

# Working and Learning together

**Dr Andy Whallett**

**COPMeD Lead Dean for  
Anaesthetics, UK  
Deputy Postgraduate Dean, HEE  
West Midlands**

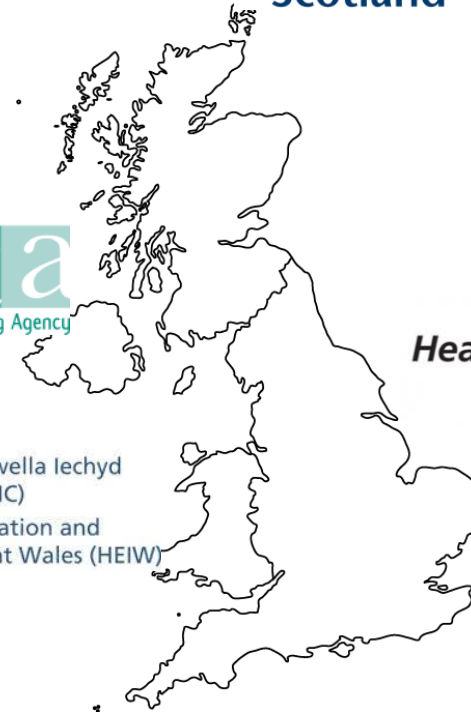
Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)



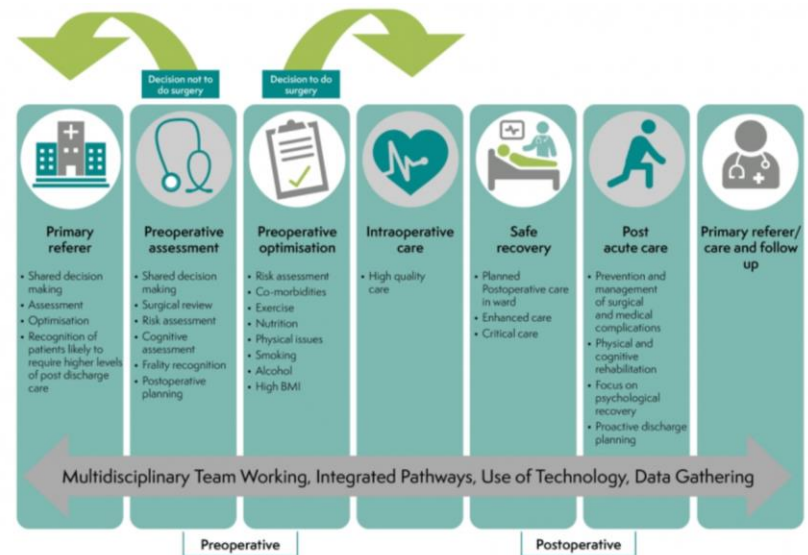
# Four nations

**NHS**  
Health Education England

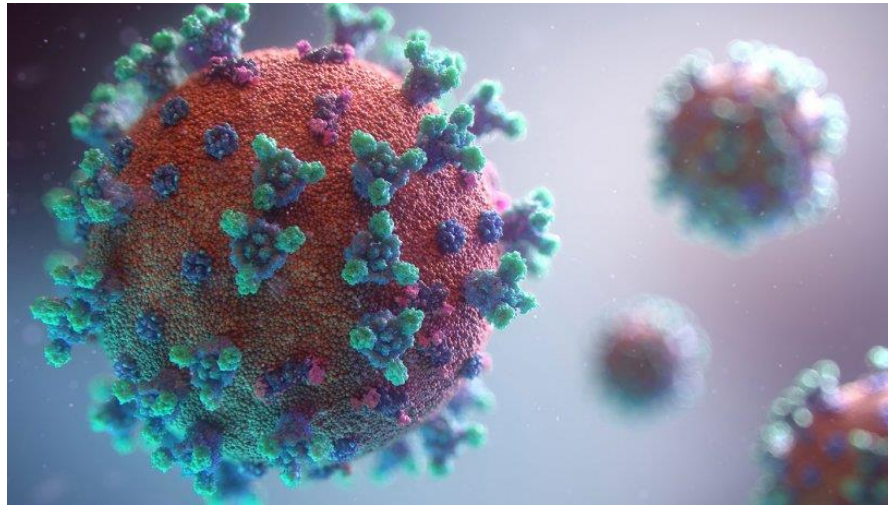


# CPOC themes

- Improve quality of care
- Empower patients
- Support the workforce
- Harness digital technology
- Focus on research and innovation



