Summary of National Documents

November 2016

NHS staff from overseas: statistics

November 25th | House of Commons Library

This briefing gives detail on the nationality of NHS staff by region for doctors, nurses and other categories in England

The majority of NHS staff are British – but a substantial minority are not. Around 132,000 report a non-British nationality. This amounts to around 12% of all staff for whom a nationality is known. Between them, they report 199 non-British nationalities. Of these, almost 59,000 are nationals of other EU countries.

Over 70% of these are nationals of countries which joined the EU before 2004; the remainder are from post-2004 members. A third of the staff from 'old' EU countries are Irish. 72% of EU staff in the NHS are women.

Read the full report here

NHS trust helps staff improve their confidence in conversational English

NHS Employers | November 25th

Barking, Havering and Redbridge University Hospitals NHS Trust have partnered with Creative English to develop and deliver a learning programme for their international staff, designed to improve confidence in conversational English.

The trust serves a large and diverse population, ranging from the elderly population of the East End of London, to those who have newly arrived from Eastern Europe with potentially few or no English language skills. This coupled with the changing demographic of staff increased the potential for difficulties in conversation between patients and staff.

Using scenarios inspired by hospital situations, the programme enabled staff to understand and practice the language they need in their day to day work in a relaxed and fun atmosphere.

Read the case study to find out about the programme and the benefits to both staff and patients.

Changing culture through quality improvement

Dr Jen Perry, clinical lead for BMJ Quality, talks to Dr Emma Vaux | BMJ Quality Blog | November 25th

Moving beyond the tickbox

Quality improvement (QI) has often been seen either as a tick-box exercise; something trainees have to do in order to pass their ARCP, or as an elite sport for carefully chosen clinical fellows. We need to move the thinking beyond this so that junior doctors are able to see its wide-ranging benefits, such as the ability to improve patient care, develop transferable skills (eg leadership), and build teams.

QI is an important method of "putting the fun back into medicine", particularly in these difficult times where morale is low among junior doctors. It is a good way for junior doctors to get to know their teams outside of the ward round and the usual day to day business.

Doctors often lament the loss of the medical firm – well, this is one way of bringing teams back together and changing the conversation. QI enables links to be made between junior doctors and the rest of the organisation; it allows them to meet and engage with senior people such as the medical director and the director of patient safety. This helps to foster a culture where organisations value their junior doctors and the work that they do.

Read the full blog post here

New resources to help commissioners embed social value

Social Enterprise Mark | November 24th

A new set of resources to help commissioners embed an outcomes based approach to their procurement of public services has been launched.

Following The Public Services (Social Value) Act 2012, commissioners are increasingly looking for positive social outcomes, which have a lasting impact and can be clearly demonstrated to stakeholders. At a time when budgets are tighter than they have ever been, maintaining public confidence and positive perceptions is a constant challenge for commissioners, which needs to be carefully managed if initiatives are to be delivered successfully and on time.

The resources from Social Enterprise Mark focus on an outcomes based approach to commissioning, and explain how asking for the Social Enterprise Mark/Gold Mark in commissioning criteria is an easy way of embedding social value within contract specifications and demonstrating consideration of the Social Value Act.

Further information:

- Presentation slides

- [Embedding an outcomes-based approach to commissioning](#)

- [Qualification criteria for Social Enterprise Mark](#)

- [Assessment framework for Social Enterprise Gold Mark](#)

- [Directory of accredited social enterprises](#)

- [Voluntary Organisations in Disability Group (VODG) Social Value toolkit](#)

Health Efficiency map

NHS Improvement | Healthcare Financial Management Association | November 24th

The Healthcare Financial Management Association and NHS Improvement have worked in partnership to update and revise the [NHS efficiency map](#).

The map is a tool that promotes best practice in identifying, delivering and monitoring cost improvement programmes (CIPs) in the NHS. The map contains links to a range of tools and guidance to help NHS bodies improve their efficiency.

The national focus on improving efficiency and productivity will mean taking local action to deliver savings remains a priority for all NHS organisations. Aimed at NHS finance directors and their teams and other NHS staff with an interest in the delivery of CIPs, the purpose of the NHS efficiency map is to highlight existing resources on eliminating waste, increasing efficiency and at the same time improving quality and safety.

The map is split into three sections: enablers for efficiency, provider efficiency and system efficiency.

The map highlights the successes some NHS providers have had in delivering specific efficiency schemes and provides sign-posts to existing tools and reference materials. It also includes updated definitions for different types of efficiency.

