

Annex C : Review of 2018-19 Joint Action Plan

Joint Action Plan

Background

At the NES/SFC Joint meeting held on 9 May 2008, the Chairs agreed to sign a Memorandum of Understanding between the two organisations and to develop a joint action plan. Both the NES and SFC Boards have received updates on progress on activity, as agreed in the Memorandum. The latest Plan covers the period 2017-2019. The purpose of this document is to present activities and actions in 2018-2019 against the objectives outlined.

Theme: Jointly advise and support SG in progressing key policy areas.

Action	Dates	Comments/progress
<i>Medicine:</i>		
<p>Advising on intake to Scottish Medical schools and the impact this has on post-graduate training, in particular foundation training, and addressing medical workforce supply;</p>	<p>October 2018- April 2019</p>	<p>Main outcomes</p> <p>Supported the SGHSCD (and the Medical Undergraduate Group) in formulating the advice to Ministers on intake for 2019-20 in Autumn of 2018, with advice received on intake in January 2019</p> <p>Continue to develop and monitor specific outcomes related to medicine (in particular more exposure to primary care and encouraging more Scottish students to stay and work in the NHS in Scotland) - target and indicators submitted by universities to SFC in September 2019 and comments have been sought from the key partners. Discussions with the universities due in November- December 2019.</p> <p>Provided advice and modelling to SGHSCD on increasing the number of funded places (Scots dom/EU) and reducing the number of RUK students within the overall intake Advice accepted and a phased increase of Scottish /EU students commenced in AY 2019-20.</p> <p>Met with all of the medical schools and the planners in January 2019 to discuss intakes and funded places for medicine in AY 2019-20, and particularly to discuss the new minimum intake target for Scottish domiciled and EU</p>

		<p>medical students.</p> <p>Supported the SGHSCD (and the Medical Undergraduate Group) in formulating the advice to Ministers on intake for 2020-21 meeting in June 2019.</p>
Continue to advise SGHSCD on effectiveness of 50 additional widening access places in medicine;	September 2018- Jan 2019	<p>Provided annual advice to SGHSCD on the 50 additional Widening Access places. Advice (to continue with existing widening access criteria for a further year) accepted. Intake guidance indicated that WA places continue to be under review.</p> <p>Further actions included in the specific health related outcomes such as: providing evidence of collaborative activities between and with Scottish medical schools to simplify and clarify the admissions process.</p>
Implement SG policy related to international students studying medicine in Scotland and the payment of clinical placement costs (ACT-M);	May 2018	<p>Developed paper on policy on international students which was discussed in May 2018. It was agreed that the focus should be to encourage more Scottish students to study medicine.</p> <p>An ACT- M levy for international students was introduced in August 2016 – now set at £10K per international student.</p>

<i>Nursing and Midwifery:</i>		
<p>Providing advice and support to SGHSCD in relation to nursing and midwifery education policy development and implementation, building on the progress achieved through 'Setting the Direction'. In particular, this will include:</p> <p>i. Continue supporting the development of the key principles for commissioning pre-registration education and the development of an improved commissioning model that takes full account of nursing and midwifery workforce development and education, commissioning, including flexible routes, levels of study and governance;</p>	Autumn 2018	<p>Advice to SGHSCD on allocation of funded places taking into account geographical and performance issues and change to process for determining funded places.</p> <p>Nursing and Midwifery Output Group met to agree and recommendation in April to June 2018. Intake student's guidance letter issued to Scottish Funding Council in November 2018. Support and advice enabled SGHD to prepare and gain Cabinet Secretary agreement rapidly.</p> <p>Provided advice to Scottish Government around tuition fees for nursing students, with a view to SAAS processing the tuition fees for nursing students from AY 2021-22.</p>
<p>ii. The development of a new process for the management and governance of pre-registration commissioning, including an enhanced data set;</p>	Waiting for SG.	There has been no progress on this action in 2018/19. SG has put this work on hold meantime.
<p>iii. Strategic liaison on issues raised at the Nursing and Midwifery Student intake model reference group;</p>	Quarterly meetings with SG.	NES & SFC were key to developing solutions to current issues related to midwifery provision, and in particular in the Highlands and Islands regions. NES/SFC continue to monitor the effectiveness of the agreed solution through the performance management process or early statistical returns.

Action	Dates	Comments/progress
Dentistry:		
Strategic Liaison on issues raised at the Board for Academic Dentistry.	Board for Academic Dentistry meets quarterly.	<ul style="list-style-type: none"> - Intake guidance for dentistry provided in January 2019.
Support the development of any initiatives to widen access to dentistry.	August 2017- December 2018	<p>Widening access outcomes related to dentistry have been included in the outcome agreement process.</p> <p>2018- 19 activities and actions been submitted by the institutions and NES have provided advice and comments which broadly positive on actions.</p> <p>Feedback to institutions in November 2019 .</p>
UK Wide: Liaison on issues raised at UKHEAC and other UK healthcare partners.	Quarterly meetings annually	Issues considered in 2018-2019 include: <ul style="list-style-type: none"> - the impact of the 1500 additional medical places and the introduction of new medical schools in England and the impact this may have on Scotland - Changes to pharmacy provision and the impact on Scotland - changes to the funding of nursing in England and difficulties in recruitment to nursing in England, ensuring same is not happening in Scotland and does not have detrimental effect for Scotland.