# Covid



# HEE Future Doctor Report



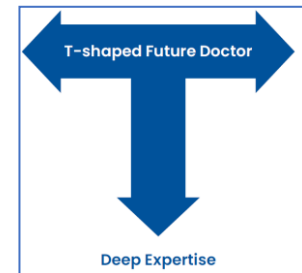


# Why 'The Future Doctor'?





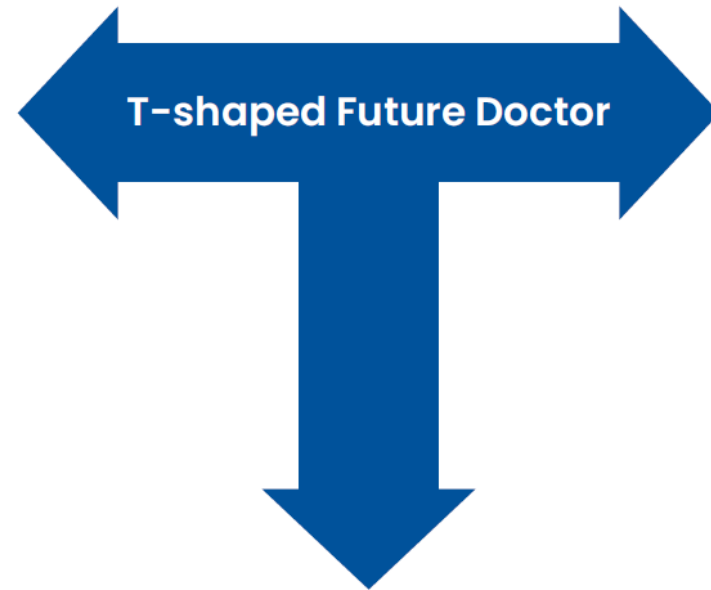
# Key Themes



# The Extensivist and the Generalist

Broad Range of Generalist Skills  
and Cross Discipline Competence

Holistic rather than a  
disease-centred  
approach



Deep Expertise





# The Multi-Professional Approach

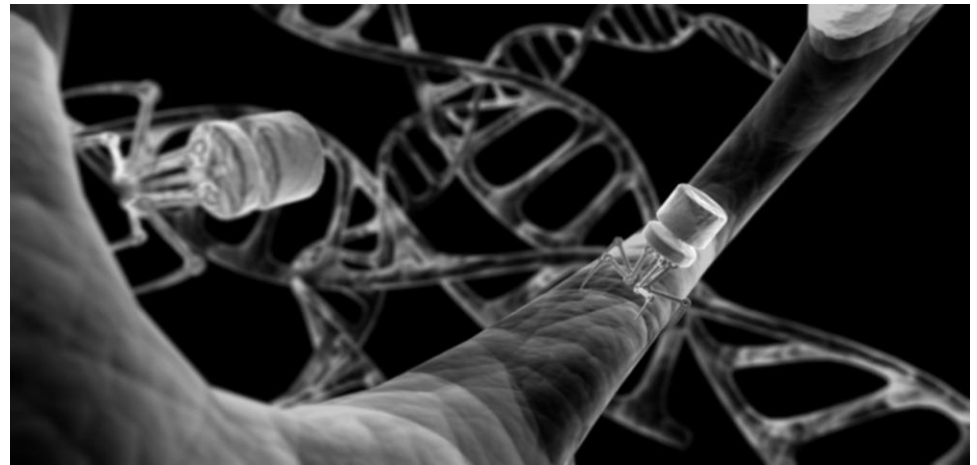
# Working in a transformed clinical team

- Develop skills-based care
- Anticipate new and emerging roles
- Supervise and develop new roles

