				NHS Scotland	Academy Annual Delivery Plan	24-25														
Recovery Driver	NHS Board Deliverable Reference	Deliverable Summary	Q1 Milestones	Q2 Milestones	Q2 Milestones	Q4 Milestones	Risks and Issues - Category	Risks and Issues - Description	Controls	Q1 RAG Status (Red, Amber or Green)	Progress in Q1	Projected Q2 RAG Status	Actual Q2 RAG Status	Progress in Q2	Projected Q3 A RAG Status (GJ St	itatus	Progress in Q3	Projected Q4 RAG Status	Actual Q4 RAG Status	Progress in Q4
drop down list:	Please create your awn reference cade for this deliverable	reaction and what this will achieve in 22/24.	Please outline what you intend to hove ochieved by Q1	how achieved by Q2	have achieved by Q2	achieved by Qi	Flease indicate the types of risk(s) and/or insue(s) impacting on delivery of milectanes. Please choose all that are relevant from the list .	Please provide a short summary of risk(s) and/or kmar(s) with a focus on cause and impact i.e. what is the specific area at risk and how will it impact on	Please summarise the key controls in place to manage the risk(s) and/or issue(s), to reduce the impact, or to reduce the likelihood of a	•	Please outline what you have achieved in Q1			Please autline what you have achieved in Q2			Please outline what you have achieved in Q2	(un response)		Please outline what you have achieved in Q4
5. Cancer Care		Well suggest to before if when if generic togets in longest suggestion is a biological factor of the software point in the software of the software point of the software of the software point of the software of the software point software of the software of the software of the software software of the software of the software of the software software of the software of the software of the software software of the software of the software of the software software of the software of the software of the software software of the software of the software of the software software software of the software software software software of the software of the software software software of the software of the software software software of the software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software software softwar						objectives/milestones.	risk from occurring.	Green		Green	Green		Green G	ireen		Green	Grees	
8. Workforce		Deliver the National Endoscopy Training Programme	Deliver upskilling for colonoscopy	Deliver upskilling for colonoscopy	Deliver upskilling for colonoscopy	Deliver upskilling for colonoscopy courses,	Workforce - Recruitment and retention of faculty.	inability to secure staffing resource to run clinical training	Release of clinicians is progressing, but challenging, for faculty positions.	Green	Delivered as planned except basic skills courses [these require	Green	Green	Delivered as planned except basic skills courses [the first	Green G	iceen	Delivered as planned with courses and immersion training	Green	Green	Delivered as planning including basic skills courses in
		Further develop elements of the IAG accredited training programme for medical endoscopists, non-medical endoscopists and health care support workers.	courses, basic skills courses, upskilling in upper GI courses and Train the	courses, basic skills courses, upskilling in upper GI courses and Train the	courses, basic skills courses, upskilling is upper GI courses and Train the	basic skills courses, upskilling in upper GI courses and Train the Colonoscopy Trainer	Other - Use of passports for faculty to deliver training	Inability to secure staffing resource to run clinical training programme. Some SiAs for sessional faculty and g workstream Leads have been difficult for Boards to implement. One major Board strugging to agree their			Delivered as planned except basic skills courses [these require phase 2 to be complete], other courses that were scheduled for be delivered in Gi have been re-located to other venues in			Delivered as planned except basic skills courses [the first will be in Q3], other courses that were scheduled for be delivered in GJ have been re-located to other venues in NHG Sociland.			Delivered as planned with courses and immenion training now delivered in the two endoscopy rooms and training room in the phase 2 surgical centre at GL.			Delivered as planning including basic skills courses in the new unit in GJ, and an increase in support for upskilling for upper GJ.
