

Board	Priority Area <i>select from drop down list</i>	Service Area	Reference	Dec'22 status	Key Deliverable - Name and Description	Key milestones	Progress against deliverables end Dec'22	Lead delivery body	Key Risks	Controls/Actions	Outcome(s)	Major strategies/ programmes the deliverable relates to	Impact of deliverable on health inequalities
NHSGJ	Recruitment and retention	NHS Scotland Academy	2021-GJ66	Green	<p><u>Establish the NHSSA learning environment to meet needs of mixed model educational delivery for inclusive, technology enabled learning (TEL) both in situ and at distance.</u></p> <p><u>Includes an environment supporting simulation based education for mixed discipline staff with varied levels of development need</u></p>	<p>Approval for phased development of a Simulation Centre at the Golden Jubilee to be embedded within wider infrastructure developments, and complemented by a digital learning environment to support remote learning, reflection and workplace based assessments.</p> <p>BI reporting for individual projects was introduced in Q2, with requirements for increased granularity of data capture regarding digital education products being taken forward by NES in Q3 and 4. Reporting structures will be complete the close of Q4.</p> <p>Consolidate intelligence, collaborate with national centres and apply best evidence to inform environment considerations, including cost effective approaches to equipping learning space.</p>	<p>Progress has been made with the space for the physical learning environment and stakeholders have been involved in creating the plans. The physical space design and M&E drawings have been signed off and will be open for tender in January 23.</p> <p>The digital team continues to work with colleagues throughout NES to ensure the UX and TEL environment evolves to meet NHSSA standards of delivery and a formal governance structure is now in place to support this work.</p>	<p>NHS Education for Scotland</p> <p>NHS Golden Jubilee</p>	<p>Failure to develop the estate will negatively impact on the ability to deliver NHSSA programmes</p> <p>Reputation negatively impacted</p> <p>Potential for delays in supply chain (equipment procurement/ new purchase delivery)</p>	<p>Proactively working to identify short / medium / long-term options for learning estate</p> <p>Engage and raise awareness at executive level</p>	RR1	<p>NHS Recovery Plan 2021-2026</p> <p>National Workforce Planning Strategy</p> <p>National and local Digital Strategy</p>	
NHSGJ	Recruitment and retention	NHS Scotland Academy	2021-GJ67	Green	<p><u>Recruit team members to establish NHS Scotland Academy core team</u></p> <p>Work with HR teams in both Boards to undertake recruitment</p>	<p>Recruitment to roles will continue throughout financial year in line with NHSSA Business Case</p> <p>By the end of Q3 all senior educators, principal leads and senior specialist leads will have been recruited for commissioned programmes, with on-boarding complete for most.</p>	<p>Several new colleagues have been on-boarded in the last quarter so we have increased capacity for the development of programmes.</p> <p>We now have proven/tested experience of roles required for successful delivery of different types of projects and programmes, which makes planning and forecasting easier.</p>	<p>NHS Education for Scotland</p> <p>NHS Golden Jubilee</p>	<p>Failure to recruit full team impacts on NHSSA ability to develop and deliver essential clinical education and workforce development.</p> <p>The time taken for recruitment processes to be completed remains an issue.</p> <p>The team has also seen some turnover, with 3 members finding the pace/innovation/required fluidity to be too challenging.</p>	<p>Proactive recruitment campaigns utilising NHS GJ and NES recruitment teams. Promotion of opportunities through peer networks.</p> <p>Resource identified within NHS GJ and NES to provide short-term capacity until core team posts filled.</p> <p>Some roles have been re-thought for the same budget (different bands, full and part time) where attracting the right candidate has not been easy the first time advertised.</p>	RR1	<p>NHS Recovery Plan 2021-2026</p> <p>National Workforce Planning Strategy</p>	