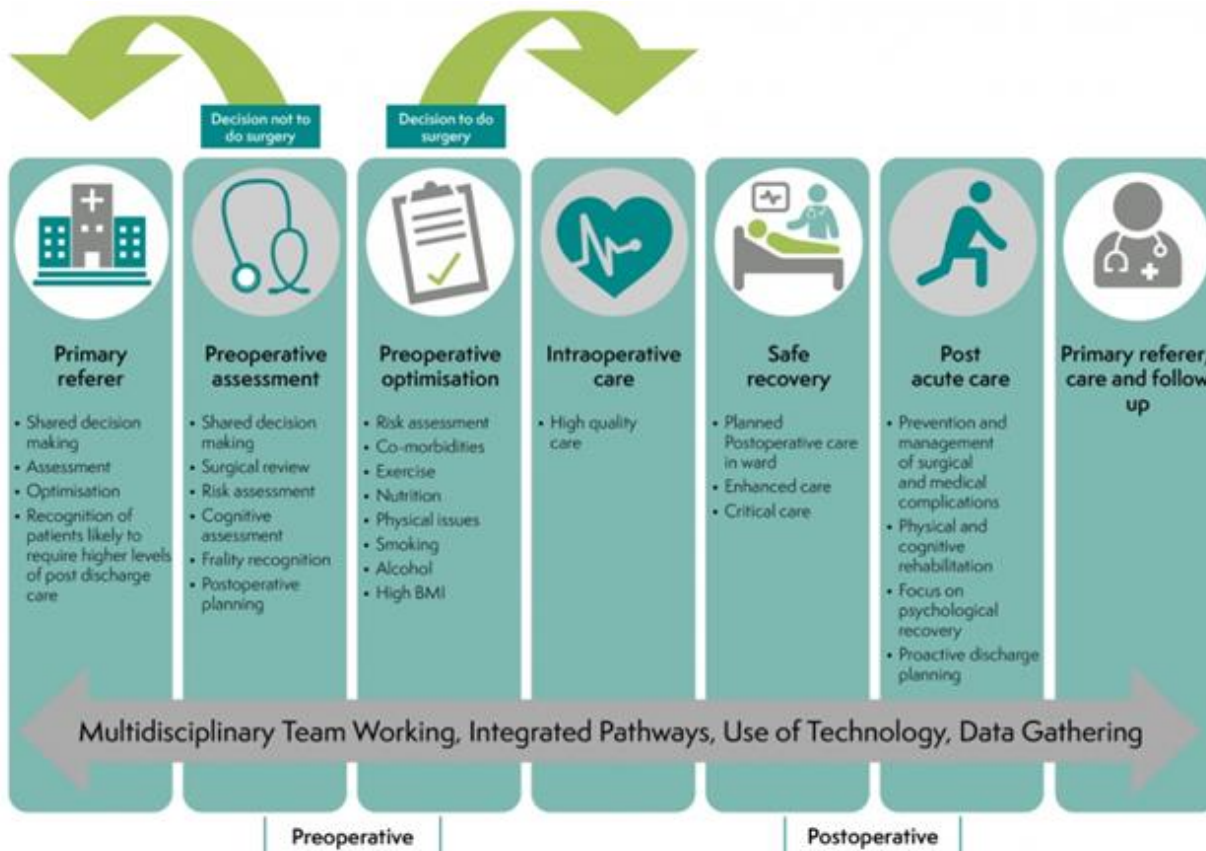


# The Interprofessional Team

- Physiotherapists
- Nurses
- Occupational therapists
- Bioinformaticians
- Precision medicine compounding pharmacist
- Epigenetic counsellors
- Nanomedical engineer
- Lifestyle strategist



# Perioperative workforce



Lots of stakeholders...

