**NHS Education for Scotland and NHS Golden Jubilee – NHS Scotland Academy - Delivery Plan Progress Report Apr-Sep 2021**

Key for status:

*Proposal – New Proposal/no funding yet agreed*

*Red - Unlikely to complete on time/meet target*

*Amber - At risk - requires action  
Green - On Track  
Blue - Complete/ Target met*

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| **RAG Status (mandatory)** | **Deliverables (mandatory)** *these can be qualitative or quantitative* | **Lead Delivery Body** | **Risks (mandatory)** *list key risks to delivery and the required controls/mitigating actions* | **Outcomes (optional)** *include outcomes if possible – repeat for each applicable deliverable/ add multiple outcomes if required* | **Strategies, plans & programmes**  *repeat for each applicable deliverable/add multiple programmes if required* |

| Sept 21 Status | Key Deliverable Description | Summary of activities etc. | Milestones/Target | Progress against deliverables end Sept 21  *(NB: for new deliverables, just indicate ‘New’)* | Lead delivery body | Key Risks | Controls/Actions | Outcome(s) | List any major strategies/ programmes that the deliverable relates to |
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|  | Establish governance of NHS Scotland Academy | Key governance groups within both parent Boards have been established and meet on a regular basis.  Sponsorship arrangements have been established with Scottish Government. | Governance of NHS Scotland Academy is approved by NHS Education for Scotland Board and NHS Golden Jubilee Board  Regular meeting with Scottish Government sponsorship team in place | Complete – governance agreed and functioning across both parent Boards.  Clear sponsorship arrangements have been established with Scottish Government. | NHS Education for Scotland  NHS Golden Jubilee | n/a | n/a | NHS Scotland Academy is a core feature of both parent Boards strategy. | NHS Recovery Plan 2021-2026  National Workforce Planning Strategy |
|  | Secure core funding for establishment of NHS Scotland Academy | Business case presented to Health and Social Care Management Board to seek core funding | Core funding for NHS Scotland Academy agreed by Scottish Government | Complete – Core recurring funding for NHS Scotland Academy was approved by the Scottish Government Health and Social Care Management Board in May 2021. | NHS Education for Scotland  NHS Golden Jubilee | n/a | n/a | NHS Scotland Academy formally established including recurring funding and resources | NHS Recovery Plan 2021-2026  National Workforce Planning Strategy |
|  | 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.  Includes an environment supporting simulation based education for mixed discipline staff with varied levels of development need. | Consolidate intelligence, collaborate with national centres and apply best evidence to inform environment considerations,  including cost effective approaches to equipping learning space. | Approval for phased development of a Simulation Centre at the Golden Jubilee to be embedded within wider infrastructure developments | Extensive needs analysis (including digital) undertaken consolidating intelligence gleaned through collaboration with national centres.  SBAR with initial recommendations submitted  Consultants engaged (part of wider estates review)  Discussions progressing with options to be considered and decision on future direction by end 2021/2022 | NHS Education for Scotland  NHS Golden Jubilee | Failure to develop the estate will negatively impact on the ability to deliver NHSSA programmes  Reputation negatively impacted  Potential for delays in supply chain (equipment procurement/ new purchase delivery)  Staff capacity/ delayed stakeholder engagement due to service pressures/which impacts consolidating planning | Proactively working to identify short/medium/long term options for learning estate  Engage and raise awareness at executive level | A planned phased release (opening) of learning space to support educational programme delivery and related faculty development  NHS Scotland Academy programmes are delivered as planned  The learning environment meets recognised simulation standards and requirements | NHS Recovery Plan 2021-2026  National Workforce Planning Strategy  Digital |
|  | Recruit team members to establish NHS Scotland Academy core team | Work with HR teams in both Boards to undertake recruitment | Recruitment to roles will continue throughout financial year in line with NHSSA Business Case | On track – Core members of the NHS Scotland Academy team have been recruited. NHS Education for Scotland employs education and digital-related roles. NHS Golden Jubilee employs corporate and logistics-related roles.  Some colleagues have three months’ notice periods to work with existing employers. | NHS Education for Scotland  NHS Golden Jubilee | Failure to recruit core team impacts on NHSSA ability to develop and deliver essential clinical education and workforce development | Proactive recruitment campaigns utilising NHS GJ and NES recruitment teams. Promotion of opportunities through peer networks.  Resource identified within NHS GJ and NES to provide short-term capacity until core team posts filled. | NHS Scotland Academy formally established including recurring funding and resources | NHS Recovery Plan 2021-2026  National Workforce Planning Strategy |
