

The draft Care and Support Bill – Health Education England

"We have a great opportunity to shape a future healthcare workforce that can improve healthcare outcomes, building services around the needs of patients and communities. HEE will lead the new system to support healthcare providers and professionals as they identify the critical workforce challenges and ensure services have the right people with the right skills and behaviours, where and when they are needed."

(Ian Cumming, Chief Executive, Health Education England)

Context

A new national body – **Health Education England (HEE)** – was established as a Special Health Authority (SpHA) in June 2012. As a SpHA, HEE is accountable to the Secretary of State for providing national leadership for education and training.

Across England, new governing bodies of **Local Education and Training Boards (LETBs)** will take on responsibility for the education and training functions of the Strategic Health Authorities (SHAs) and their postgraduate deaneries from 1 April 2013. The governing bodies of the LETBs will be set up as committees of the HEE SpHA.

The Secretary of State has the power to instruct SpHAs on what functions they exercise and how they exercise them through legal directions.

What does the draft Bill do?

The draft Care and Support Bill abolishes HEE as a SpHA and **establishes it as a statutory non-departmental public body** to ensure that it has clearly defined duties and powers enshrined in primary legislation. This will strengthen its independence and ensure political impartiality in its decision making, whilst retaining accountability to the Secretary of State and Parliament. HEE will be required annually to review its priorities and the outcomes it expects to be achieved.

HEE's role is framed by two key duties. Firstly, HEE must exercise on behalf of the Secretary of State the **duty to exercise certain functions to secure an effective system for education and training for healthcare workers**. This means that HEE is responsible for the planning, commissioning and

quality management of education and training activity across the NHS and public health system. The draft Bill refers to 'care workers' meaning those within HEE's remit.

Secondly, HEE must ensure that a **sufficient number of healthcare workers**, including professionals such as doctors and nurses, is available with the right skills and behaviours to deliver health services in England. In carrying out this duty, HEE will need to consider national outcomes and priorities, and other factors impacting on workforce supply and demand.

HEE will be expected to **secure continuous quality improvement** in education and training for healthcare workers so as to improve the quality of health services. It will also be required to promote research and the NHS Constitution.

The draft Bill requires HEE to **establish the governing bodies of LETBs as committees of the NDPB**. All providers of NHS funded services will be required to be a member of a LETB and to co-operate with the governing body of their LETB to enable it to deliver its functions.

The governing body of a LETB will develop local workforce plans to inform the education and training that they will commission. HEE will review LETB plans to ensure they meet national priorities and outcomes. Each governing body must keep under review and seek to improve the quality of education and training that is provided. It will report its findings to relevant bodies such as the professional regulators.

Transition to the new education and training system in 2012/13

- It is critically important that a safe transition to the new arrangements is achieved, including continuity for trainees currently in the system and the retention of expertise and experience.
- The work of SHAs and postgraduate deaneries will continue to the end of March 2013 and SHA and deanery staff will transfer to HEE to ensure continuity and secure essential skills and knowledge for the future.
- In its first year as a SpHA, HEE will focus on:
 - Building organisational capacity and capability, including strong governance and financial control;
 - Conducting a rigorous authorisation process to establish the governing bodies of LETBs as committees of the HEE SpHA;
 - Developing excellent relationships and partnerships; and
 - Setting the strategic education outcomes and priorities for 2013/14, taking account of the Education Outcomes Framework.
- Locally, providers of NHS funded services are working with HEE and their SHA cluster to develop LETBs. The authorisation process led by HEE will test the capability and vision for continuous improvement of the LETB and its governing body. The evidence collected will then inform HEE's understanding of the development and support needed in the future.

Education Outcomes Framework

- Setting clear outcomes for the education and training system will enable the allocation of education and training resources to be linked to quantifiable outcomes for quality. Work is currently underway to develop an Education Outcomes Framework which will set expectations across the whole education and training system. It will ensure that investment in developing the health and public health workforce supports the delivery of excellent healthcare and health improvement.
- The Education Outcomes Framework will strengthen the focus on:
 - The delivery of excellent education;
 - The development of competent and capable staff;
 - NHS values and behaviours;
 - The development of flexible staff, receptive to research and innovation; and
 - Widening participation.
- A suite of quality indicators and metrics are being developed to support the Education Outcomes Framework.

FURTHER INFORMATION

- Liberating the NHS: Developing the Healthcare Workforce – A consultation on proposals; and Liberating the NHS: Developing the Healthcare Workforce – A summary of consultation responses
http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_129428
- *Liberating the NHS: Developing the Healthcare Workforce: – From Design to Delivery* www.dh.gov.uk/health/2012/01/forum-response/
- Health Education England SpHA:
<http://www.hee.nhs.uk>
- Introduction to HEE document:
<http://www.hee.nhs.uk/2012/06/22/introduction/>