



Enabling the development of the healthcare science workforce

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Developing the healthcare science workforce

- Bringing benefits to patients and staff
- The revised Career Framework
- Flexibility and skill mix
- The Enablers
- Working together
- Next Steps



Bringing about benefits from transforming the healthcare science workforce



For Patients

- Access to up to date innovative scientific services
- New ways of working and new roles to more closely meet patients' needs
- Faster diagnoses closer to home and faster entry to correct care pathway



For the NHS

- Saving in pre-qualification education costs and workforce costs
- Consistent standards and learning outcomes
- Clinical patient facing roles for scientists
- Securing a sufficient supply of appropriately trained staff



For Healthcare Scientists

- Coherent framework for recognition and career development
- More interesting and satisfying roles
- Structured access to CPD
- Opportunities for entry roles as associates and assistants
- Increased recognition of the contribution scientists make to patient care

The Healthcare Science Career Framework



- Linking the career stages
 - from junior to specialist roles
 - from specialist to senior roles
- Consistent roles and defined functions matched to service need, facilitating service commissioners and providers to plan the healthcare science workforce
- Clear entry points based on experience and qualifications
- Help ensure education commissions match service needs and support changes to skill mix
- Agreed equivalence of qualifications to enable recognition, transfers and promotions
- Enhanced clinical leadership roles for scientists
- Clearer succession planning

Enabling changing skill mix and increased workforce flexibility

- Ensuring all functions are carried at the most appropriate level
- Enhancing delegation to staff on the basis of safe scope of practice
- Expanding the options for senior, consultant level staff to provide expertise, senior leadership and science advocacy
- Ensuring a flexible workforce adaptable and responsive to innovation and technological advances
- Expanding the options for assistant and associate roles and their contribution to efficiency and effectiveness of services
- Building a revised classification scheme for ESR coding of roles as they are today and will be in the future
- Promoting planning to replace the ageing part of the workforce especially at more senior levels

Enablers we are putting in place

- Improving capacity and capability in workforce planning through new workforce planning and profiling tools
- Assuring the quality of work-based training through new assessment tool
- Assuring quality of education through development of Quality outcome measures
- Understanding what the future holds through Horizon scanning (MEE / CfWI)
- Partnership working on employment issues
- Learning from early adopters and their skill mix work
- Helping attract new entrants by updating NHS Careers information and through a recruitment strategy
- Ensuring consistency of rewards by reviewing AfC profiles with Trade Unions
- Development of an Operational Guide to Modernising Scientific Careers
- Career Framework publications



Working Together

- SHAs have developed implementation plans based on England Action Plan
- All 10 SHAs are working together on new arrangements for planning and commissioning and the delivery of education and training programmes
- Working with formal professional body structures, MEE and local Professional Advisory Boards
- Partnership working groups being strengthened in each SHA



Planning the development of the future healthcare science workforce

- An integrated workforce planning tool for healthcare science has been developed and is being refined
- Improved HCS workforce planning should inform education commissioning, to ensure commissions support changes to the profile of the workforce
- Service and workforce planning needs to be integrated
- Approaches to workforce planning to be shared across the four countries



