

Board	Priority Area select from drop down list	Service Area	Reference	Jun'22 status	Key Deliverable - Name and Description	Key milestones	Progress against deliverables end June 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	Amber	<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>Progress has been made with the space for the physical learning environment and the architects have been appointed and are working with the project team.</p> <p>The digital team continues to work with colleagues throughout NES to ensure the UX and TEL environment will meet NHSSA standards of delivery.</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>On track - recruitment to advisory roles is now complete.</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>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>	RR1	<p>NHS Recovery Plan 2021-2026</p> <p>National Workforce Planning Strategy</p>	
NHSGJ	Recruitment and retention	NHS Scotland Academy	2021-GJ68	Green	<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 will be delivered between November 2021 and February 2022. This will increase resilience and capacity to deliver the Endoscopy Programme on a national scale. Faculty for the programme will be recruited from the people who complete this training.</p> <p>Establish national stakeholder group for Assistant Practitioner Programme for HCSW working in Endoscopy by end 2021/2022. Complete programme development by May 2022.</p>	<p>On track - SLAs for the first 19 faculty are drafted and faculty expected to start in September or October 2022.</p> <p>Centres continue to progress towards JAG accreditation.</p> <p>Confirmation of funding for the Assistant Practitioner programme is expected any day and adverts for the roles required are ready to go live immediately on receipt of confirmation of funding.</p> <p>The programme of immersive opportunities for nurse and medical endoscopists continues, with medical trainees closest to achieving their CCT being prioritised.</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 on track for all key positions.</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 to be established at around 4 days per month, with a break over July and August due to unavailability of faculty and learners.</p>	<p>On track - the 12 training days scheduled for the previous 3 months of 2022 have been delivered, providing 192 training places.</p> <p>Sixteen training days have been scheduled to the end of the year, but with no days being delivered in July or August due to service pressures for our learners in the holiday period.</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></p> <p>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 - one cohort has completed the Foundations in Perioperative Practice Programme, and cohorts 2, 3 and 4 are underway, with 12 places for learners each cohort, though not all have been filled.</p> <p>Development of the Anaesthetic Assistant programme has continued at pace, with the first cohort starting in August 2022. SG have allocated the 12 places, and 4 learners have been recruited so far.</p> <p>The Surgical First Assistant programme is likely to use a different delivery model, by partnership with the Royal Colleges of Surgeons, capitalising on work already completed by the Colleges, and ensuring a 'once for Scotland' approach.</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>Quality of local supervision is still variable across Boards, though this has become a focus for NHSSA, and is improving.</p> <p>Confirmation of funding for 2022/23 is outstanding so we are not yet sure whether to schedule additional cohorts - the delay may make it impossible to do so.</p>	<p>Focused programme activity and added educational support to document modified programme</p> <p>Collaborate with specialty staff (including CSMEN &amp; 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 are being established and will be reinforced by SG colleagues</p>	RR1	<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><b>NMC OSCE Preparation</b>  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><b>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.</b></p>	<p><b>On track - two sets of resources have been created and launched. The first, for the educational supervisors of the new international nurses was launched in mid-May, and the second part, for the nurses themselves as they prepare for their OSCE's, in the last week of June. By the end of June 53 educators had used the resource, and 37 nurses.</b></p>	<p>NHS Education for Scotland  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>	RR1	<p>NHS Recovery Plan 2021-2026  National Workforce Planning Strategy</p>
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