NHSGJ	Recovering planned care	NHS Scotland Academy	2021-GJ68	Amber	<p><u>Establish National Endoscopy Training Programme</u></p> <p>Develop JAG accredited training programme for medical endoscopists, non-medical endoscopists and health care support workers.</p> <p>Business case presented to Health and Social Care Management Board to seek funding to deliver programme</p>	<p>Commissioned Simulator Training has commenced.</p> <p>Train the Trainer programme for colonoscopy was delivered between November 2021 and February 2022. This increased resilience and capacity to deliver the Endoscopy Programme on a national scale.</p> <p>A national stakeholder group for Assistant Practitioner Programme for HCSW working in Endoscopy was established by end 2021. Completed programme development by August 2022, and now live with the first cohort of learners progressing.</p> <p>An introduction to using simulation in training course was delivered in August by the national simulation centre for the trainers who will deliver Endoscopy Non-Technical Skills Training (ENTS). The JAG ENTS framework was used throughout this course and further support will be offered to the trainers as they seek to deliver ENTS locally.</p> <p>A programme of immersion training is underway to support trainees who are close to CCT, to enable more Consultant vacancies to be filled as quickly as possible.</p>	<p>1. Upskilling for colonoscopy courses have been delivered in NHS Grampian and NHS Tayside, taking the total number of learners to 40.</p> <p>2. Immersion Training is going well with 16 having completed and 29 more signed up. New Consultants and Trainees closest to CCT are being prioritised.</p> <p>3. ENTS (Endoscopy Non Technical Skills) Training is meeting a clear need with 8 people having attended the first course and 43 on the waiting list.</p> <p>4. National Faculty - SLAs from GG&C are still outstanding but all other Boards have completed theirs.</p> <p>5. National Assistant Practitioner Programme (Endoscopy) –the first cohort of 8 learners is complete and the impact will be evaluated in due course.</p>	<p>NHS Education for Scotland</p> <p>NHS Golden Jubilee</p>	<p>Inability to secure staffing resource to run clinical training programme. SLAs are being negotiated for the first 19 sessional faculty at the moment.</p> <p>Inability to release faculty for training due to service demands and growing waiting lists.</p> <p>Funding may not be available to run the Assistant Practitioner programme.</p>	<p>Recruitment is progressing, but behind schedule, for faculty positions.</p> <p>Round two of recruitment is planned for January 23.</p>	RR1	<p>NHS Recovery Plan 2021-2026</p> <p>National Workforce Planning Strategy</p>	
NHSGJ	Recruitment and retention	NHS Scotland Academy	2021-GJ69	Green	<p><u>Deliver National Clinical Skills Programme for Pharmacists</u></p> <p>Develop partnership with Dundee Institute for Healthcare Simulation to support delivery of programme</p>	<p>Ensure course materials and resources for National Clinical Skills Programme for Pharmacists are available.</p> <p>Recruit faculty to deliver programme within NHS Scotland Academy at NHS Golden Jubilee site.</p> <p>Deliver initial course in September 2021, followed by further 12 days between October and December 2021. Subsequent programme delivery has been established at around 4 days per month, with a break over July and August due to unavailability of faculty and learners.</p> <p>Due to the intensity of this programme, additional faculty are being recruited, with 10 expected to join by the close of Q4, out of 25 expressions of interest.</p>	<p>On track - 4 days are delivered most months but additional days were planned for November and December 2022, to meet learner-demand. We usually deliver a minimum of 60 learner-places each month, and have now delivered over 1,000 learner places to 484 learners.</p>	<p>NHS Education for Scotland</p> <p>NHS Golden Jubilee</p>	<p>Pressure on GPs, Pharmacists unable to fulfil potential to independently prescribe and diagnose / treat minor ailments</p> <p>Unavailability of faculty</p> <p>Unavailability of training rooms</p> <p>Pharmacists do not engage in programme (self-referral)</p>	<p>Provision of Clinical Skills Training Programme addresses this risk</p> <p>Developed pool of faculty from NHS GJ and NHS GGC</p> <p>Accommodation booked within NHS GJ (Conference Hotel)</p> <p>Promotion undertaken by Dundee Institute of Healthcare Simulation. Promotion within professional networks and fora.</p>	RR1	<p>NHS Recovery Plan 2021-2026</p> <p>National Workforce Planning Strategy</p> <p>Links to Independent Prescribing Qualification (critical linkage)</p>	<p>Will make access to people who can prescribe easier and closer to home within communities throughout Scotland as more people will be able to visit their local pharmacist, without an appointment, instead of their GP for some health issues.</p>

