



NHS Education for Scotland (NES) / SFC Joint Action Plan

- This paper provides an update to Council on the activities undertaken as part of the NES/SFC joint work in 2018-2019.

Recommendations

The Council is invited to:

- Note that the Chairs have agreed to continue the joint work and have signed a Memorandum of Understanding for a further three years (2020-2023).
- Note the progress with the NES/SFC Joint Action Plan in 2018-2019 ;
- Note the NES/SFC Joint Action Plan for 2020-2023.

Financial implications

- The actions included in the Joint Action Plan may require both organisations to consider committing resources to support the objectives. Elements of the plan are therefore subject to the availability of funding in both organisations.

NHS Education for Scotland (NES) / SFC Joint Action Plan

Purpose

1. This paper provides an update to Council on the activities undertaken as part of the NES/SFC joint work in 2018-2019.

Background

2. At the NES/SFC Joint meeting held on 9 May 2008, the NES and SFC Chairs agreed to sign a Memorandum of Understanding between the two organisations and to develop a joint action plan. The Boards of NES and SFC agreed to renew the Memorandum of Understanding for a further 3 years in April 2016.
3. The Boards have received regular updates on progress with the joint action plans as agreed in the Memorandum.

Update

4. The Chairs and Chief Executives met on 19 November 2019 and reviewed activities undertaken in 2018-2019 as part of the relationship between SFC and NES.
5. The Chairs agreed to continue the Memorandum of Understanding (MoU) for a further three years (2020-2023) and agreed to continue with the actions included in the Joint Action Plan (2020-2023). The MoU is attached at Annex A. The Chief Executives also highlighted the need for the Joint Action Plan to remain flexible so that both organisations can respond to new challenges in the health and social care sector. The agreed JAP is attached at Annex B.
6. Annex C provides a report on activities in 2018-2019. Work continued on putting in place effective intelligence exchange and analysis regarding trends in the NHS workforce, supporting the Government's widening access ambitions to medicine, developing the outcome agreements to meet SG health objectives, with some focused work around supporting changes to the education of paramedics and the Scottish Ambulance Service.

Risk assessment

7. The key risks associated with the delivery of the Joint Action Plan are ensuring that the resources are available to undertake this work and that robust data is available to monitor progress towards key outcomes such as widening access.
8. To mitigate against these risks, the Joint Action Plan Group, composed of senior officers in both organisations, monitor all actions on a regular basis, and agree which actions should be prioritised.
9. The Joint Action Plan also includes greater collaboration on data collection and analysis, which should not only improve our understanding of equality and diversity issues but will also improve the evidence on which to base implementation of Government policies related to the health and social care workforce.

Equality and diversity assessment

10. The revised joint action plan set out the high level strategic direction for partnership working between NES and the SFC. Analysis of the relevance of this work to the equality duties and the wider inequalities agenda highlights some specific areas where NES and the SFC can work together to support improvements:
 - Activities related to data collection will improve the capacity for equalities analysis.
 - Partnership work in a range of areas, and specific actions relating to widening access to education in medicine will further support the Scottish Government's aims of reducing health inequalities, as well as widening access to education.
 - The development of outcomes with current providers of pre-registration nursing is intended to address gender underrepresentation.

Financial implications

11. The actions within the current Joint Action Plan may require both organisations to consider committing resources to support the objectives. Both organisations will need to discuss and approve (through their respective governance systems) any associated financial implications. Elements of the plan are therefore subject to the availability of funding in both organisations.

Recommendations

12. The Council is invited to:

- Note that the Chairs have agreed to continue the joint work and have signed a Memorandum of Understanding for a further three years (2020-2023).
- Note the progress with the NES/SFC Joint Action Plan in 2018-2019 ;
- Note the NES/SFC Joint Action Plan for 2020-2023.

Publication

13. This paper will be published on the Council website.

Further information

14. Contact: Helen Raftopoulos (Assistant Director, Health and Social Care)
tel: 0131 313 6577, email: hraftopoulos@sfc.ac.uk.