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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	14 February 2023	Agenda Item	6.5
Report Title	Education Commissioning plan		
Report Author	Mark Turp, Workforce Planning & OD Manager		
Report Sponsor	Sharon Vickery – Assistant Director of Workforce and OD		
Presented by	Sharon Vickery – Assistant Director of Workforce and OD		
Freedom of Information	Open		
Purpose of the Report	To provide the WOD Committee with sight of a copy of the Health Board’s (HB’s) return to Health Education Improvement Wales (HEIW) relating to education commissioning requirements for the academic year 2024/2025 and to highlight key trends and emerging issues.		
Key Issues	This is an annual return to HEIW and sets out forecasts of the HB’s future needs for professions that HEIW have responsibility for commissioning with education providers on behalf of NHS Wales. This return relates to education commissioning for the academic year starting 2024/2025.		
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendations	Members are asked to note the content of the report and education commissioning submission to HEIW.		

Education Commissioning Submission to HEIW 2023

1. INTRODUCTION

This is an annual plan submitted to Health Education Improvement Wales (HEIW) that projects the Health Boards (HB's) planned future needs for the professional groups for which HEIW have responsibility for education commissioning. The plan is produced based on guidance from HEIW. This year's plan will assist HEIW to produce an All Wales education commissioning plan for the academic year 2024/2025.

2. BACKGROUND & EMERGING FINDINGS

The HEIW education commissioning template was issued to Heads of Service and Professions and their Human Resources (HR) Business Partners across the organisation in December 2022. Guidance was provided on how to complete the submission and some areas arranged dedicated meetings to discuss their requirements with the central workforce planning team. Following a review of the submissions, the following key trends have been identified:

Key Trends

1. There is an increase in requests to commission more Health Care Support Worker (HCSW) level 2, 3 and 4 roles and apprenticeship level learning across all areas. This has been a feature of the commissioning process over a number of commissioning cycles. This fits with the HB's (health board's) commitment to look at new ways of working and a different skills mix.
2. In most cases, feedback from professional groups is that they have an aging workforce and difficulties in recruiting staff, particularly replacing experienced staff who retire/leave.
3. In-service training for existing staff remains strong with education courses and advance module learning continuing to develop. In advance of the completion of the commissioning plan, professional leads were encouraged to think about the development opportunities for existing staff in terms of Continuous Professional Development (CIPD), succession planning and retention strategies.

HEIW continue to be responsive to requests for changes in the commissioning of education courses and have strong links to professional groups that go beyond the annual commissioning process.

Key issues

The table below is a summary of some of the issues that are emerging during this year's commissioning cycle:

Summary of commissioning issues:

NURSING – Demand for commissioning across all branches of nursing remains high, with commissioning requests exceeding delivery. Mental health (MH) and learning disabilities (LD) experience some of the greatest challenges.

It should be noted that Swansea University introduced an LD undergraduate course in 2022. This should support the recruitment and streamlining of LD nurses within the HB going forward.

HCSW level 4 courses are seeing an increase in commissioning requests which reflects both the value these qualifications can bring to the HB and that they also offer an additional route into accessing registrant nurse training.

THERAPIES/ ALLIED HEALTH PROFESSIONALS (AHPs) – Demand for therapy commissioning continues to remain high, this is reflected both in the shortage of some professional groups (dietetics being a particular example), and also an aging workforce that needs to be replaced.

Additionally, the HB's Clinical Services Plan identifies a significant increase in the requirement for therapy services.

HealthCare Support and Apprenticeship commissioning continues to remain high.

HEALTHCARE SCIENCES (HCS) – Indications are that recruitment remains a challenge in many areas of HCS, with some services experiencing problems with recruitment, some English health organisations have recently regrading roles which adds to the recruitment challenge (comment from Maxillofacial Prosthetist /Reconstructive Science).

PHARMACY – Demand for Pharmacy staff at both pharmacy and pharmacy technician level exceeds supply across all parts of the UK. This is compounded by changes to the roles within the profession and locally, an aging population.

A new Pharmacy undergraduate course commenced at Swansea University with the first cohort due to graduate in 2026. It is anticipated this will ease some of the workforce challenges.

3. GOVERNANCE AND RISK ISSUES

The HEIW Workforce plan is a projection of future need, with the majority of undergraduate courses not graduating until 2027. It is therefore difficult to match current expected need with actual future requirement, particularly at a time of transformation and change and uncertainty around future public spending.

To mitigate the projected future workforce requirements, the workforce planning team work with both professional leads and service planners to assess both future workforce requirements based on existing demand (turnover/retirement) and future clinical plans set out in the HB's Clinical Service Plan.

The development and broader application of the student streamlining scheme could present a risk to the HB. If projected future need is over or under planned this could

result in a deficit or over supply of new entrants. This is a particular issue for smaller services where over or under projection of future work or workforce requirements have a disproportionate impact. Mitigation of this risk associated with streamlining previously has included open dialogue with HEIW, which has resulted in adjustment to streamlining numbers.

4. FINANCIAL IMPLICATIONS

None. However, if risks in section 2 above are realised there are potential financial implications.

5. RECOMMENDATION=

Members are asked to note the content of the report and education commissioning submission to HEIW.

Governance and Assurance		
Link to Enabling Objectives <i>(please choose)</i>	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input checked="" type="checkbox"/>
Health and Care Standards		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input checked="" type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
Will support the future procurement of an appropriately sized and skilled workforce ensuring that quality, safety and patient experience is enhanced.		
Financial Implications		
Having a planned future workforce will potentially reduce reliance on bank and agency staff.		
Legal Implications (including equality and diversity assessment)		
This workforce plan will be used by HEIW to construct an All Wales education commissioning plan. The HB does not have any direct role in commissioning education.		
Staffing Implications		
A future workforce that is planned and meets the anticipated changes in workforce demands.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
As above		
Report History	N/A	
Appendices	Draft Education commissioning template	