The map can be downloaded [here](#)

The financial sustainability of the NHS in England

The House of Commons Library | November 23rd

This briefing provides background on the current funding settlement for the NHS in England, the financial and operational performance of the health service, and measures being taken to ensure its future sustainability, including Sustainability and Transformation Plans. It also provides background on the Department of Health's Annual Report and Accounts for 2015/16 and ongoing select committee scrutiny of NHS funding.

View the briefing [here](#)

Financial sustainability of the NHS

National Audit Office | November 23rd

This is the fifth report on the financial sustainability of the NHS produce by the National Audit Office. This report highlights that with more than two-thirds of trusts in deficit in 2015-16 and an increasing number of clinical commissioning groups unable to keep their spending within budget, the financial problems are endemic and this is not sustainable.

Additional link: Kings Fund press release

STP checklist for Governance and Engagement

NHS Clinical Commissioners | November 23rd

NHS Clinical Commissioners in partnership with NHS Confederation, National Voices and the Centre for Public Scrutiny have launched the STP checklist for governance and engagement.

The checklist aims to support those delivering change within their Sustainability and Transformation Plan (STP) footprints to work through key governance and accountability challenges. The checklist sets out a series of questions that can be asked locally and within boards to support effective discussion and decision-making.

The questions cover four key categories:

- Governance, scrutiny and accountability

- System-wide control totals

- Public engagement

- Partnerships and collaborative working

Improving staff engagement through the workforce development strategy

NHS Employers | November 18th

This case study from Kettering General Hospitals shares their experiences of how they've improved their staff engagement levels through the implementation of a workforce development strategy. The strategy focuses on eight key objectives and is based on findings from the NHS Staff Survey and is aligned to the trust's wider five year organisational strategy.

Staff turnover rates at Kettering were high, and the new director of human resources recognised that a programme of work was needed to help improve staff morale, engagement and the overall

performance of staff across all the sites. The range of activities included the creation of the workforce development strategy and the CARE initiative.

Commissioning and delivering enhanced seven-day NHS services

The NHS Confederation | November 18th

This paper aims to get behind the debate and explore the evidence for and against the extension to seven-day services. It analyses what is already known about seven-day provision from the work of NHS national bodies, NHS organisations and others, and explores what the evidence already shows about the case for an enhanced seven-day NHS.

The digital patient: transforming primary care?

The Nuffield Trust | November 17th

This report from The Nuffield Trust reviews the evidence that exists on digital technology and its impact on patients in primary care and the NHS. It explores the impact of seven types of digital services offered by the NHS:

1. Wearables and monitoring technology

2. Online triage tools

3. Online sources of health information and advice, targeted interventions and peer support

4. Online appointment booking and other transactional services

5. Remote consultations

6. Online access to records and care plans

7. Apps

The report finds that patient-facing technology is already showing promise that it can improve care for patients and reduce strain on the stretched health service – particularly for people with long-term conditions such as diabetes or COPD. However, this rapidly evolving market comes with risks. Many apps, tools and devices have not been officially evaluated, meaning that their effectiveness is unknown. In some cases, technology can increase demand for services, disengage staff and have the potential to disrupt the way that patients access care.

Moreover, the report warns that policy-makers and politicians should avoid assuming that self-care-enabling technology will produce significant savings, at least in the short term.

The report also presents a series of lessons and recommendations to NHS professionals, leaders and policy-makers about how best to harness the potential of technology and avoid the pitfalls.

See also: Why the NHS must tackle digital exclusion | Nuffield Trust

Freedom to speak up in primary care: guidance to primary care providers on supporting whistleblowing in the NHS

NHS England | November 16th

This guidance aims to make it easier for all staff providing NHS primary care services to raise their concerns so that action can be taken and improvements made.

It details the principles and actions to apply in primary care when raising concerns about the delivery of primary care services to patients.

The guidance comes after Sir Robert Francis recommended that the principles outlined in his Freedom to Speak Up report be adapted for primary care, where smaller work settings can present challenges around anonymity and conflicts with employers.

