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Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Meeting Date	November 2022	Agenda Item	2.1.4
Report Title	Quality Assurance Update - Nursing and Health Professional Education		
Report Author	Education Commissioning and Quality Team		
Report Sponsor	Lisa Llewelyn, Director of Nurse, and Health Professional Education		
Presented by	Lisa Llewelyn, Director of Nurse, and Health Professional Education		
FOI	Open		
Purpose of the Report	To provide the Committee with an update on the quality activity of Nursing and Health Professional Education		
Key Issues	<ul style="list-style-type: none"> • Commencement of new pre-registration programmes • Transition arrangements in transferring Betsi Cadwaladr Health Board placements between Bangor University and Wrexham Glyndwr University • Placement capacity in North Wales will continue to be at a premium between November 2022-May 2023. • Concern about the poor recruitment to the spring cohort of the dispersed learning nursing course at St David's Park has been escalated to Stage 2 (intervention) • Recruitment to September 2022 programmes is down • Strong progress on transitioning University of South Wales (USW) 2021 Midwifery students to the new Midwifery Education Standards 		
Specific Action Required <i>(Please ✓one only)</i>	Information	Discussion	Assurance
			✓
Recommendations	Members are asked to note the progress in implementing the quality performance framework in the new education commissioning arrangements.		

QUALITY ASSURANCE UPDATE – NURSING AND HEALTH PROFESSIONAL EDUCATION

1. INTRODUCTION

The Nursing and Health Professional Education Directorate is responsible for the commissioning, quality assurance and monitoring of pre-registration and post-registration professional education, to meet the current and future NHS workforce need.

This report provides an update on key quality developments since the last Education Commissioning and Quality Committee (ECQC)

2. COMMENCEMENT OF NEW PRE-REGISTRATION EDUCATION PROGRAMME

The new pre-registration education programmes with an Autumn 2022 start date have commenced. This includes most nursing programmes; midwifery, all allied health professional, and all healthcare science programmes. Recruitment to the programmes is reported at 5.1 below.

3. DEVELOPING CLINICAL PLACEMENT CAPACITY

HEIW continues to work with key university, health board and placement providers to enable students/trainees to undertake necessary placement experience to meet the proficiency requirements of their professional programme.

Key quality issues currently include:

- North Wales placement transition and placement capacity (nursing focus)
- Scoping activity in relation to allied health profession placement issues in relation to occupational therapy, physiotherapy, and diagnostic radiography
- Publication of the All-Wales Placement Local Level Agreement
- Facilitation of the development of interprofessional education placements.

3.1 North Wales placement transition and capacity (nursing focus)

Key stakeholder meetings continue in relation to new education programmes for Full-Time and Part-Time BSc/BN nursing programmes and the management of revised placement implications in North Wales. There will be a transition period where Bangor University student cohorts will decrease in size over the next 2-3 years and Glyndwr University student numbers will increase substantially.

Placement capacity remains a concern for a significant number of Bangor University nursing students who did not progress as planned in placements because of pandemic conditions, shielding concerns, or other study interruption reasons. Many are yet to complete the required 2,300 practice hours for NMC registration.

A recent Bangor University Awards Board (Sept 2022) detailed 150+ nursing students who need to make up required practice hours to complete their programmes between Sept 2022-January 2023. Collaborative working between HEIW/ Bangor University/ Glyndwr University/ Betsi Cadwaladr UHB (BCUHB) and urgent operational agreements has resulted in all these students being allocated placements prior to Glyndwr students commencing programmes in January 2023.

A second group of students is predicted to return to the Bangor University nursing programme following the next Bangor University Awards Board (November 2022) due to Interruption of Studies. These students will require placements in BCUHB and/or wider placement providers between Jan 2023 to April 2023, particularly as Glyndwr student numbers will continue to grow. Placement capacity will therefore continue to be at a premium between November 2022-May 2023.