		NHSSA is enhancing diagnostic capability and capacity through the NETP programme, particularly for Colonoscopy and Upper GI scopes.	Colonoscopy Trainer and Training the Endoscopy Trainer Courses. Deliver	Colonoscopy Trainer and Training the Endoscopy Trainer Courses. Deliver	Colonoscopy Trainer and Training the Endoscopy Trainer Courses. Deliver	and Training the Endoscopy Trainer Courses. Deliver Immersion Training with	in a number of Boards without having to complete each Boards recruitment and on-boarding processes	implement. One major loard strugging to agree their consultants can take part in the national programme.	Courses will be run at other NHS venues where possible, and courses will be run closer		NHS Scotland.						We continue to run the network forum for endoscopy numine teams.			We continue to run the network forum for endoscopy
		The programme includes upskilling courses, Train the Trainer courses, Endoscopy Non Technical Skills (ENTS) Training, Basic skills courses, and an accredited Assistant Conference of Courses and Courses and Courses, and Courses, and Courses, Cou	Immersion Training with New Consultant and Trainees closest to CCT being administration for the CCT being	S Immersion Training with New Consultants and Trainees closest to	Immersion Training with New Consultants and Trainees closest to CC balance missioned. Parliane FWTF	New Consultants and Trainees closest to CCT being prioritised. Deliver ENTS (Todeson New Todeson Todeson)	for each Board. Honorary contract processes.	inability to release faculty for training due to service demands and growing waiting lists.	possible, and courses will be run closer together when the new rooms are available to ensure all contracted hours are delivered by the faculty within the year.		We continue to run the network forum for endoscopy nursing teams.			We continue to run the network forum for endoscopy numing teams.						nursing teams. And we have continued cohorts of the National
		training. Courses are scheduled to run at locations throughout Scotland over the year. More recurses are scheduled to run at locations throughout Scotland over the year.	Technical Skills) Training courses.	(Endoscopy Non Technical Skills)	(Endoscopy Non Technical Skills)	courses.	Other - Motel for traveller faculty costs and	The time taken for recruitment processes to be complete			And we have continued cohorts of the National Assistant Eventitioner Engenmen (Endoarcond) the Enventerings of			And we have continued cohorts of the National Assistant Discritional Dispersional Endour onal/ the Enumerications of			And we have continued cohorts of the National Assistant Practitioner Programme (Endoscopy)/ the Foundations of Endoscopy Practice programme for RVs, with a new intake started Q3. We now run one cohort annually.			Assistant Practitioner Programme (Endoscopy)/ the Foundations of Endoscopy Practice grogramme for
		Endoscopy Practice programme for RN's will be offered for 2 cohorts (12 weeks) and start alongside the 2 Assistant Practitioner cohorts.	Deliver network forum for endoscopy numing teams.	Deliver network forum for endoscopy	Deliver network forum for endoscopy	Deliver network forum for endoscopy numing teams.	availability	remains an issue.	GI HR team are leading the implementation of a SharePoint resource that will function as a 'passport' to enable clinicians to work in different Boards more easily.		Practitioner Programme (Endoscopy)/ the Foundations of Endoscopy Practice programme for RN's.			Practitioner Programme (Endoscopy)/ the Foundations of Endoscopy Practice programme for RN's, with a new Intake recruited to start in Q2.			intake started Q3. We now run one cohort annually.			RN's.
			Continue cohorts of the National	nursing teams.	numing teams.	Continue cohort three of the National	Other - Equipment availability for training, for example the portable simulator for ENTS.	Scheduled delivery of courses is impacted by the anticipated date of access to the new endoscopy rooms in	different Boards more easily.											
			Continue cohorts of the National Assistant Practitioner Programme (Endoscopy)/ the Foundations of Endoscopy Practice programme for RN's.	Continue cohort three of the National Assistant Practitioner Programme (Endoscopy)/ the Foundations of	Continue cohort three of the National Assistant Practitioner Programme (Endoscopy)/ the Foundations of Endoscopy Practice programme for	Assistant Practitioner Programme (Endoscopy)/ the Foundations of Endoscopy Practice programme for RN's.	Issue - readiness of new capital build /facilities /decontamination	a.												
			construction of the programme for the t	Endoscopy Practice programme for	Endoscopy Practice programme for	interaction programme to Pre-	/ accontantination													
8. Workforce		Deliver much of the National Clinical Skills Programme for Pharmacists (independent Prescribing for Community, Primary and Secondary Care Pharmacists). Act as delivery partner of Dandee Institute for Healthcare Simulation to ensure	Deliver around 165-206 learner-places each quarter, over 5 days most months with 12-15 places each day.	Deliver around 165-206 learner-place each quarter, over 5 days most	Deliver around 165-206 learner-places each quarter, over 5 days most months	Deliver around 165-206 learner-places each quarter, over 5 days most months with 12-15 places each day.	Workforce - people need to be able to attend the training days	Pressure on GPs, Pharmacists unable to fulfil potential to independently prescribe and diagnose / treat minor aliments	Provision of Clinical Skills Training Programme addresses this risk	Green	We have delivered additional days to meet the needs of the Univ of Dundee with 302 learner-places delivered in Q1.	Green	Green	We have delivered additional days to meet the needs of the Univ of Dundee with 378 learner-places delivered in	Green		We have delivered additional days to meet the needs of the Univ of Dundee with 294 learner-places delivered in	Green	Green	We have delivered additional days to meet the needs of the Univ of Dundee with 620 learner-places delivered in DA
		At a software partner of Davdee Institute for Healthcare Simulation to ensure decayers mathem of Davdee State and provide the Costand. Ensure course materials and resources for National Chinical Shalls Programmer for Personal and an available and instruct. Recent and registricits for Calify to defavor programmer within NMG Scatina Academy at NMG Scadem Judies and to share the workload of Adverse. Different sand fruit days of Chinical Mills training drey for E11 months, with 32-35 Instrummers a days, contraff GG-125 Januare (2007).	with 12-15 places each day.	months with 12-15 places each day.	with 12-15 places each day.	with 12-15 places each day.		alments Unavailability of faculty.	Developed pool of faculty from NHS Gi and NHS GSC					Q2.			Q2.			
