managerial leaders have encountered in pursuing better value health care. Experts who attended – including a chairman, chief executive, chief nurse, deputy chief operating officer, change leader, and representatives of national bodies – agreed that the emphasis should be on patient care. Clinicians are more likely to engage in a programme that revolves around the quality of services, and better care is typically less wasteful, so as one participant put it, 'if you focus on quality, money will fall out' [spending will reduce]. Consultants will often drive through successful programmes with change management teams, but we also discussed the role of junior doctors, nurses and therapists, who frequently witness low-value care and understand how to fix it. We know that substantial changes in practice can be delivered as we have seen, for example, in generic prescribing, reduced length of stay and the move towards day case surgery.

Read the full blog post [here](#)

## Nursing associate trainee case studies

*Some 2,000 nursing associates are currently in training across England. This page features case studies of trainees embarking on their nursing associate careers | HEE | July 28<sup>th</sup>*

Videos, case-studies and podcasts from nursing associates are available to view [here](#)

## Quality improvement in mental health

*This report explores the potential opportunities arising from the application of quality improvement approaches in the mental health sector and identifies relevant learning from organisations that have already adopted these approaches. | The King's Fund | July 26<sup>th</sup>*

The authors were specifically interested in understanding how and why some mental health organisations have embraced quality improvement strategies and what has enabled them to do so.



It explores what changes are needed from senior leaders to cultivate a quality improvement ethos within their organisation.

#### Key findings

- Embracing quality improvement requires a change in the traditional approach to leadership at all levels of an organisation, so that those closest to problems (staff and patients) can devise the best solutions and implement them.
- Doing quality improvement at scale requires an appropriate organisational infrastructure, both to support frontline teams and to ensure that learning spreads and is taken up across the organisation.
- Tools and approaches used in the acute hospital sector can be adapted for use in mental health care, including in community settings.
- Success is most likely when there is fidelity to the chosen improvement method, and a sustained commitment over time.
- The strong emphasis on co-production and service user involvement in mental health can be harnessed as a powerful asset in quality improvement work.

Download the full report: [Quality improvement in mental health](#)

## NHS staff have become shock absorbers of an NHS under chronic strain

*'Behind Closed Doors' argues that the hard truths learned through the Francis Inquiry are in danger of being forgotten in the light of unprecedented, continuing, and seemingly endless service pressures*  
| The Point of Care Foundation | July 24<sup>th</sup>

The Point of Care Foundation calls on organisations to prioritise staff experience and strengthen efforts to protect staff from stress and burnout, because the way staff feel at work affects the way they care for patients.

The briefing presents evidence on current pressures and staff experience:

- From 2004-16, the number of attendances at A&E increased by 18%, from 12.7 million to 15 million.
- Only one in two staff feel their NHS employer values them and their work.
- 2% for health and social care staff suffer work-related stress anxiety and depression in the NHS compared to around 1.2% of the overall British workforce

The Point of Care Foundation wants to see every patient treated with kindness, dignity and respect all of the time, but in an environment in which staff themselves don't feel cared about, it is hard to



deliver personalised care. A positive staff experience is fundamental if staff are expected to be at their best with patients.

Read the full report [here](#)

## Health Education England: annual report

*Annual report and accounts for Health Education England for 2016 to 2017 | July 20<sup>th</sup>*

The fourth HEE Annual report outlines the achievements over the last year: outlining how HEE continue to help improve the quality of care for patients by focussing on and investing in the education and training of the workforce which delivers that care, now and in the future.

This vision of higher quality care is articulated in the Five Year Forward View (5YFV), which HEE co-created and now helps deliver nationally, regionally and locally through Local Workforce Action Boards (LWABs).

LWABs are where the workforce issues of Sustainability and Transformation Plans are worked through together with HEE's partners; making sure the right conversations happen with the right people at the right time.

Read the full report [here](#)

## Involving staff with quality improvement initiatives

*This briefing aims to help managers and leaders understand more about how involving staff with quality improvement initiatives can have a significant impact on staff engagement levels | NHS Employers | July 20<sup>th</sup>*

Involving staff in quality improvement decision-making, planning and delivery has always been a good idea. However, at a time of unprecedented pressures and financial challenges it is an issue of the highest importance.

