



WALES CYNGOR CYMRU

for Nursing, Midwifery & Allied Health Professions Education
ar gyfer Addysg Nyrso, Bydwregioeth & Phroffesiynau Cysylltiedig o'r Iechyd



Cyngor

Working together to provide world class health professionals for Wales

Priorities for health education and research in Wales



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DEVELOPING THE FUTURE WORKFORCE

Planning and commissioning

The recommendations made by the Health Professional Education Investment Review in Wales (HPEI) identify the need for changes to workforce planning and commissioning if the system in Wales is to be fit for the future. One of the recommendations is for the establishment of a single independent commissioning body, to address workforce planning and development as well as commissioning education and training in Wales.

Cyngor believes the introduction of such a body will ensure a collaborative and united approach to workforce, service planning, development and delivery.

The next Welsh government should continue to support and take forward the key recommendations from the HPEI review, which will ensure a health education system that will better serve both patients and staff in Wales.

We call for:

- Cyngor to be fully involved in the development of future health policy and strategy, particularly in designing bodies with a remit for workforce planning and education commissioning at national and UK level.
- The introduction of a single independent commissioning body with a clear mandate to introduce greater coherence and consistency in workforce planning and commissioning across the different health professions.

About Cyngor

Cyngor is the authoritative voice for nursing, midwifery & allied health profession (AHP) education and research in Wales. As an organisation it occupies a unique position, representing all health departments in Welsh Higher Education, and works collaboratively with NHS Wales, Welsh Government and the Council of Deans of Health UK. These are our priorities for health education and research in Wales.

Cyngor is made up of representatives from six universities in Wales, with engagement from Health Boards, the Royal College of Nursing, Welsh Government and NHS Wales Workforce, Education & Development Services (WEDS).

Cyngor is a resilient, innovative force committed to supporting a stronger, sustainable NHS through health education and research. Cyngor

recognises that a workforce able to deliver integrated services across health and social care must be developed if the future needs of patients in Wales are to be met.

Cyngor is passionate about providing world-class education for the NHS workforce through:

- Developing the future workforce
- Investing in our current workforce
- Innovation and Research

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Preparing for future health and social care needs

Together for Health (WG, 2012) sets out the strategic direction for integrated health and social care in Wales. Integrated care, delivered in the community setting underpins the strategy.

The future workforce must have the knowledge and skills to be able to function in such a setting. A number of factors are key to meeting the strategic vision of the NHS in Wales, including interprofessional education and the development of new practice placement capacity. To support a truly multidisciplinary education approach, targeted investment is needed and traditional funding arrangements will need to change.

Recruiting the best

The future of healthcare in Wales is dependent on attracting the right people into our undergraduate programmes.

In Wales, applications across all health professional undergraduate programmes exceed the number of places available. However, these vary according to the profession, leaving some professions more vulnerable to changes in support.

Whilst some universities in Wales attract predominately school leavers from across the UK, others recruit locally and these tend to be women with families who have previous labour market experience. Both are equally important to the development of our future workforce.

Funding pre-registration education

Work is already under way looking at our current education funding arrangements, for example, the establishment of a HPEI review panel and the Diamond Review. The involvement of Cyngor in all health education funding and wider education reviews is vital.

Cyngor recognises the challenges ahead for Welsh Government in reconciling public funding pressures with increasing demand for health professionals. Although the Government in England has opted to move from grant funding to loans, the potential impact of the removal of the bursary system in Wales could have a profound effect on many health professions, including clinical placement provision and the attractiveness of smaller, more vulnerable professions. In this context, Cyngor is a key stakeholder in supporting Government developed sustainable education funding models across nursing, midwifery and the AHPs.

We call for:

- The involvement of Cyngor in current and future health education funding and wider education reviews.
- Support for interprofessional education through targeted funding.
- Greater focus on increasing the range and quality of practice learning opportunities.
- The maintenance of traditional routes of entry into our universities, whilst ensuring greater flexibility within the current educational programmes to support part-time courses, widening access and postgraduate pre-registration provision.
- Support for a properly funded education system for the development and delivery of world-class health education opportunities.

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INVESTING IN OUR CURRENT WORKFORCE

84,000 people are directly employed by the NHS in Wales. The promotion of life-long learning opportunities for NHS staff is therefore central to the future success of the NHS in Wales. Funding for health professionals' postgraduate education and CPD can no longer be viewed as optional by NHS organisations, particularly since investment in our staff will ensure Wales retains and attracts the best health professionals.

Professional development opportunities are also vital at all levels of the health and social care workforce. Cyngor supports the development of education pathways for healthcare support workers including the development of opportunities to allow support workers to transition into education to become registrants.

To achieve these aims, postgraduate education and Continuing Professional Development (CPD) must be aligned to the strategic direction of the NHS in Wales, particularly as the aspiration for greater integration between health and social care will see an increase in the delivery of care in primary and community settings. Changes to service delivery have led to the development of new roles across health and social care. We need to adopt a coordinated approach to the development of new roles, which must be underpinned by robust educational programmes.

All the health professions in Wales have embraced developments in advanced practice to support the change in service delivery but all health and social care organisations must continue to support and promote advanced practice if we are to meet the needs of the patients in Wales. Advanced practice must be evidenced based, research focused and accessible to all health professions.

Success will also depend on getting the balance right between local flexibility and appropriately structured career pathways. In particular, funding arrangements



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PROMOTING INNOVATION AND RESEARCH



must be improved and used innovatively, for example, giving access to all health professions to some of the postgraduate opportunities currently only open to doctors.

We call for:

- Support for postgraduate education and CPD for all health professionals, putting staff development at the heart of the NHS in Wales.
- A focus on primary and community based postgraduate and CPD programmes to ensure our current workforce has the skills required to meet the needs of patients.
- Support for flexible access, planning and delivery to postgraduate and CPD programmes across the health professions in Wales.
- Improvements to the traditional funding arrangements to ensure equity across all professions within NHS Wales.
- Development of healthcare support workers' education pathways and transition to enable appropriately qualified staff to access pre-registration programmes.

Research underpins education and generates innovation and knowledge which transforms healthcare practice. Research led by nurses, midwives and AHPs in Wales has had impact on outcomes for people using health and social care services in areas including stroke rehabilitation, implementation science, interprofessional communication and healthy ageing.

Welsh Government has also invested in nursing, midwifery and AHP clinical academic research capacity, bringing research closer to patient care; to support this the Research Capacity Building Collaboration Wales (RCBC) was established in 2006. RCBC is supported by all six universities in Wales represented on Cyngor.

To meet the changing health needs of the population in Wales, it is clear that research led by nurses, midwives and AHP must be supported through sustainable funding and that innovative means to protect and grow research funding for the health professions must be found.

Welsh Government should also prioritise strengthening the RCBC scheme and work with the NHS to embed these posts further into health services across Wales.

We call for:

- Further support, development and protection for research funding, which underpins education and innovation in health service delivery
- Exploration of innovative ways of protecting research funding, one example, considering the model used in Scotland, where the research budget for health is held by the commissioning body.
- Continuing the development of clinical academic research capacity through prioritising the strengthening of the RCBC scheme.



Council of Deans of Health
Woburn House, 20 Tavistock Square
London WC1H 9HD
0207 419 5520

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