

The voice of UK university
faculties for nursing, midwifery
and the allied health professions

Advancing
excellence in
healthcare
education
for over
20 years

- Influencing policy UK-wide
- Securing sustainable funding
- Fostering leadership & innovation



The Council of Deans of Health represents the UK's university faculties engaged in education and research for nurses, midwives and allied health professionals. At any one time our members will be educating around 110,000 future and registered health professionals.

Manifesto: 2019 election

November 2019

Universities are working to ensure that nurses, midwives and allied health professionals are equipped to meet our population's health challenges and lead innovation in clinical practice. The next Government and political parties across the UK will need to work in partnership with the healthcare education sector to grow and shape the workforce and research environment.

We call on Government to:

- sponsor continued high-profile recruitment campaigns for all healthcare professions
- ensure healthcare students receive adequate financial support
- invest in clinical placement capacity and placement support for students
- sustain funding for our disciplines
- provide long-term strategic funding for continuing professional development
- invest in teaching and research opportunities for healthcare staff to build the academic workforce
- involve universities in workforce planning at local, regional and national level
- commit to continued investment in European and international health research collaboration and student and staff exchange programmes
- provide increased and sustained investment in healthcare research

THE COUNCIL IN NUMBERS



84



MEMBER INSTITUTIONS

representing providers of higher healthcare education and research in England, Northern Ireland, Scotland & Wales.

110,000



STUDENTS

studying pre-registration courses nursing, midwifery, and the allied health professions.

- 74,000 Nursing
- 8,000 Midwifery
- 27,000 Allied Health

8,000



ACADEMIC STAFF

within nursing, midwifery and the allied health professions.

£75m



RESEARCH GRANT INCOME

within nursing, midwifery and the allied health professions in 2017/18

Grow the workforce

Ensuring that we have the right number of nursing, midwifery and allied health profession students is crucial for future healthcare delivery. The NHS Long Term Plan and People Plan require sustained growth in domestic workforce supply to reduce vacancy rates and meet the NHS's ambitions for disease management and population wellbeing. University-based degree level education is the best route to grow the healthcare workforce at scale and pace. Universities must be included in workforce planning at local, regional and national level.

To achieve and sustain growth we need:

National marketing campaigns that are repeated annually and extended to encompass the allied health professions. We also need continued targeted campaigns and interventions for the most vulnerable professions and to increase diversity in the healthcare workforce.

Changes to funding support for healthcare students to support recruitment and student retention.

Healthcare courses are unique, due to course length and intensity and placement requirements. Healthcare students therefore require more financial support than most to access and complete their studies.

- healthcare students should be given non means-tested maintenance grants
- recruitment to healthcare careers and staff retention could be bolstered by the introduction of tuition loan repayment schemes linked to service
- postgraduate pre-registration students should receive dedicated support for maintenance costs and tuition fees
- work is urgently needed to improve timely access to support for placement costs, childcare and hardship.

Existing support for healthcare students must be extended to encompass paramedic students.

Funding to support placement infrastructure to sustain growth in placement capacity, extended to reach more employers and to encompass the allied health professions. Placement capacity can act as a constraint on the number of student places available in some areas.

The 'non-medical placement tariff' paid to employers providing placements for students is only £3,270 per

FTE student, much lower than that provided to medical students, and should be increased for healthcare education and specifically earmarked to support students on placement. It should also be extended to cover paramedic placements.

Sustain funding for our disciplines

Nursing, midwifery and allied health profession education is more resource intensive than average university degrees. **The costs of educating healthcare professionals must continue to be met.** If the Government reduces the student contribution to higher education, it must guarantee a commensurate increase in public subsidy for healthcare courses to ensure sustained high-quality provision. Universities need stability and certainty to invest for the future.

Develop professionals

The recent announcement of reinvestment in continuing professional development (CPD) is welcome; **Government must now ensure continued, sustained and strategic CPD funding for the existing workforce.**

Investment is crucial to support service improvement and staff retention and is made more important by recent and proposed changes to regulatory standards of proficiency for the healthcare profession workforce, including the new future nurse standards.

We need an academic workforce to educate future professionals. This requires adequate investment in teaching qualifications and research opportunities for the healthcare workforce.

Make apprenticeships work

Apprenticeships can widen access to healthcare careers. However, the pool of potential apprentices is limited, and regulatory obstacles and employer costs restrict growth.

Increased regulatory flexibility is needed for employers and educators in order to grow the delivery of apprenticeships.

The apprenticeship levy should continue to be spent solely on the costs of education, rather than staff backfill costs, otherwise the opportunities available to learners will be reduced.

Invest in research and global partnerships

Universities drive research outputs and innovation in healthcare. **Funding to develop research capacity and career pathways for healthcare professionals** must be increased and the Government should ensure that research and development accounts for 3% of the UK's GDP.

Increased funding for clinical research will increase the quality and efficiency of care delivery and help services to adapt to new and emerging population health challenges.

Government must commit to continuing to invest in European and international health research collaboration and funding, particularly after Brexit.

UK healthcare researchers are global leaders and their partnerships are essential to improving health and social care delivery and addressing emerging health challenges in the UK.

Government should continue to fund and support student and staff exchange programmes, including Erasmus+, as these opportunities provide huge individual and societal benefits.

Scotland, Wales and Northern Ireland

In **Wales**, universities and prospective students need certainty regarding future student support arrangements. **Healthcare students should continue to receive dedicated financial support** in recognition of the unique nature of these courses and their importance to the future health and social care workforce.

In **Scotland**, the Council calls for the political parties to **recognise the additional numbers of students needed to ensure the sustainability of the allied health profession workforce.** Increased financial support for providers must be provided to ensure the true cost of delivery is met.

In **Northern Ireland**, the unit cost paid to universities to educate AHP students does not currently meet the cost of provision. **The Department of Health should increase the unit price based on existing evidence to ensure the sustainability of these courses.**