# NHS Golden Jubilee

### **Meeting: NHS Golden Jubilee Board**

### **Meeting date: 27 November 2025**

### **Title: Update from NHS Scotland Academy (NHSSA)**

### **Responsible Executive/Non-Executive: Kevin Kelman, Director NHSSA, Learning & Innovation NES**

### **Report Author: Jeanette Stevenson, Associate Director NHSSA**

## 1 Purpose

### This is presented to NHS Golden Jubilee Board for:

### Awareness

### This aligns to the following NHSScotland quality ambition(s):

* Safe
* Effective
* Person Centred

## 2 Report summary

## 2.1 Situation

NHSSA Executive Group noted the attached update on NHSSA projects at its meeting on 29 October 2025, prior to the update being submitted to committees of the Parent Boards for information.

## 2.2 Background

NHSSA provides this update to each meeting of the SPGC.

## 2.3 Assessment

Each project is reported on separately in the report.

### 2.3.1 Workforce

NHSSA programmes are creating additional capability in the workforce. To do this we need to have sessional faculty released to deliver training, or to supervise practice and assessments, and this is difficult for many Boards.

### 2.3.2 Financial

NHSSA is funded by SG, with some projects funded by other routes, through from central SG sources.

### 2.3.3 Risk Assessment/Management

Risk management for NHSSA is overseen by the Executive Programme Group as NHSSA sits within both Boards

### Other impacts

### 2.3.5 Communication, involvement, engagement and consultation

The Board has carried out its duties to involve and engage external stakeholders where appropriate:

State how his has been carried out and note any meetings that have taken place.

* Each project has an appropriate group of stakeholders involved

### Route to the Meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

* NHSSA Executive Programme Group, 29 October 2025
* Strategic Portfolio Governance Committee, 4 November 2025

## 2.4 Recommendation

State the action being requested. Use one of the following directions for the meeting. No other terminology should be used.

* **Awareness** – For Members’ information only.

## List of appendices

The following appendices are included with this report:

Appendix 1, Project Dashboard



**Appendix 1**

NHS Scotland Academy Programme Dashboard: Progress Report

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **ID** | **Project** | **Status** | **Elevator Pitch** | **Update for Executive Programme Group 1 Oct 2024 (covering the period July 24 to Oct 24)** |
| **3** | [National Assistant Practitioner (Endoscopy) Programme](https://www.nhsscotlandacademy.co.uk/education-and-training/national-assistant-practitioner-programme-endoscopy/) | Delivery | To deliver accelerated training for 80 HCSWs, currently working at career level 2 or 3, equipping them to function at career level 4. | Recruitment for cohort 4 complete, commencing 1st October 24. Five Assistant Practitioner's & 9 Registered Nurses’ applied. A promotional video is awaiting approval and close to release. A further 2 Assistant Practitioners have completed their SVQ award this month. |
| **2** | [National Endoscopy Training Programme (NETP)](https://www.nhsscotlandacademy.co.uk/education-and-training/national-endoscopy-training-programme-netp/) | Delivery | The quality of endoscopy in Scotland falls below that of European peers with resulting lower cancer detection rates. The National Endoscopy Training Programme aims to develop a faculty of 50 endoscopists who deliver high-quality training to national (JAG) standards in colonoscopy and upper GI, at endoscopy and simulation units throughout Scotland, enabling services to be developed, using a whole-team approach and significantly reducing waiting lists and wait times for endoscopy services. | **Upskilling endoscopists:** Team will deliver a one day upper GI Best Practice to the team in Dundee on 28th October for all of their local faculty. A similar request has been received from NHS Grampian. **Supporting Basic Skills courses**: Dundee have cancelled BUGI (Basic Upper GI) in November. JAG (Joint Advisory Group for gastrointestinal endoscopy) are committed to visiting sites delivering Basic Skills to check on quality. GJ visit confirmed for 5th November. JAG have also gathered information on course programmes and content for Basic Skills as part of UK review. The 50 places previously funded in Dundee by NES will no longer be supported. Doctors in training that this impacts, have been informed by their TPDs (Training Programme Directors).  **Delivering Immersion Training:** two rooms at GJ planned from 4th November with trainers and trainees booked until end of the year. 60 learners have completed at least two weeks of immersion with several more having completed one week and have second week booked. Plans may be effected by availability of Basic Skills funding with the immersion programme supporting accreditation currently. **Endoscopy non-technical skills**: First course within GJ sim centre was delivered in August. Next course is also at GJ in November. Faculty being secured for 2025 dates, with 7 course planned and continued interest in the programme.  **Other Projects:** New unit at GJ: opened successfully on 2nd September with one room. All faculty very positive about new working environment. AV kit commissioned over 12th and 13th September with training carried out on 16th. EHealth and Medical physics have been very supportive of commissioning and system being put into use. JAG Accreditation: Highland hopeful of accreditation by end of the year. Golden Jubilee will now need to arrange date for environmental inspection to maintain accreditation in new unit. Programme Lead will raise reminder at next Endoscopy User Group. Endoscopy Simulator: one scope broken for static simulator and awaiting service visit to repair. Mobile simulator being transferred from D&G to GG&C (Queen Elizabeth) where they have identified monthly training time for trainees. Polypectomy Event: over 85 learners booked to date. Planning going well. Endoscopy Reporting System: progressing, with GJ expecting to implement before end of the year. JETS Academy: over 80 learners now added to site with ability to export information to excel for overview of numbers and courses. Some discussion with team around options to have overview of course bookings too. CSfD Delivery Group: first meeting end September, with Programme Lead having a regular slot to update group on NETP progress. |
| **4** | [National Treatment Centres’ Accelerated Workforce Programme: Foundations of Perioperative Practice](https://www.nhsscotlandacademy.co.uk/education-and-training/national-treatment-centres-accelerated-workforce-programme-foundations-of-perioperative-practice/) | Delivery | To develop the workforce for National Treatment Centres by delivering an accelerated training programme, over 31 weeks, to enable band 5 nurses to work in perioperative settings. | Cohort 9 have now completed block 2. Cohort 8 has completed and signed off as achieved, one learner remains outstanding. Cohort 10 has been identified at risk due to lack of occupancy numbers despite further engagement with the boards to highlight NHSSA FPP programme dates. |
| **5** | [National Treatment Centres’ Accelerated Workforce Programme: Anaesthetic Practitioners](https://www.nhsscotlandacademy.co.uk/education-and-training/national-treatment-centres-accelerated-workforce-programme-anaesthetic-assistants/) | Delivery | To develop the workforce for National Treatment Centres by equipping staff from a range of professional backgrounds to support surgical services. | The programme is now in its 6th cohort and is at full occupancy. The annual report for this programme will be submitted to Oct 24 Executive Programme Group. Project planning identified risk due to staffing changes and imminent maternity leave, there is a shortage of educators who are qualified to deliver the AP programme. This poses a potential challenge over the coming months, due to staff geographical location, particularly as we move into the winter period. Development plan made to increase educator knowledge, skills and capability. |
| **6** | [National Treatment Centres’ Accelerated Workforce Programme: Surgical First Assistants](https://www.nhsscotlandacademy.co.uk/education-and-training/national-treatment-centres-accelerated-workforce-programme-surgical-first-assistants/) | Delivery | To develop the workforce for National Treatment Centres by equipping staff from a range of professional backgrounds to support surgical services. | Cohort 2 are continuing and progressing well with ePortfolio and assessment items. Cohort 3 will commence in early October with 5 learners, risk identified of low uptake. Promotion and increased communications/social media undertaken to increase awareness of programme. |
| **7** | [National Clinical Skills for Pharmacists' Programme](https://www.nhsscotlandacademy.co.uk/education-and-training/national-clinical-skills-for-pharmacists-programme/) | Delivery | Equipping pharmacists who have completed their Independent Prescribing qualification with the skills and confidence to begin prescribing, reducing pressure on GP services. | Ongoing programme delivery with good continued uptake and positive programme feedback. Data collation phase of joint University of Dundee/Academy research study on impact of programme now nearing end. Data analysis to follow. |