		Ensure course materials and resources for National Clinical Skills Programme for Pharmacists are available and relevant.						Unavailability of faculty.	NHS GGC Accommodation booked within NHS GI											This brings the total of places delivered by NHSSA in 2024/25 to 1,394 against a plan of between 660 and 704 places. Microsoft
		NHS Golden Jubilee site to share the workload of delivery. Deliver sound file days of clicical skills training days for 11 months with 12-15						Pharmacists do not engage in programme (self-referral)s.	(Conference Hotel)											This brings the total of places delivered by NHSKA in 2034/25 to 1,394 against a plan of between 660 and 264 places. We aim to create the conditions for other partners to step up and deliver a greater share of the programme in our next ADP, to nelease NHSCA resource for owe programmes.
		learners a day, creating 660 - 825 learner places.						The Academy can comfortably deliver 6 days a month but	Promotion undertaken by Dundee Institute of Healthcare Simulation. Promotion within											resource for new programmes.
								is now often asked to provide double that which is diverting time and resource away from new programme	professional networks and fora. s											
								development.	We make a significant contribution by delivering 4 days per month and will be disciplined about scross crean in the next year.											
8. Workforce		Perspective Workforce Programme The Tay Ingramme, developed in 2022/2024 will now with two cohorts each in Studies in Informative Process Programme 2 cohorts (concurrer with XMP) of 8-12 lansmin programme 2 cohorts (concurrer with XMP) 4-23 lansmin programme 2 cohorts (concurrer with XMP) 4-24 lansmin programme 2 cohorts (concurrer with XMP) 4-24 lansmin programme 2 cohorts (concurrer with SMP) 4-24 lansmin programme 2 cohorts (concurrer wi	Surgical First Assistant Programme: Cohorts continue.	Surgical First Assistant Programme: Cohorts continue.	Surgical Finst Assistant Programme: Cohorts continue.	Surgical First Assistant Programme: Cohort continue.	Workforce - Retention of education faculty	The pipeline of learners (and their supervisors) is currently low so we will be paying attention to future planning and	Focused programme activity and added educational support to document modified	Green	Delivered as planned with continuation of cohorts for the Surgical First Assistant Programme, the Assesthetic Practificaner Programme, the Foundations of Peri Operative	Green	Green	Delivered as planned with continuation of cohorts for the Surgical First Assistant Programme, the Anaesthetic Practitioner Programme, the Foundations of Peri	Green A	Unber	Delivered as planned with continuation of cohorts for the Surgical First Aukitant Programme, the Anaesthetic Practitioner Programme, the Foundations of Peri Operative Practicion Programme and the National Aukitant Perioperative Practitioner Programme.	Amber	Green	Delivered as planned with continuation of cohorts for the Surgical First Assistant Programme, the Anaesthetic
		2034/25: Foundations in Perioperative Practice Programme: 2 cohorts (concurrent with APP) of	Anaesthetic Practitioner Programme: Cohorts continue.	Anaesthetic Practitioner Programme: Cohorts continue.	Anaesthetic Practitioner Programme: Cohorts continue.	Anaesthetic Practitioner Programme: Cohorts continue.		ensuring we do all we can to ensure cohorts run at full capacity.	programme		Practitioner Programme, the Foundations of Peri Operative Practice Programme and the National Assistant Perioperative Practitioner Programme.			Practitioner Programme, the Foundations of Peri Operative Practice Programme and the National Assistant Perioperative Practitioner Programme.			Practitioner Programme, the Foundations of Peri Operative Practice Programme and the National Assistant			the surgcal i site Association Programme, the Association Practitioner Programme, the Foundations of Peri Operative Practice Programme and the National Assistant Perioperative Practitioner Programme.
