North East
Workforce and Training

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Background

• The North East has 12 Local Authorities, 8 commission on a individual basis and 4 collaborate to commission one lead provider.

• Public Health England (PHE) North East has undertaken a workforce mapping and training exercise for Specialised Sexual and Reproductive Health Services across the North East.

• The main aims were to:
  • Review the current specialised workforce against National Standards
  • Identify emerging themes.
  • Review Post Graduate Nurse training requirements across specialised sexual health services.
  • Reviewed Service Specifications Standards for workforce and training.
  • Create a North East Action Plan moving forward.
Workforce Mapping

• PHE North East created a workbook to review current workforce against National Standards.
  • Sensitives noted for services in the contract review process
  • Good feedback from service providers and commissioners

• Mapped against the National Standards for Consultants.
  • Faculty for Reproductive and Sexual Health (FRSH) 1WTE to 125,000 population.
  • British Association for Sexual Health and HIV (BASHH) 2 WTE to 250,000 population

• No National workforce standards for the Nurse / Health Advisor team.

• Mapped our current Specialist Registrar Trainees for Sexual and Reproductive Health (SRH) and Genitourinary Medicine (GUM).
Results of the Workforce Mapping:

- 3 out of 12 specialised service providers met the FSRH consultant standards.

- 2 out of 12 specialised service providers met the Genitourinary Medicine (GUM) consultant standard.

- 1 out of 12 of the specialised service providers has a SRH consultant with training qualifications, and is currently training 3 Specialist Registrars (SpR).

- 2 out of 12 of the specialised service providers has GUM Consultants with training qualifications and we currently have 2 SpR’s and 2 vacancies across the North East.

- Nursing posts at band 6 or above are difficult to recruit into and many services are adopting in house developmental packages, appointing at Band 5.
Sexual Health Post Graduate Nurse Training

• Identify what training requirements are required for staff working across the sexual and reproductive health spectrum.

Post Graduate Nurse Training.

Main routes

• Universities (Health Education England North East)
• FRSH
• BASHH
• Stand alone courses and Institutes
• E-learning for health care (Primary Care).
Sexual Health Post Graduate Nurse Training: Results

• **Health Education England North East**
  - Health Education England North East are currently re-tendering post graduate nurse training.
  - PHE NE has reviewed and mapped training requirements across the Specialist Services for the next three years across Tier 1 and Tier 2.
  - Align future programmes to the same quality measures as FRSH and BASHH and include LARC competencies.
  - Creating a Primary Care Integrated Sexual Health Module.

• **FSRH**
  - Standard training requirement needed to gain competencies for nurses to insert and fit Intrauterine Devices and Implants.
  - Membership and training is an additional cost pressure, and often placed on the individual.
  - Feedback from services was that the training style is based on a medical model of examination and competencies and not part of an overall higher educational pathway.
Service Models and Specifications

• PHE North East has undertaken a review of the workforce and training requirements within the Sexual Health Service Specifications.

• Considerations:
  • Long term impacts for succession planning for number of Medical Consultants holding a training qualification.
  • Long term impact of low numbers of SpR’s in both SRH and GUM.
  • Impact for services who do not wish to meet the Medical Consultant FSRH and BASHH workforce standards.
  • Include Health Education England Post Graduate Nurse Training and not just reference FRSH and BASHH training standards.
  • Review Primary Care enhanced service contracts to have quality assurance and standards for staff inserting Intrauterine Devices and Implants.
  • Review Specialist Services commitment in offering placements to students undertaking post graduate Sexual and Reproductive Health courses.
Development of a North East Workforce and Training Action Plan

• Sustainability and Transformation plans (working within the five year forward NHS Framework).

• Review the needs of the local population, considering the public health spend.

1st Medical Workforce:

• Review the Consultant Workforce Standards across the North East services

• Identify the impact of the lack of Consultants who are trainers and the consequence in the lack of trainees in the North East in both SRH and GUM.
Action Plan:

2nd Review Post Graduate Nursing needs with Health Education England North East.

• Created a task and finish group in December 2015.

• 3 Year Trajectory of Sexual Health Modules from the Specialist Services reviewing Tier 1 and 2 modules.

• Co-commission Tier 2 courses bi-annually to ensure demand meets supply.

• Align FRSH/BASHH/Universities training to the same standards and offer Intrauterine and Implant competencies.

• Development of Primary Care Integrated Sexual and Reproductive Health Module.
Action Plan:

3rd Supporting Commissioning

• Working with the commissioners to develop sustainability plans for Consultants and SpR in the North East moving forward.

• Created a standard section for commissioners to use in specialised service specifications on training standards to include university qualifications.

• Review post graduate nurse placements in the specialised service contract.

• Created a standard paragraph to allow standard requirements within enhance SRH contracts for staffing fitting LARC

• Developed a training directory for reference to include specialised services and the wider workforce.
Action Plan:

4th Supporting Specialised Services

- Identify key areas of training needs at the North East Provider network
- Explore the concept of university masterclasses
- Support the wider workforce training requirements (Placements for postgraduate students)
- Map out Primary Care training needs to support quality standards and to assist recruitment into band 6 and above posts.
Any Questions?