



To: National Quality Board

For meeting on: 8 June 2016

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Report for:	Decision	Discussion	Information
		X	

TITLE: Role of the NQB in quality of the workforce, education and training

Summary:

At the NQB meeting on 17 February 2016, it was agreed that a high level paper proposing the NQB’s role in ensuring quality in health and care workforce, education and training would be developed for discussion as part of the emerging NQB Quality Strategy work. This paper describes high level context as to why quality is important in closing the quality gap, what systems levers there are to ensure this and what the role of the NQB might be in light of this.

Recommendations / Action(s) requested:

The NQB is asked to discuss the context of this paper and the recommendations that the NQB’s role in respect of quality of workforce, education and training is to:

- Ensure workforce quality is a key thread through the NQB’s work.
- Make clear the obligations on providers to support workforce planning, education and training, continuing professional development (CPD) and learning infrastructure.
- Signal the importance of workforce within Sustainability and Transformation Plans (STPs).
- Highlight the importance of workforce well-being.
- Ensure the NHS is safely staffed e.g. staffing in mental health, primary care, urgent and emergency care, for people with learning disabilities.

ALB Involvement in development and sign-off of paper:

		X				

Role of the NQB in quality of workforce, education and training

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Context from previous NQB discussions

The NQB has previously set out its role to provide system leadership for quality in the context of value. It is charged with supporting the system to close the ‘quality gap’ as described in the NHS Five Year Forward View (5YFV).

Specifically, it will:

- Guide the system towards a shared definition of quality and “the quality gap” in the context of the “health & wellbeing” and “finance & efficiency” gaps
- Focus on health and health services and their interactions with social care & public health
- Work with key stakeholders to engage partners, professionals and staff, the public and people who use services, to identify priorities for quality improvement
- ‘Reduce the gap’ by facilitating effective joint working and action by the ALBs, and coordination with other key system and 5YFV partners, including the new National Improvement and Leadership Development Board.

Workforce constitutes around 75% of spend in the NHS – the quality of education and training and workforce development is crucial to delivering high quality and sustainable patient care.

Context: Quality and workforce

- High quality education and training is an essential part of delivering high quality patient care.
- High quality education & training, career pathways, CPD and lifelong learning are crucial to ensuring a flexible workforce.
- Quality of workplace, learning environment and learning infrastructure are essential to develop and retain a high calibre workforce.
- Reporting on quality of students and trainees is a good proxy for patient safety – early warning of issues.
- Effective workforce planning linked to STPs and future patient need is essential to transforming current and future workforce.
- Effective alignment with Professional Regulators on quality agenda is a key enabler.
- Workforce transformation programmes are key to ensure the right staff, in the right number with the right values and behaviours to support service delivery, patient safety, and the 5YFV.
- Investment aimed at education and training must be used appropriately and to best effect to achieve this.

Levers for Quality

- Multi-professional HEE Quality Framework
- Education Quality Strategy to identify & reward high quality and innovative education and training.
- Early identification of risks – learners escalating across NHS partners, such as the CQC, Quality Surveillance Groups.
- Progressing key recommendations from Shape of Caring.
- Safe Staffing Guidance.

Role of NQB

- Ensure workforce quality is a key thread through the NQB's work.
- Make clear obligations on providers to support workforce planning, education and training, CPD and learning infrastructure.
- Signal importance of workforce within STPs
- Highlight importance of workforce well-being.
- Ensure the NHS is safely staffed e.g. staffing in mental health, primary care, urgent and emergency care, for people with learning disabilities.