1		8-12 learners (vegistered Names). Sargical First Assistant Programme: 2 cohorts of 8-12 learners (vegistered ODP/Name	Foundations of Peri Operative Practice Programme: Cohorts continue.	Foundations of Peri Operative Practic Programme: Cohorts continue.	Foundations of Peri Operative Practice Programme: Cohorts continue.	Foundations of Peri Operative Practice Programme: Cohorts continue.			High level engagement with SG workforce group regarding place allocation, funding flow and orgoing agile review of workforce model and recruitment pipeline		Practitioner Programme.						Perioperative Practitioner Programme.			
		with 18months period experience). Accelerated Anaesthetic Practitioner Programme: 2 cohorts of 8-12 learners (registered Nurses).	National Assistant Perioperative Practitioner Programme: Cohorts continue.	National Assistant Perioperative Practitioner Programme: Cohorts	National Assistant Perioperative Practitioner Programme: Cohorts	National Assistant Perioperative Practitioner Programme: Cohorts continue								New cohorts of the Surgical First Assistant Programme and Assasthetic Practitioner Programme started this (). The Foundationer Perciperation Practice Programme and the National Assistant Perciperative Practitioner Programme have not attracted the numbers glammed for and a review on how often thesas programmes should sub underware			Recruitment has been slow for the new cohort of the Surgical First Assistant Programme but good for the			Recruitment remained slow for the new cohort of the Surgical First Assistant Programme but strong for the
		(inguised nurse). Assistant Perioperative Practitioner: 2 cohorts (concurrent with FPP) of 8-12 learner (at band 2-3, to move into a band 4 role). The role to explore co-ordination of decontamination training within local settings	corense.	continue.	continue.				Standards for supervision have been established and are being reinforced by SG colleagues					and the National Assistant Perioperative Practice Programme and the National Assistant Perioperative Practitioner			Anaesthetic Practitioner Programme. The Foundations of Peri Operative Practice Programme and the National Assistant Perioperative Practitioner Programme have not attracted the numbers planned for and a newlew on how then these sets.			Anaestretic Practicioner Programme, the Foundations of Peri Operative Practice Programme and the National Assistant Bacingentius Practitioner
		The role to explore co-ordination of decontamination training within local settings will report in Q4.							colleagues					and a review on how often theses programmes should nue is underway.	n		attracted the numbers planned for and a review on how often these programmes should run is continuing.			Programme. The latter two have seen an uptake in registrations following a targeted recruitment
																				Recutance remained slow for the new cohort of the Singial First Austral Programme but trong for the Assesthetic PractiSocer Programme, the Foundations of Per Lopacube Practice Programme and the National Austiant Perioperative Practitioner Programme. The lister two have see area sugata is replaration following a targeted recularment campaign through perional connections with a suite of new marketing materials created.
8. Workforce																				
8. Worldbroe		Support for INMC GOCT Programsion NICEA support Sandt with the reconstruction of the INC SA support means gain application of the reconstruction of the INC COCT. The Integration means gain application of the run application of the ID at allocation in the IDCC. Digital support for learning is provided for each of the ID at allocation in the IDCC. Resources in SAA Physical area means and and an application of the IDC at allocation in the IDCC. Means in INC At Allocation in the IDCC at all the IDCC at all the IDCC at all the IDCC at all the IDCC. Means in INC At Allocation in the IDCC at all the	Resources to be actively used by nurses and the educators supporting them, for	Resources to be actively used by nurses and the educators supporting them. for an analysis to the LMC in	Resources to be actively used by nurses and the educators supporting them, for	Resources to be actively used by nurses and the educators supporting them, for	Other - this project is dependent on the successful recruitment of new nurses by Boands/agencies	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.	This risk is owned by the NIMC, but NIHSSA and partners within Scotland are positioned to open an assessment centre within Scotland if that would help.	Green	Delivered as planned with resources being used by nurses and the educators supporting them.	Green	Green	Delivered as planned with resources being used by nurses and the educators supporting them.	Green		Delivered as planned with resources being used by nurses and the educators supporting them. Lower number as anticipated now that fewer Boards are recruiting internationalis.	Green	Green	Delivered as planned with resources being used by narses and the educators supporting them. Lower number as astricipated now that feree Roards are recasting internationally. WE have now had 1712 learners across all OSCE prep resources, with only 193 this number.