NHSGJ	Recruitment and retention	NHS Scotland Academy	2021-GJ70	Green	<p><u>Establish National Treatment Centre Workforce Programme</u> Business case presented to Health and Social Care Management Board to seek funding to deliver perioperative element of the programme</p> <p>Develop access routes in to National Treatment Centre roles for young people, refugees and military service leavers</p>	<p>Programme content and assessment strategy to be developed for all programmes. All programmes to be fully costed and resources to be confirmed before commencement of delivery.</p>	<p>On track in terms of NHSSA deliverables - we are providing 12 places per cohort across the programmes, and uptake has improved with current and future cohorts over-subscribed.</p> <p>A related workstream is in the development stage - to support band 4 roles in the perioperative environment.</p>	<p>NHS Education for Scotland</p> <p>NHS Golden Jubilee</p>	<p>A risk had been noted as "Demand for places exceeding supply" and we know there is demand, but despite SG allocating all the places, Boards haven't been able to recruit to them, so the cohort that started in June has only 4 learners - the other 8 places provided by NHSSA are vacant.</p> <p>Confirmation of funding for 2022/23 is still outstanding - this workstream was reduced from £4.5m to £3.5m, then £1.4M in governmental conversations, but there is no commitment in writing yet.</p> <p>Programme will not deliver intended benefits in respect of capacity and capability should sufficient learners not be identified and enabled to participate.</p> <p>The pipeline of learners (and their supervisors) is currently fine, but we will be paying attention to future planning and ensuring we do all we can to ensure cohorts run at full capacity.</p>	<p>Focused programme activity and added educational support to document modified programme</p> <p>Collaborate with specialty staff (including CSMEN & NES Digital) to consolidate QA approaches.</p> <p>High level engagement with NTC workforce group regarding place allocation, funding flow and ongoing agile review of workforce model and recruitment pipeline</p> <p>An options appraisal is underway to consider how best to expand the programme.</p> <p>Standards for supervision have been established and are being reinforced by SG colleagues</p>	<p>RR1</p>	<p>NHS Recovery Plan 2021-2026</p> <p>National Workforce Planning Strategy</p> <p>National Treatment Centres Programmes</p>	<p>Will contribute to reducing waiting times for many procedures and treatments.</p>
NHSGJ	Recruitment and retention	NHS Scotland Academy	2021-GJ94	Green	<p><u>NMC OSCE Preparation</u> NHSSA has been asked to support Boards who have recruited nurses from outside the UK, by helping the new nurses and their supervisors with preparation for NMC OSCEs. This will help the nurses to gain registration so they can practice independently as quickly as possible.</p>	<p>Digital support for learning to be provided for each of the 10 stations in the OSCE - to be available for educators by the end of May 2022, and for learners by the end of June 2022.</p>	<p>On track - the resources have been used by 211 learners and 157 educators, and the funding is confirmed for the production of new resources in Mental Health and Midwifery, with filming planned for January 2023. Feedback from users has been very positive.</p>	<p>NHS Education for Scotland</p> <p>NHS Golden Jubilee</p>	<p>Despite good preparation, there is a risk that the NMC may not be able to provide enough places for assessment in the timeframe NHS Scotland requires.</p>	<p>This risk is owned by the NMC, but NHSSA and partners within Scotland are positioned to open an assessment centre within Scotland if that would help.</p> <p>An agreement is in place with Northumbria to provide additional places for NHS Scotland nurses.</p>	<p>RR1</p>	<p>NHS Recovery Plan 2021-2026</p> <p>National Workforce Planning Strategy</p>	