| **8** | [NMC OSCE Preparation (Digital learning programme)](https://www.nhsscotlandacademy.co.uk/education-and-training/nursing-and-midwifery-council-nmc-objective-structured-clinical-examination-osce-preparation-digital-learning-resources/) | Delivery | Supporting Boards who have recruited nurses from outside the UK, by helping with preparation for NMC OSCEs. This will help the nurses to gain registration so they can practice independently as quickly as possible **(Phases 1-3)**  **Phase 4:** Creation of a Once for Scotland digital resource as a starting point for reflection and transformation through the promotion of psychological safety and cultural humility within the health and social care workforce | International Recruitment figures have remained low with no indication from Scottish Government regarding ongoing funding. Annual Review and minor updates completed. OSCE digital resources continue to have good uptake. Awaiting final approval sign off of Data Protection Information Assessment to launch OSCE dashboard. Cultural Humility resource has very good uptake. Annual Review commencing in October. Proposal and protocols for qualitative research study exploring changes in attitudes and behaviours following CH resource completion is in progress. |
| **9** | [Preparing for work in health and social care in Scotland (Digital learning programme)](https://www.nhsscotlandacademy.co.uk/education-and-training/preparing-for-work-in-health-and-social-care-in-scotland/) | Delivery | Supporting Boards and Social Care providers in winter 2021, by providing a digital resource that enables people new to roles in health and social care to be well-prepared. The resource is suitable to be used after interview but before starting work, whilst HR processes are underway, and it is a stop-gap resource whilst the national commission on induction for HSCWs is ongoing | Resource has now surpassed 10,000 learner uptake and continues to receive good feedback. Resource landing page has been improved in collaboration with NES Social Care Directorate Senior Educator to optimise learner experience from this sector. A NES Social Care team member will also support the upcoming annual review process in early 2025 to ensure modules remain inclusive and relevant. |
| **13** | [National Ultrasound Training Programme](https://www.nhsscotlandacademy.co.uk/education-and-training/national-ultrasound-training-programme/) | Delivery | Increase Ultrasound capacity in NHS Scotland by supporting Boards to train ultrasonographers through a hub and spoke approach and use of dedicated practice educators, in partnership with Glasgow Caledonian University. | As of 20th September 2024, NUTP has welcomed 72 learners (26 sonographers and 46 speciality trainee doctors). This academic year, we are to welcome our first Gynaecology nurses to the programme. 9687 patients have been cared for (11861 examinations). Progress on expansion from 1st October: new equipment has been installed, temporary accommodation sourced and a new member of faculty has been recruited for musculoskeletal US which complements our portfolio of US specialities. Additional masterclasses have been fully subscribed and a total of 129 have attended masterclasses bringing the total number of learners to 201. BMUS abstracts for both poster and oral presentations on the work of NHS Scotland Academy NUTP have been accepted. |
| **14** | [Ophthalmology: Cataract Training for teams](https://www.nhsscotlandacademy.co.uk/programmes/high-volume-cataract-surgery/) | Development | To support the implementation of the Cataract (HVCS) Blueprint through the development of digital resources to support technical skills for registered and non-registered staff in ophthalmology theatres. | Digital resources have been launched and have had steady uptake on TURAS Learn. Equality Impact Assessment complete. Stakeholder meetings now complete. Resource has been presented to Executive Programme Group, NHSSA Reference Group and SSDG during Aug-Sept. |
| **15** | [Bronchoscopy Training](https://www.nhsscotlandacademy.co.uk/programmes/national-bronchoscopy-and-endobronchial-ultrasound-ebus-training-programme/) | Delivery | To deliver training to around 45 individuals in basic bronchoscopy, and between 36 and 48 individuals in endobronchial ultrasound and transbronchial needle aspiration of mediastinal lymph nodes over the two year period. | Version 4 of training pathway is out for consultation with working group. Training the trainer has been moved to March to run alongside EBUS course for trainees. This will form part one of the Train the Trainer and act as upskilling for current trainers with part two being similar format to the GI course. |
| **18** | Decontamination Roles | Delivery | Explore opportunity and confirm an enhanced pathway to recruit, retain and train decontamination staff for NTCs, including opportunities to promote careers, alongside meeting service needs. | Short Life Working Group in progress, with completion of learning design process (NHS Scotland Academy Learning Design Roadmap - SALDR). Phase 1 content (introductory level) has been written and is undergoing final revision. Our team (MH/TJ) will be going into Clinical Decontamination Units from mid-September onwards (possibly GJ with appropriate permission) to film video and still images for use within the programme. It is envisioned that the first phase of the programme will be complete by late September with a view to going to scrutiny early in October. Educational Governance Panel (NES) planned for November. Moodle is the delivery platform of choice due to both its flexibility and enhanced functionality for delivery of the assessment strategy. Data Protection Information Assessment in progress. |
| **28** | Assistant Practitioner Peri-operative Practice | Development | Explore the workforce requirement and need for this role and the opportunities for acceleration and articulation into BSc ODP programme (Year 2) | Cohort 4 has commenced and completed block 1 & 2. Cohort 1 has now completed their SVQ award and x1 from Cohort 2 has completed Both trainee assessors have now obtained their SVQ assessor award. The annual review has been undertaken in accordance with governance processes. |
| **29** | Biomedical Scientists | Development | Creation of an accelerated training pathway for BSc graduates to complete practical portfolio and achieve registration faster | 1st Cohort launch scheduled for Oct 8th with recruitment deadline 23/09. All 3 laboratory engagement events complete with good uptake. Digital programme development nearing completion and has been shared with members of stakeholder group for feedback. Further presentation to group on 19/09. Equality Impact Assessment now complete and triage complete for Data Protection Information Assessment, awaiting confirmation from IG whether full Data Protection Information Assessment will be required. |
| **31** | Support for Ear Care | Exploration | Creation of an accelerated training programme for micro-suctioning ear care training for registered nurses working in Primary and Acute Care | Short Life Working Group in progress for the collaborative development of the Business Case which will go to the Executive Programme Group on 28 November 24 |

JKS/CG, NHS Scotland Academy, 23 September 2024