Theme: Support the health and education sectors in addressing changes to the NHS workforce across all professional and occupational groups.

Action	Dates	Comments/progress
<p>Development of a coherent and collaborative response to any policy changes that affect the training and education of the primary care workforce;</p> <p>This includes changes laid out in the National Health and Social Care Workforce Plan –Part 3.</p>	<p>Quaterly meeting in 2018-2019</p> <p>Plan published in April 2018</p>	<p>Continue to develop health related specific outcomes which include greater exposure of medical students to primary care.</p> <p>NES have established an internal group to consider Primary Care placements in light of increased GP trainees. A number of developments are being trialled.</p> <p>Part 3 of the National Health & Social Care Workforce Plan indicates the multi-disciplinary approach needs to grow. This includes a wider multi professional team (paramedics, pharmacists and physiotherapists) in primary care. NES/SFC Joint Group will continue consider educational issues as SGHSCD implements the Plan.</p>
<p>Liaison on the development of a common approach to changes to the training for pharmacists;</p>	<p>Regular meetings in 2018</p>	<p>Provided advice (funding and policy) to SGHSCD on plans to change pharmacy training and the move from a 4 year degree to a five year degree and the impact this will have on Scottish pharmacy providers.</p>
<p>Development of a coherent and collaborative response to any policy changes affecting the training and education of healthcare support workers; and supporting the education sector in responding to these changes.</p>	<p>1 NSEA meeting in 2018-2019 period</p>	<p>A number of issues have been discussed including attraction and feeding into the SGHSCD wider marketing campaign for the NHS, recruitment and retention, Youth employment and recognition of prior learning.</p>

Supporting the development and implementation of the CNO's Commission and representation on the Widening Participation Group and the wider clinical support worker workforce.	Implementation plan completed in August 2018	<p>Developed and agreed health related specific outcomes which include actions to respond to the recommendation of the CNO's Commission (including strengthening access and articulation into pre-registration programmes).</p> <p>Implementation plan well underway working with wide range of stakeholders including SSSC, Scotland Colleges, Scottish Care, and Council of Deans for Health, Scottish Executive Nurse Directors, SQA, SCQF, and SWAP. The Recognition of Prior Learning (RPL) Guiding Principles were developed to help NHSScotland employees get recognition for learning from experience which occurs in the workplace and learning from experience in life, to support career development</p>
Paramedic (Scottish Ambulance service) Education	Business case and tendering process completed by July/Aug 2019 December 2018	<p>NES leading the development of a new approach to funding of paramedic education including tendering for providers of new provision. Five universities have been identified</p> <p>SFC represented on the Strategic and Operational Group and has provided advice on the impact of any options on the funding arrangements considered by the Strategic Group.</p> <p>6 contracts successfully let to 5 Higher Education Institutions. SPiNE Steering Group continues.</p>
Operating Department Practitioners	Tender evaluation July 2018	<p>NES providing support to Territorial Health Boards in commissioning educational provision for their staff to meet regulatory requirements</p> <p>Contract successfully let to UWS. Programme started October 2019.</p>
Prosthetics and Orthotics	April 2018- funding review completed August 2019	There are issues related the long term sustainability of Prosthetics and Orthotics. SFC has undertaken a funding review with options to be considered by SGHSCD, and will be supported with advice from NES.

Theme: Put in place effective intelligence exchange and analysis regarding trends in the NHS workforce and educational provision

Action	Dates	Comments/progress
<p>Work with SGHSCD on understanding differences in data collection on the controlled subjects in particular and the healthcare subjects in general;</p> <p>Adjustment of reporting of data to meet the needs of SGHSCD.</p>	<p>Autumn 2018 onwards.</p>	<p>Exploring collection of supply data for AHPs with NES Workforce colleagues and Academic Heads for AHP programmes in Autumn 2018.</p> <p>Developed a tool to support better understanding of number of Scottish school students who enter medicine.</p> <p>SGHSCD request to start discussions with institutions on indexing medical students received in March 2019. A group has been formed to take this forward with representatives from NES digital and institutions. First meeting was in September 2019 with a further meeting in December.</p> <p>Current data sharing agreement under review to ensure it is GDPR compliant.</p>

Theme: Continue monitoring of jointly funded Quality Improvement Project

Action	Date	Comments/ Progress
<p>Continue monitoring of jointly funded Quality Improvement Project</p> <p>(CSO/NES/SFC/HF)</p>	<p>Project dates 2014-2019</p>	<p>There have been further discussions on the long –term sustainability of the project as current funding is now ending. Options include support from core university funding and from potential customers of QI research.</p>