# Advanced Clinical Practitioners (ACPs)

- Overseen by national ‘Centre for Advancing Practice’ and regional faculties
- HEI ACP Masters’ courses to be credentialed
- A standardised portfolio
- Directory of advanced practitioners (but ACPs will still need to be regulated by their ‘parent’ profession)



# Medical Associate Professions (MAPs)

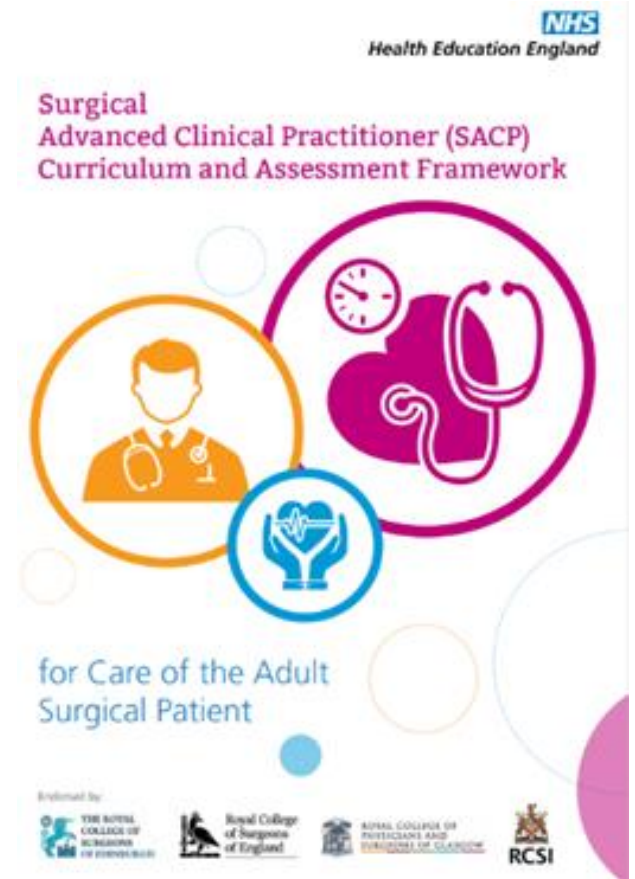
- Includes PAs, AAs, SCPs and Advanced Critical Care Practitioners
- Role profiling
- Currently a voluntary register
- Regulation under consideration with GMC
- Curricula under review





# Surgical Advanced Clinical Practitioner (SACP)

- Developed in response to IST
- Support with a workforce who can facilitate surgical trainees accessing more theatre time
- Focus on both elective and emergency inpatient management (unlike SCP or SFA)
- Online session with HEIs, employers and ACPs planned



# Extended Surgical Team (EST)

- Linked with IST roll-out
- EST pilots in >20 Trusts
- Hope to demonstrate
  - Improved Clinical activity
  - Enhanced surgical training
  - Quality
  - Patient experience and outcomes
  - Team stability



# Team Leadership and Followership

- Lead teams and systems
- Work in teams and develop leadership skills in others



# NHS People Plan

- NHSE/I and HEE July 2020
- Central themes
  - More staff
  - Innovation and working differently
  - Compassionate and inclusive culture



# Asks of Employers and Systems

- Local People Plans in response to National Plan (overseen by regional and system-level People Boards)
- Employers/ICS to devise their own local People Plan
- Metrics to track progress using the NHS Oversight Framework
- HEE, to use data to understand workforce and service requirements and support the attraction and deployment of staff

# Workforce Transformation

- Key function of HEE
- Improve recruitment, retention, deployment and continuing development of workforce
- So workforce is flexible and adaptable workforce
- Multi-professional
- Process of Improvement to meet needs of patients & local populations





# Perioperative pathways = better use of resources

- Multidisciplinary working
- Communication across primary, secondary and community care
- Clear pathways
- Shared decision-making
- ‘Prehabilitation’ and rehabilitation
- Discharge planning; clear discharge information and proactive follow-up after discharge



Impact of perioperative care  
on healthcare resource use

Rapid research review

June 2020

## CPOC and HEE

- Cross-organisational
- Multidisciplinary – reduce silos
- Need to link with other organisations
  - Colleges
  - NHSE/I
  - Employers and ICS

# And finally... an example of CPOC and HEE shared goals

- Perioperative credential
  - Standardised pathways and planned team-working
  - Linking together staff with different specialist skills in the perioperative pathway
  - Providing knowledge and skills
  - Providing a skilled, flexible workforce
  - Encourage recruitment
  - Reduce 'burnout'
  - Improve patient care