This new briefing explores the benefits, approaches and working examples of how organisations are involving staff with their quality improvement activities.

- Read the full report [here](#)
- Read more about staff engagement initiatives across the NHS [here](#).



## NHS England: assessment of performance 2016 to 2017

*Annual assessment of NHS England against its mandate and business objectives for 2016 to 2017 | NHS England | July 20<sup>th</sup>*

The Secretary of State for Health's assessment report covers the extent to which NHS England met its mandate and business plan objectives, and fulfilled its duties to:

- improve the quality of services
- reduce inequalities
- secure public involvement

Read the report [here](#)

## Does employees' subjective well-being affect workplace performance?

*This article uses linked employer–employee data to investigate the relationship between employees' subjective well-being and workplace performance in Britain | Human Relations | July 18th*

The analyses show a clear, positive and statistically significant relationship between the average level of job satisfaction at the workplace and workplace performance. The relationship is present in both cross-sectional and panel analyses and is robust to various estimation methods and model specifications. In contrast, we find no association between levels of job-related affect and workplace performance. Ours is the first study of its kind for Britain to use nationally representative data and it provides novel findings regarding the importance of worker job satisfaction in explaining workplace performance. The findings suggest that there is a prima facie case for employers to maintain and raise levels of job satisfaction among their employees. They also indicate that initiatives to raise aggregate job satisfaction should feature in policy discussions around how to improve levels of productivity and growth.

Full reference: Bryson, A. et al. (2017) [Does employees' subjective well-being affect workplace performance?](#) Human Relations. Vol. 70 (no.08)

## NHS Bursary Scheme rules 2017

*Information about the NHS Bursary Scheme new rules applicable for the academic year 2017 to 2018, including 2 new schemes | DoH | July 14th*

Students who began their studies before 1 September 2012 and are continuing training in the 2017 to 2018 academic year should refer to the [NHS Bursary Scheme old rules \(seventeenth edition\)](#).

Transitional Arrangements for 2017 to 2018 (first edition) is a scheme for new students beginning eligible pre-registration programmes between 1 August 2017 and 31 July 2018. Eligible programmes



include postgraduate healthcare programmes, dental hygiene and dental therapy programmes and part-time programmes within the transitional capping arrangements.

Learning Support Fund for 2017 to 2018 (first edition) gives information about allowances for eligible students beginning pre-registration healthcare programmes on or after 1 August 2017. Allowances include:

- Child Dependants Allowance
- Exceptional Support Fund
- Travel and dual accommodation expenses

[NHS Bursary Scheme new rules for academic year 2017 to 2018](#)

## RCGP strategic plan 2017-2020

*Great doctors, great care sets out the College's four main objectives for the next three years. It also defines 12 'values', applicable to College members and employees, that will shape how we go about achieving these goals | RCGP | July 10<sup>th</sup>*

The College has identified four objectives that explain its purpose and what it is aiming to achieve over the next three years:

- Shape the future of General Practice
- Ensure GP education meets the changing needs of UK primary care
- Grow and support a strong, engaged membership
- Be the voice of the GP (influence)

The College has also identified 12 values, which can be summarised in four 'core' values:

- Excellence
- Teamwork
- Leadership
- Care

Read the full plan [here](#)



## Survey Of Medical Clinical Academic Staffing Levels 2017

*This report raises concerns over the falling number of clinical academic staff in UK medical schools | Medical Schools Council | July 7<sup>th</sup>*

The new survey shows that the total number of medical clinical academics has seen a 2.1% decline since 2015 and a 4.2% decline since 2010. In a health service of increasing demands, any stagnancy can have real consequences. The survey also shows that the reduction occurs disproportionately at the Senior Lecturer (also known as Reader) level, a 32.9% fall since 2000. This is part of an overall decline in medical clinical academic numbers of 14.3% over the same period.

As part of the survey, medical schools have highlighted problems in recruiting to posts at the Senior Lecturer level. There is concern as to whether there are sufficient numbers at Researcher grade to fill the gap in the future.