		new nurses and their supervisors with preparation for hist. Oscal. I mit nego the nurses to gain negistration so they can practice independently as quickly as possible. Diathal superior for learning is provided for each of thes 10 strations in the OSCE.	numing (expected 750 in year), MH numing (expected 750 in year), MH	areas of adult nursing (expected 750)	nurses new to the UK in areas of adult nursing (expected 750 in year), MH nursing (expected 15-20 in year) and	numes new to the UK in areas or adult numing (expected 750 in year), MH numing (expected 15-20 in year) and Midwlery		in the timerrame NHS scotland requires.	open an assessment centre within scotland if that would help.								internationally.			recruiting internationally. WE have now had 1712 learners arms all OSCE oran resources with only 193
		Resources in Adult Nursing were released in Q2 2022/23 and for MH Nurses and Midwives in Q4 2022/23. A cultural humility resource was launched in Q3 2023/24.	Midwifery (expected 15-20 in year). Resources to be updated each time the	year) and Midwifery (expected 15-20 in year). Resources to be updated eac	Midwifery (expected 15-20 in year). Launch of Cultural Humility resources	(expected 15-20 in year). Resources to be updated each time the NMC make changer			An agreement is in place with Northumbria to provide additional places for NHS Scotland											this quarter.
				time the NMC make changes to the stations.	this quarter.	to the stations.			outer.											The Cultural Humility resource continued to be well used.
8. Workforce		Properties for work in handb and actual care is facilities with the 2013, by providing the second s	Add additional quizzes for learners to	200 new learners to use resource.	Develop and publish additional modules, 200 new learners to use	200 new learners to use resource.	Other - the development of the new modules may si	p There is a risk if the resource remains in use after the content becomes dated.	We have a review schedule in place to ensure continued currency of content.	Green	Delivered as planned with addition of requested resources and 1.236 new users this quarter	Green	Green	Delivered as planned with addition of requested resource and 1,180 new users this guarter. The resource has now	Green		Delivered as planned with 1,888 new users this quarter. The remover a bas now been used by over 12,600 necrols	Green	Green	Delivered as planned with S64 new users this quarter
		Instant has supported manual and advant any provides since write acad, up providing a digital resource that enables people new to roles in health and social care to be well rearroad. The resource is unlikely to be used their intended with baffers in territine unch	feedback). 200 new learners to use		resource.		limited resources for developing online education		concluded carrier, p or concent.		and a care new over a consignment			been used by over 10,000 people.			The resource has now deep used by over 12,000 proper.			and an annually don stand of \$2.5 out of \$2.
		whild HR processes are underway, and it is a stop-gap resource whilst the national commission on induction for HSCWs is oneoine. This dietal learning operature																		
		remains in use with positive feedback and an average of 200 new learners each month (and over 3,600 in total). An annual education review takes place and requested																		
8. Workforce							Workforce - Retention				Delivered as planned and with the addition of the first 3 (of 4)			Delivered as planned and with the addition of the further			Delivered as planned and with the expansion project	-		Delivered as planned and with the expansion project
a. Wonderfor		National Utrassuot Tanking Programma Increase Utrassuot Engelh in NIG Scatterid by supporting Boards to trail utrassongepatien through is Main duples approach and use of addicated protoine decision, no partoned with Scatte Accounter, Claggious Caleboard University and University of Canthola. In 2024 - 25 the National Utrassond Training Programma Utractional and University of Scatte Accounter Scattering Caleboard Utractional and Canton In 2024 - 25 the National Utrassond Training Programma Utractional and Canton In 2024 - 25 the National Utrassond Training Programma Train Cohen unit Im In 2024 (25 the Instruction of the 11 from cohen conversitie) for Training Internation Engel for building and programma from one has unconclusted transport.	Continue immersion training, reduce waiting lists by delivering 120-200 procedures a week. Continue to include medical trainees in immersion programme.	waiting lists by delivering 120-200 procedures a week. Continue to	waiting lists by delivering 120-200 procedures a week. Continue to include	Deliver immension training, reduce waiting lists by delivering 120-200 procedures a week. Continue to include medical trainee in immension programme.	Weither - Antenna	Ability to retain a team of trainers with the right skills for all US procedures. Ability of our partner GCU to recruit future cohorts.	A team of several start with dimension and complementary specificor batters include Communication about the positive learning experience of cohorts 1 and 2 is helping attract future cohorts. Evidence of acceleration of skills for scanning and reporting is a strong communication tool.		Masterclasses in Gynaecology, Lower Limb DVT and Upper Limb DVT. The Masterclasses have been attended by 70	uniter a	unteri	Masterclasses in Gynaecology, Lower Limb DVT and Uppe Limb DVT. The Masterclasses have been attended by 129	e e e		starting this quarter and being subject to rapid review as the case for continuation of funding into 2024/25 begins.			being subject to rapid review which showed demonstrable success as the case for continuation of
		educators, in partnership with Scottish Government, Glasgow Caledonia University and University of Cumbria. In 2024-25 the National Ultrasound Training Programme	medical trainees in immersion programme.	include medical trainees in immersion programme.	medical trainees in immersion programme.	in immersion programme.			experience of cohorts 1 and 2 is helping attract future cohorts. Evidence of acceleration of	×	professionals from 9 Boands			protessionals from 12 woards.						being subject to rapid review which showed demonstrable success as the case for continuation of funding into 2024/25 was built. The expansion has evabled us to meet additional training needs and to make a positive contribution to reducing waiting times
		will continue with current delivery (averaging 125-200 US procedures per week through the training lists), and also offers immensive experience to medical trainees.							skills for scanning and reporting is a strong communication tool.					Facilities, people and equipment have been secured for the expansion project to run in Qs 2 and 4.						make a positive contribution to reducing waiting times across Scotland.