Work-based Training – focus on enhancing the training experience

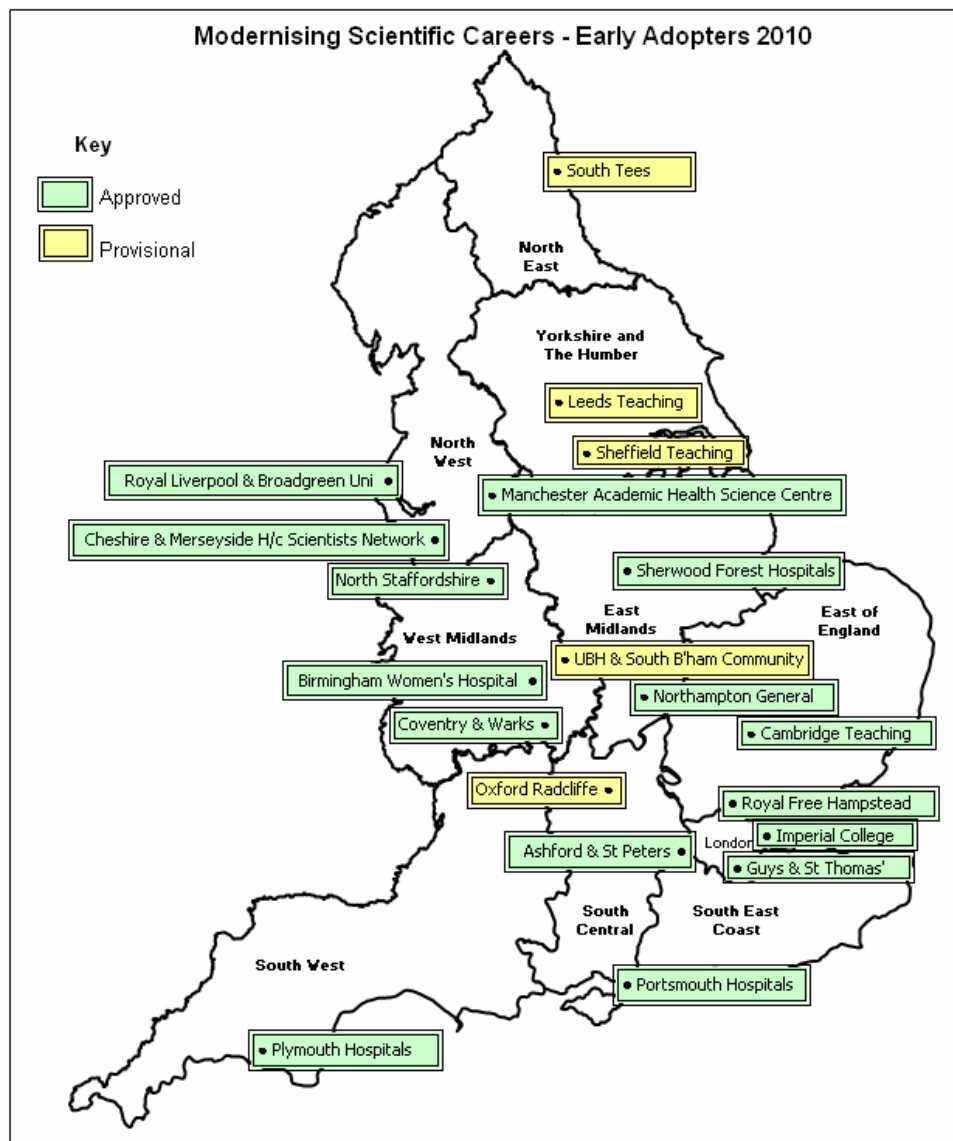


- How the delivery of the work based training will be managed, organised and quality assured has been informed by the successful Genetics pilot in West Midlands and the way medical training is supported
- SHAs will help to coordinate the workplace-based training within the programmes
- Roles and responsibilities within the service for providing workplace-based training will be set out in the learning and development agreements between SHAs and Trust
- Train the trainer sessions will be provided for workplace-based trainers

The Early Adopter Programme

- Early Adopters each have a project plan to implement all aspects of MSC supported by a project manager
- Each may focus initially on specific aspects of the workforce according to their business need
- Early adopters are meeting monthly to:
 - Share progress, updates and information
 - Focus on specific issues, challenges and topic areas
 - Plan how to communicate and spread learning
 - Support and challenge each other
 - Signpost to other resources
- Attend events, meetings, conferences

Early Adopter Sites



The next steps

- Find out about the your SHA implementation plan
- Form your own organisation plan and look at NHS Employers' checklist
- Offer to provide placements for students who will be on programmes starting in 2010 or 2011
- Plan the number of scientists you need to employ/train starting in 2011
- Think how you can use the new career framework to support developing your workforce to respond to changes in the way services are delivered. More scope for associates and Higher level roles; less need for more of the same
- Think about introducing new roles that scientists can undertake supported by the new programmes and the added value to patients

Top Tips for Employers – Getting Started

- Project Group with Identified lead
- Internal Communications
- Identify, locate and profile your current HCS Workforce
- Undertake an analysis of work done by grade of scientist & review
- Start discussions with PCT commissioners on innovative ways of delivering services and tendering for education in association with the SHA.

Top Tips for Employers – Benefits Realisation

- Create skills profiles for new more efficient care pathways
- Develop the assistant and associate workforce, including clear pathways to qualified practitioner and scientist roles.
- Drive innovation in care pathways and location of delivery of care
- workforce development and transformation
- Assess capacity to act as a training establishment
- Develop future training and recruitment strategies for healthcare scientists.
- Ensure current workforce is either regulated or part of a voluntary register, where available.
- links with other local NHS providers to maximise opportunities

Impact on Employment

“Where they apply, national terms and conditions (Agenda for Change) will be the vehicle of delivery “

UK Way Forward

“There will be no ‘big bang’ approach to implementation,“

England Action Plan

“Any employment issues that may arise as a result of introducing the new training and career framework will be considered jointly with SHAs, Trades Unions, NHS Employers and early “

England Action Plan