The survey also covers areas such as the funding, geographical spread, gender and ethnicity of the clinical academic team. When broken down by specialties, the survey data revealed drops in clinical academic numbers in Psychiatry and Pathology, and increases in Medical Education and Emergency Medicine.

The survey shows a steady increase of clinical academics in General Practice, although it highlights that numbers remain very small in comparison to the wider population of GPs. There is a need for rapid expansion if this important team is to help primary care meet the growing needs of the population.

- [Report](#)
- [Press release](#)

## Rebooting Health And Social Care Integration: An Agenda For More Person Centred Care

*This report finds that the health and social care integration agenda has a future but it is dependent on moving away from notions of structural integration and reliance on central policy direction | Localis | July 7<sup>th</sup>*

It concludes that the issue of funding and financial sustainability is critical but can only be influenced locally. The authors also believe that health and social care integration can create new value locally, but it must build on its most important point of consensus; greater person centred care. The report makes four strategic recommendations and six policy recommendations to support integration.

Read the full report [here](#)



## Financial challenges facing the NHS

*The Healthcare Financial Management Association (HFMA) has published NHS financial temperature check: finance directors' views on financial challenges facing the NHS in England | July 6<sup>th</sup>*

This briefing draws on the responses of finance directors of trusts and foundation trusts and chief finance officers of CCGs. It finds the financial performance of the NHS remains under significant financial pressure.

Trusts reported a combined deficit of £791m in 2016/17, after receiving additional funds of £1.8bn from the sustainability and transformation fund (STF).

The performance of CCGs, based on month 11 forecasts, looks better than that of trusts with a forecast in-year underspend of £250m, but this is after the release of the £800m risk reserve to CCGs' bottom line.

Full document: [NHS financial temperature check – briefing July 2017](#)

Additional link: [NHS Providers](#)

## Heavy workloads still an issue for many doctors in training, GMC survey shows

*Over half of all doctors in training say they work beyond their rostered hours at least weekly, and more than a fifth claim working patterns regularly leave them short of sleep, according to the General Medical Council's (GMC) national training surveys. | July 6<sup>th</sup>*

The GMC has published the initial findings from its annual UK-wide surveys of more than 53,000 doctors in training and over 24,000 senior doctors who act as trainers.

Doctors in training told the GMC that overall satisfaction with their teaching remained high. Also, while many continue to report heavy workloads, the situation appears to have improved slightly since 2016.

Findings included around 53% of doctors in training in the UK who said they worked beyond their rostered hours at least weekly, and 22% who said their working patterns left them feeling short of sleep at work on a daily or weekly basis.

The 2017 figures are a slight improvement on 2016 – when 58% said they worked beyond their rostered hours at least weekly – but are broadly consistent with the findings of the GMC's previous national training surveys.

The GMC report containing initial findings of the 2017 national training surveys is [available here](#).



## Sharing good practice in research management

*The Royal College of Physicians has published Research for all: sharing good practice in research management | July 5th*

This document outlines the conditions needed to support research directors, managers, clinical and non-clinical staff and, ultimately, patients. It includes examples of good practice from NHS organisations around the country which aim to help build the knowledge base for all involved or wanting to be involved in research.

- [Research for all – Sharing good practice in research management](#)
- [Research for all – case studies](#)

## New figures show an increase in numbers of nurses and midwives leaving the professions

*New figures show an increase in the number of nurses and midwives leaving our register while at the same time, numbers joining have slowed down. This has resulted in an overall reduction in the numbers of nurses and midwives registered to work in the UK | NMC | July 3rd*

Recently public attention has focused on the reducing number of EU nurses and midwives joining our register. But today's figures show that it is mainly UK nurses and midwives who are leaving the register, resulting in the overall downward trend.

For the first time in recent history the numbers leaving are now outstripping the numbers joining with this trend most pronounced for UK nurses and midwives who make up around 85 per cent of the register. Between 2016 and 2017, 45 per cent more UK registrants left the register than joined it for the first time.

Data also seems to show that more nurses and midwives are leaving the register before retirement age with a noticeable increase in those aged under 40 leaving.

