**Appendix 4 – The NHS Scotland Academy (NHSS Academy)**

This appendix provides a high-level outline of early priorities for the Academy. During April 2021, a joint business case will be developed providing detail on what will be delivered and the proposed funding model.

The NHSS Academy will offer accelerated training for a range of subjects and professions, aligned with and adding to existing clinical and simulation training across Scotland. The NHS Academy fits with the NHS Education for Scotland (NES) vision of ‘a skilled and sustainable workforce for a healthier Scotland’ and mission of ‘enabling excellence in health and care through education, workforce development and support’. This also fits with the NHS Golden Jubilee (NHS GJ) vision of ‘delivering care and education through collaboration’ and the NHSS Academy ambition to provide ‘excellence in learning to enable the development of a highly skilled NHS Scotland workforce of the future’.

The NHSS Academy will build on the respective skills and facilities of both organisations, bringing together NES’s experience in workforce development and digital learning with NHS GJ’s clinical and patient experience outcomes as well as training and hotel facilities. The next steps will be for NES and NHS GJ to agree the business case and budget, establish a governance structure and implement performance reporting.

An initial estimate of the recurrent funding is shown below. These costs will be reviewed by the project team and aligned to the outline business case and they represent the initial areas of activity where the NHSS Academy can add value and pace to existing national provision. Further joint work will be undertaken to create a three-year financial plan, which would follow final agreement on the year one financials.

**NHSS Academy - Estimated Initial Recurring Funding Requirement for 2021/22**

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| --- | --- | --- |
| **Activity** | **Comments** | **Value** |
| * Priority education for elective centre roles. * Specialty specific training for Band 5 scrub practitioners and recovery practitioners. * Education for Band 4 assistant scrub practitioners, physiotherapy/ occupational therapy/ generic AHP healthcare support workers, decontamination technicians and surgical and anaesthetic assistants. These roles will be delivered locally. | Approved by the National Elective Centre Programme Board as training which could be commissioned from the NHSS Academy (Dec 20). Subsequent approval will be required from the Integrated Planned Care Board. | £250k - £350k |
| * Endoscopy training; (1) enhanced capacity for service delivery; (2) academy approaches to accelerate training. | An SG bid will be submitted to SG as part of the work on waiting list reduction. This service represents approx. 25% of the total backlog and will be subject to further analysis and dialogue with SG. | £500k |
| * Built environment | A range of training options to ensure staff have the skills to manage the engineering and mechanical elements of large capital projects and understand the assurance requirements. | £200k |
| * Non-pay | To include items such as, set-up costs of theatres for training, additional equipment, and any associate non-pay costs. | £300k |
| * Core NHSS Academy staffing infrastructure | The exact skills mix required has yet to be formally agreed - the current estimate represents a team of nine WTE’s across both organisations for core infrastructure. | £750k |
| **TOTAL** |  | **£2m - £2.1m** |