		Two cohorts will run in 3224/25 with score of the 11 from cohort one returning for specialist training. Demand for training is greater than can be supported at present and is prioritised by the needs of boards, their enrolled learners and patient waits.																		Activity for this programme is reported through the planned care template.
8. Workfprce		National Erenchoscopy Training Programme	Support learners using online resources.	Support learners usine online	Support learners using online resources	Support learners usine online resources.	Workforce - Recruitment	Ability to recruit a faculty with the riefst skills to design an	Roles were widely advertised and support is	Green	Development and delivery promessing as planned with the	Green	Green	Development and delivery progressing as planned with the	Green	iceen	Development and delivery progressing as planned with the	Amber	Green	The basic bronchoscopy training pathway was sent to
		Notional Benchoscopy Tasking Pergamene To Improve Improvement Conference International	enable Bronchoscopy skills practice on local simulators - basic to advanced.	resources, enable Bronchoscopy skills practice on local simulators - basic to	Support learners using online resources enable Bronchoscopy skills practice on local simulators - basic to advanced. Support use of BBUS Trans Brenchial Needle Aspiration (TBNA) simulation modules (sight hours of supervised matrices in team from hour sessions	enable Branchoscopy skills practice on local simulators - basic to advanced.		Ability to necruit a faculty with the right skills to design an effective the required curricula. Ability of the faculty's employing Boards to misses them on a sessional basis. Several Sacaly member do not appear to have the time to honour their convertinence, with isenting materials upplied tate or incomplete, and with a sacance of the drive the programme requires from chickal leadership.	available to faculty. We are in regotiations with Boards regarding putting SLAs in place -		Development and delivery progressing as planned with the first draft of the basic bronchoscopy training pathway under consultation			Development and delivery progressing as planned with the fourth draft of the basic bronchoscopy training pathway under consultation			Development and delivery progressing as planned with the fourth draft of the basic bronchoscopy training pathway under consultation. Progress is slower than planned, with			The basic bronchoscopy training pathway was sent to the Respiratory SAC for comment. The faculty have submitted the context for online learning and the first foreration was result to support the IRU/S and trainiers course days in March, and it will be refined before the next it testion of the courses. The training
		aspiration of mediastinal lymph nodes over a three-year period (2023/24 and 2025/26). We will train 45 respiratory trainees in basic bronchoscopy and 36–48	Support use of EBUS Trans Bronchial Needle Aspiration (TBNA) simulation	advanced	Support use of EBUS Trans Bronchial Needle Aspiration (TBNA) simulation	Support use of EBUS Trans Bronchial Needle Aspiration (TBNA) simulation		Several faculty member do not appear to have the time to honour their commitment, with learning materials	this is challenging and may delay the timing of achievement of milestones. The programme								fourth durit of the basic binonchoocopy training pathway under consultation. Progress is slower than planned, with the pathway not being sere to the SAC for comment until Q4. The faculty are behind in submitting the context for online learning, and are not yet ready to plan activity for 2005/26.			iteration was ready to support the EBUS and trainers course days in March, and it will be refined before the
		senior traineeu/SAS gradeu/Consultants in EBUS and TNBA.	modules (eight hours of supervised practice in two four-hour sessions ideally	·	modules (eight hours of supervised practice in two four-hour sessions ideally separated by three months). Rue EBUS training day.	modules.		supplied late or incomplete, and with an absence of the drive the programme requires from clinical leadership.	team are covering as much of the work as possible and seeking to reduce the reliance on advised bodies big form reduce the reliance on								online learning, and are not yet ready to plan activity for 2025/26.			next iteration of the courses. The training opportunities have been very well received by
			separated by three months).		EBUS training day.				colleagues.											next iteration of the courses. The training opportunities have been very well received by residents and consultants, with materials on the nodal anatomy meeting a particular need. It has become clear that we need to develop additional support for
																				training the trainers to deliver basic bronchoscopy and this is being built in to our next ADP.