Earlier this month we conducted a survey of more than 4,500 nurses and midwives who left the register over the previous 12 months. Excluding retirement, the top reasons given included working conditions, (including issues such as staffing levels), a change in personal circumstances (such as ill health or caring responsibilities) and a disillusionment with the quality of care provided to patients

- [Overview](#)
- [Statistics](#)



## References

New framework to promote person-centred approaches in healthcare

<http://www.skillsforhealth.org.uk/services/item/575-person-centred-approaches-cstf-download>

General Practice Nursing – Developing confidence, capability and capacity

<https://www.england.nhs.uk/wp-content/uploads/2017/07/general-practice-nursing-ten-point-plan.pdf>

Practical value in the NHS

<https://www.kingsfund.org.uk/blog/2017/07/practical-value-nhs>

Nursing associate trainee case studies

<https://www.hee.nhs.uk/our-work/developing-our-workforce/nursing/nursing-associate-new-support-role-nursing/nursing-associate-trainee-case-studies>

Quality improvement in mental health

[https://www.kingsfund.org.uk/sites/files/kf/field/field\\_publication\\_file/Quality\\_improvement\\_mental\\_health\\_Kings\\_Fund\\_July\\_2017\\_0.pdf](https://www.kingsfund.org.uk/sites/files/kf/field/field_publication_file/Quality_improvement_mental_health_Kings_Fund_July_2017_0.pdf)

Behind Closed Doors

[https://16682-presscdn-0-1-pagely.netdna-ssl.com/wp-content/uploads/2017/07/POC\\_Closed\\_doors\\_07\\_17\\_v5.pdf](https://16682-presscdn-0-1-pagely.netdna-ssl.com/wp-content/uploads/2017/07/POC_Closed_doors_07_17_v5.pdf)

Health Education England: annual report

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/629039/HEE\\_annual\\_report\\_2016\\_2017\\_web\\_version.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/629039/HEE_annual_report_2016_2017_web_version.pdf)

Involving staff with quality improvement initiatives

<http://www.nhsemployers.org/case-studies-and-resources/2017/07/staff-involvement-and-quality-improvement>

NHS England: assessment of performance 2016 to 2017

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/629881/Annual\\_Assessment\\_of\\_NHS\\_England\\_2016-17.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/629881/Annual_Assessment_of_NHS_England_2016-17.pdf)

Does employees' subjective well-being affect workplace performance?

<http://journals.sagepub.com/doi/abs/10.1177/0018726717693073?journalCode=huma>

NHS Bursary Scheme rules 2017

<https://www.nhsbsa.nhs.uk/information-universities-and-colleges/guides-and-toolkit>

RCGP strategic plan 2017-2020

<http://www.rcgp.org.uk/-/media/Files/About-us/Governance/Strategic-plan/RCGP-Strategic-plan->



[2017-2020.ashx?la=enhttp://www.rcgp.org.uk/-/media/Files/About-us/Governance/Strategic-plan/RCGP-Strategic-plan-2017-2020.ashx?la=en](http://www.rcgp.org.uk/-/media/Files/About-us/Governance/Strategic-plan/RCGP-Strategic-plan-2017-2020.ashx?la=en)

Survey Of Medical Clinical Academic Staffing Levels 2017

<http://www.medschools.ac.uk/SiteCollectionDocuments/Survey-Medical-Clinical-Academic-Staffing-Levels-2017.pdf>

Rebooting Health And Social Care Integration: An Agenda For More Person Centred Care

<http://www.localis.org.uk/wp-content/uploads/2017/07/HASC-report-final.pdf>

Financial challenges facing the NHS

<https://www.hfma.org.uk/docs/default-source/publications/Briefings/nhs-financial-temp-check-briefing-july-20174b57fbc1ab7692cb427ff0000b8cb05.pdf?sfvrsn=0>

Heavy workloads still an issue for many doctors in training, GMC survey shows

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Sharing good practice in research management

<https://www.rcplondon.ac.uk/file/7077/download?token=pjpee3lb>

New figures show an increase in numbers of nurses and midwives leaving the professions

<https://www.nmc.org.uk/news/news-and-updates/new-figures-show-an-increase-in-numbers-of-nurses-and-midwives-leaving-the-professions/>

Securing a sustainable NHS workforce for the future

<https://improvement.nhs.uk/news-alerts/securing-sustainable-nhs-workforce-future/>

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