Person and community-centred approaches to health care

The Health Foundation | November 16th

The Health Foundation has published four documents as part of its 'Realising the value' programme:

- What the system can do: The role of national bodies in realising the value of people and communities in health and care – reviews the wide range of mechanisms that national bodies use to achieve their policy objectives for health and care services

- Realising the value: Ten key actions to put people and communities at the heart of health and wellbeing – final report from the programme draws together the key learning and recommendations from the programme

- New approaches to value in health and care – makes a series of calls to action to ensure that the approach to understanding, capturing, measuring and assessing value in health and care takes full account of value, as it is experienced and created by people and communities

- Making it happen: Practical learning and tips from the five realising the value local partner sites – sets out practical learning and examples of good practice from the five realising the value local partner sites.

Health improvement workforce in transition

The Royal Society for Public Health | November 16th

The Royal Society for Public Health has published Bringing the health improvement workforce together. This report suggests that health improvement services in the UK are converging on an integrated model based on co-location in order to survive funding cuts.

Although this transition is largely a response to financial pressures, it is providing significant opportunities to deliver better health outcomes through the more integrated, whole-person approach to health that co-location can facilitate.

The report confirms the effectiveness of the health improvement services monitored by the Data Collecting and Recording System (DCRS) across a range of metrics – including a 136% increase in vigorous exercise, a 52% increase in fruit and veg consumption, and a 37% decrease in alcohol consumption post-intervention – as well as their success in engaging with clients in more deprived target demographics which are hard for traditional primary care services to reach. 81,905 clients came through these services between 1 September 2015 and 22 June 2016 alone.

Inquiry on Maximising the contribution of NHS non-clinical staff: Final report

HSJ | Serco | November 14th

Over half a million (587,647) of the 1,241,325 NHS staff work in the vital range of fields that support clinical care. The diversity of their jobs is significant. This report highlights that the NHS could not function without all these people's contributions.

The full report can be viewed here

Sustainability and transformation plans in the NHS: How are they being developed in practice?

The Kings Fund | November 14th

Sustainability and transformation plans (STPs) have been developed by NHS and local government leaders in 44 parts of England. The plans offer a chance for health and social care leaders to work together to improve care and manage limited resources. But will they succeed where other initiatives have failed?

Read the full report here

Related :

The Guardian – Patients and staff shut out of NHS transformation plans

NHS plans that could lead to hospital and A&E closures have been kept secret from the public and barely involved frontline staff, a thinktank has said. NHS England has told local health leaders not to reveal the plans to the public or the media until they are finalised and have been approved by their own officials first, according to published documents and a new analysis by the King's Fund.

GP Online – STPs 'far from perfect' but NHS has no plan B

Although the plans are 'far from perfect', they represent the only chance the NHS has to improve health and care services in the face of an 'unpredecented slowdown in funding', according to a King's Fund report.

The King's Fund Blog – Will STPs deliver the changes we wish see in our health and care services?

Sustainability and transformation plans (STPs) are based on the notion that collective action is needed to address the significant pressures now facing health and care services in England. The logic of this is sound – but developing the plans has been far from easy, and implementing them will require leaders and organisations across a local STP footprint to work together in new ways. In our new report, Sustainability and transformation plans in the NHS, we make a number of recommendations as to how leaders and organisations might do this.

Total transformation – creating a five year forward view for social care

SCIE | Published online: 2nd November 2016

Adult social care will struggle to continue to provide good services that meet rising demand without significant transformation. Scaling up promising models could improve outcomes for individuals – and result in savings for both adult social care and the NHS.

That's one conclusion in a new paper published by the Social Care Institute for Excellence (SCIE). It explores the potential for scaling up some of the most promising examples of care and support services, using data from Birmingham City Council, to see what their impact would be on outcomes and costs.

Total transformation of care and support indicates potential improvements in outcomes for individuals, and potential savings of £6.6 million to the adult social care budget, along with £1.4 million to the NHS, per annum, if three promising models were fully scaled up in Birmingham.

Read the overview here

Read the full report here

General practitioner recruitment and retention: an evidence synthesis

Policy Research Unit in Commissioning and the Healthcare System | published online: 4th November 2016

This report presents an evidence synthesis on GP recruitment, retention and re-employment. It finds that overall the published evidence focuses primarily on attracting GPs to rural areas however the literature does provide some useful insights to factors that may support the development of specific strategies for the recruitment and retention of GPs. The report suggests that medical students should be exposed to successful GP role models and general practice and that supporting intrinsic motivational factors and career determinants can influence recruitment.

Read the full report here

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We produce a range of subject-specific news feeds to ensure our clinical and professional teams stay on top of developments in their work areas. Please visit our website for more information
www.trftlibraryknowledge.com/bulletins--blogs.html

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