8. Workforce		NHS Scotland Youth Academy	Continue delivery of the healthcare pathway pilot to 50 students	Conclude delivery of the healthcare pathway plot to 50 students	Q3 Milestones will be informed by the pilot - we will run the programme again	Q4 Milestones will be informed by the pilot	Other - success of this programme is dependent on	Ability of local partners to recruit learners, and to keep	We have a Project Lead in place who is	Green	Plot concluded with 23 students, 525 will share their	N/A	N/A	Youth Academy activity is now reported in NES ADP.	N/A			N/A		
		NHS Scotland Youth Academy Through 205, NHS Scotland Youth Academy will deliver a Healthcare Pathway plot qualification for senior phase school students. The qualification focuses on three challenge projects: spaces and places, community and wellbeing, and creativity. The	pathway plict to 50 students	pathway pilot to 50 students	plict - we will run the programme again if successful	- we will run the programme again if successful	our delivery partner, SDS	Ability of local partners to recruit learners, and to keep their interest as the programme progresses. Ability of S21 to deliver the programme content.	engaged with supporting all aspects of delivery of the pilot, including evaluation and planning into the following school year.		Plot concluded with 23 students, SDS will share their evaluation of the programme with the Youth Academy Team when it's completer. In Q3, EPG agreed the Youth Academy workstream would move onto the NES ADP so reporting									
		charenege projects: spaces and paces, community and weatering, and createring. The plot started in five regions in academic school year 23/24, with 50 students taking part, and will complete in Q2.24/25, with evaluation of the plot informing activity in							into the rokowing school year.		against this line will stop in Q2. A new line will be added to the									
		Q3 and 4.									Additional result top in Q. A new line will be added to the joint Academy ADP called "Anchor institution Activities" to ensure output of NISSAI is capared within the reporting processes of both parent Boards.									
8. Worldprce		Accelerated Biomedical Scientist Portfolio attainment Creation of an accelerated training pathway for BSc graduates to complete practical portfolio and achieve engistration faster	Continue development of programme	Complete development of programm and educational governance	Deliver accelerated programme	Deliver accelerated programme	Workforce - Recruitment	Ability of Boards to recruit new BMS at the right time to join the training programme. The take up of places is much lower than projected - the demand evidenced by	The Programme will run shortly after graduation. Evolute why take up is to prove	Green	Development progressing as planned	Green	Green	Programme developed as planned with the first cohort of 5 learners recruited to start in Q2.	Green A	unber	Cohort one have completed and recruitment to cohort 2 is slow, it is likely we run a prolonged induction/delayed start whilst 2 of the learners reach the start line.	Amber	Grees	Cohort two started with 5 learners who are progressing well.
		portfolio and achieve registration faster	and a grant and places of	processes.													start whilst 2 of the learners reach the start line.			
8. Worldprce								in learners in the programme	barriers we can overcome.											
8. Workforce		Support for High Volume Cataract whices To support the limptementation of the Cataract (INCS) Buoprint through the development of digital resources to support technical skills for registered and non registered staff in optifylamology thearses. Research and development of programmes	Complete development of resources and educational governance processes	Deliver resources and monitor use, incorporate feedback into quality improvements	Deliver resources and monitor use, incorporate feedback into quality improvements	Deliver resources and monitor use, incorporate feedback into quality improvements	uster - People will need to actually use the resource	The resources have been requested from within Boards but we will not know take-up until they are published- there is always a risk online resources will not be used	we will co-create and use the NHSSA SALDR to ensure resources are relevant and meet the Intertified need	Green	Development progressing as planned with development of resources almost completed, for launch in July	Green	wheen	Resources were published in this Q with early uptake from Boards: 38 learners so far.	Ginen G	reis	I nese resources were used by 46 learners in the quarter.	Press.	Green .	these resources were used by 75 learners in the quarter.