|  | Establish National Endoscopy Training Programme | Develop JAG accredited training programme for medical endoscopists, non-medical endoscopists and health care support workers.  Business case presented to Health and Social Care Management Board to seek funding to deliver programme | Commissioned Simulator  Training has commenced.  Train the Trainer programme will be delivered between November 2021 and February 2022. This will increase resilience and capacity to deliver the Endoscopy Programme on a national scale.  Establish national stakeholder group for Assistant Practitioner Programme for HCSW working in Endoscopy by end 2021/2022. | On track –  Chair of National Endoscopy Programme has been recruited. Two medical colleagues will share the National Clinical Lead role.  Programme Board has been established for National Endoscopy Training Programme.  National Endoscopy Training Programme Board will meet in September – this will provide the governance structure required to ensure quality assurance and oversight of both delivery and expansion of Endoscopy training in Scotland. | NHS Education for Scotland  NHS Golden Jubilee | Inability to secure staffing resource to run clinical training programme.  Inability to release faculty for training due to service demands and growing waiting lists | Recruitment is on track for all key positions.  The Programme Lead is expected to be appointed by end of October subject to notice period.  In addition administrative and technical post interviews are in progress. | Deliver accelerated workforce training to increase the number of endoscopists in Scotland, providing much needed clinical capacity to address endoscopy and cancer waiting times. | NHS Recovery Plan 2021-2026  National Workforce Planning Strategy |
|  | Deliver National Clinical Skills Programme for Pharmacists | Develop partnership with Dundee Institute for Healthcare Simulation to support delivery of programme | Ensure course materials and resources for National Clinical Skills Programme for Pharmacists are available  Recruit faculty to deliver programme within NHS Scotland Academy at NHS Golden Jubilee site.  Deliver initial course in September, followed by further 12 days between October and December. Subsequent programme delivery, including course dates beyond the end of 2021, are to be confirmed. | On track - first NHS Scotland Academy cohort will participate in National Clinical Skills Programme for Pharmacists in September 2021. | NHS Education for Scotland  NHS Golden Jubilee | Pressure on GPs, Pharmacists unable to fulfil potential to independently prescribe and diagnose / treat minor ailments  Unavailability of faculty  Unavailability of training rooms  Pharmacists do not engage in programme (self-referral) | Provision of Clinical Skills Training Programme addresses this risk  Developed pool of faculty from NHS GJ and NHS GGC  Accommodation booked within NHS GJ (Conference Hotel)  Promotion undertaken by Dundee Institute of Healthcare Simulation. Promotion within professional networks and fora. | 450 – 500 community pharmacists will receive clinical skills education to allow them to participate in the diagnosis and treatment of minor ailments.  Provides additional capacity, relieving pressure on GPs | NHS Recovery Plan 2021-2026  National Workforce Planning Strategy  Links to Independent prescribing qualification (critical linkage) |
|  | Establish National Treatment Centre Workforce Programme | Business case presented to Health and Social Care Management Board to seek funding to deliver perioperative element of the programme  Develop access routes in to National Treatment Centre roles for young people, refugees and military service leavers | Programme content and assessment strategy agreed by first week October  Readiness for educational governance review 1st week in October.  Confirm planning for and initiate establishment of core stakeholder group for accelerated anaesthetic assistant programme, initiating / Q3  Develop programme plan, curricular content and timeline for meeting educational governance review needs / Q4 | On track - first NHS Scotland Academy cohort will participate in accelerated perioperative training programme in autumn 2021.  A cohort of 10 learners agreed/ selected by NTC Workforce group will commence in late October 2021 prepared to study with access to content on Turas learn in readiness to start.  Not yet commenced anaesthetic assistant work stream. Anticipate commencement in week 4 of October/ Q3 | NHS Education for Scotland  NHS Golden Jubilee | Staff capacity leading to  Non completion of programme document and assessment strategy in readiness for governance panel  Staff capacity to develop and inform accompanying build of digital / Turas page  Any delay in accelerated recruitment to key posts | Focused programme activity and added educational support to document modified programme  Collaborate with specialty staff (including CSMEN & NES Digital) to consolidate QA approaches.  High level engagement with NTC workforce group regarding place allocation, funding flow and ongoing agile review of workforce model and recruitment pipeline | Development and delivery of an accelerated workforce development programme to meet the workforce requirements of the National Treatment Centres programme | NHS Recovery Plan 2021-2026  National Workforce Planning Strategy  National Treatment Centres Programme |