8. Workforce		vereneyseens se warde resources to support technical seas for registered and non registered staff in ophthalmology theatres Research and development of programmes	Take scoping gapers, SBARs and huminant	Take scoping papers. SBARs and	Take scoping papers, SBARs and	Take scoping papers, SBARs and huminess	Finance - Funding not yet agreed (or requested)	there is always a risk online resources will not be used There may not be funding or availability of the people we need to deliver programmes that are commissioned in-	Millinated at project level as part of the	Grees	Development of potential new workstreams progressing as	Green	Green	Development of potential new workstreams progressing	Green	iceen	Development of potential new workstreams progressing	Green	Grees	Development of potential new workstreams
			Take scoping papers, SBARs and business cases through established governance processes when each stage of research is	business cases through established governance processes when each	business cases through established governance processes when each stage	Take scoping papers, SBARs and business cases through established governance processes when each stage of research is	Workforce - Recruitment	need to deliver programmes that are commissioned in- year, it may be difficult for service to release learners to	initiation and commissioning process		capacity allows			as capacity allows - currently prioritising cataract immersion training, ear care, and dysfunctional breathing			as capacity allows - currently prioritising cataract			progressing as capacity allows - currently prioritising
		projects to support accelerated training for groups including clinical engineers, clinical perfusionists and congenital echocardiographers. An initiation process is in place for new workstreams and if business cases for these projects are approved they will be	complete	s governance processes when each stage of research is complete	governance processes when each stage of research is complete	complete	Other - timely procurement	year, it may be difficult for service to release learners to take part in NHSSA programmes						training			immension training, echocardiography, and breathing pattern disorder training.			cataract immersion training and breathing pattern dworder training.
8. Workforce		new workstreams and in bullness cases for these projects are approved they will be added into the ADP template in year. Anchor institution Activities	Skills and Simulation Centre to host local	Princes Trust Learners to be hosted in	Detail to follow	Detail to follow	Other - ability to accommodate requested activity in addition to delivering NHSSA programmes.	Expectations management - we will be careful not to ove commit our resources.	Mitigated by planning to make use of spare capacity at less bust times in programme delivery	Green	Anchor institution activities delivered	Green	Green	The NHGSA team hosted 60 young people from 53 to 55 at the NHGSA careers fair (using the Skills an Simulation	Green G	ireen	No activity was delivered in the quarter, though planning took place for a schools visit at the start of Q4.	Green	Green	We hosted a visit from local school students in January
		Jacket prot the Act Centralises in Walk. Ancher Institution Activities NHISSA supports the parent Boards as Anchor Institutions. NHISSA does this by funding two support roles in the Youth Academy in NES, and by hosting activities within NHIS GL	schoolchildren who entered GI art competition. Skills and Simulation Centre to host visit from West College Scotland.	Skills and Simulation Centre with activities provided by NHSSA educators.			adation to delivering NHGSA programmes	commit our resources.	capacity at less bust times in programme delivery					the NHKu careers fair (using the Skills an Simulation Centre).			took pace for a schools visit at the start of Q4.			We hosted a visit from local school students in January and a group from the Kings Trust in February, both within the Skills and Simulation Centre with our Simulation Technicians sharine their caneer journeys.
			to the own were carego scotand.											The NHSSA team delivered a career-curiosity day of for 1/ 30 year olds through the Princes Trust.	6					and a second state of the
8. Workforce		Central Decontamination Unit training NHESA has created as accelerated online education and training programme for Band 2 – 4 Health Care Scientists recently employed in Central Decontamination Units				We will commence delivery of this programme in Q4 so this line has been added to the ADP this quarter.	Workforce - Recruitment and retention. Other - capacity.	Workforce - Recruitment and retention of new staff into band 2-4 roles in central decontamination units.	Recruitment risks and responsibilities sit with employing licards but we liaise regarding required recruitment timelines for new staff to join shortly before our start dates	N/A		N/A	n/A		N/A N	4/A		n/A	Grees	Cohort one was opened with 6 learners enrolled, who are progressing well. Their feedback will influence
		 – n means care sciences recency employed in Central Decontamination Units (CDU). 				maned to the AUP this quarter.	Other - capacity.	Other - Sufficient capacity to develop new programmes whilst managing delivery and review of all existing	join shortly before our start dates	1										name setators on the programme.
								programmes.	We will explore how we can support for staff											
								issue - there is a lot of demand from workplaces that hav had staff who wanted to enrol on this programme but do	time and capacity allow.											
								Issue - there is a list of demand from workplaces that have had staff who wanted to even of on this programme but die not meet the entry criteria as many had been in post for several years so the programme is not pitched for them.												
L				1	1	1	1	1	1	1	1	1		1	1					