To ensure implementation of placement transition arrangements, HEIW has:

- scheduled '*Quadripartite Placement Group*' meetings between HEIW, university stakeholders and BCUHB leads.
- convened additional '*Operational Placement meetings*' with Bangor University and Glyndwr university teams, to review student placement allocations and shared placement allocation ratios.

3.2 Scoping activity in relation to allied health profession placement issues in occupational therapy, physiotherapy and diagnostic radiography and imaging

Following discussions with stakeholders, HEIW has been alerted to specific anticipated difficulties across Cardiff University occupational therapy, physiotherapy, and diagnostic radiography programmes, in meeting HEIW Annual Placement Plan commitments. There are imminent placement pressures identified that impact on programme commencement dates.

To address placement capacity pressures and to scope innovative placement opportunities across the three specific professions, HEIW has appointed three Programme Managers (6-month posts). These roles will benchmark UK evidence, explore models of supervision and assessment, and make recommendations for placement capacity solutions that support workforce sustainability and regulatory body requirements, across physiotherapy, occupational therapy, diagnostic radiography, and imaging services in Wales.

HEIW has also appointed to a Clinical Learning Facilitator post to address placement capacity concerns within specific Welsh cardiac physiology placement settings.

3.3 Interprofessional education (IPE) placement principles:

HEIW facilitated a meeting with HEI IPE leads and practice education leads from across Health Board organisations to discuss the new contractual requirements of a minimum of 4 weeks of IPE placement. It was evidenced in the meeting that HEIs are taking differing approaches to IPE, which Health Board colleagues were finding difficult to manage and there were differences of opinion about the true definition of IPE.

A HEIW 'Interprofessional Placement Learning Principles' document has been published (Sept 2022) following stakeholder engagement and coproduction. The document provides clarification on the education contract specification on interprofessional learning. The principles have been well-received by HEIs and placement providers across Wales and will provide a focus for organisations to embed interprofessional learning opportunities within healthcare programmes.

4. PHASE 2 STRATEGIC REVIEW OF THE COMMISSIONING OF POST-REGISTRATION HEALTH PROFESSIONAL EDUCATION (SREP2).

There are currently 10 "live" programmes of work within SREP2 . A separate report is provided at agenda item 3.1 at today's meeting on SREP2.

5. QUALITY PERFORMANCE FRAMEWORK

The Quality Performance Framework is designed to capture concerns and drive quality improvement with our partner educational providers.

The annual contract meeting schedule is underway with most performance meetings now complete. Individual and bespoke performance reports, based on the 2021/22 academic year have been produced and reviewed with HEIs. These concentrated on the strategic aims and ambitions of HEIW; the global position in respect of applications, National student survey (NSS) scores; and HEI performance for recruitment, attrition, NSS scores, student demographics, escalated concerns, and improvement plans

5.1 National student survey (NSS) and student feedback

The NSS provides valuable evidence about the learning experience of students. Programmes escalated to Stage 1 (initial) of the performance framework due to poor National student survey performance are listed in appendix 1. In response, HEIs are required to develop an NSS improvement plan for these programmes, which are monitored through the performance framework. HEIW has also scheduled bespoke meetings with students from these programmes to triangulate their learning experience with the HEI improvement plans and gain assurance that students are benefitting from improvements.

5.2 Dispersed Learning & St David's Park

Concern about the poor recruitment to the spring cohort of the dispersed learning nursing course at St David's Park has been escalated to Stage 2 (intervention) where the primary objective is to investigate the concern through collaboration between the education provider, HEIW and where appropriate, the Health Board.

5.3 Programme Fill Rates

The final fill rates for the Autumn 2022 cohort as at 1st of Nov 2022, are shown below. This excludes Spring 23 commissions.

Across all Welsh HEIs, there was under-recruitment against commissioned places for all nursing fields. Of particular concern are adult and learning disability nursing. HEIW has met with all Universities to discuss their actions to maximise future recruitment for all health education programmes. Initiatives are already underway to improve recruitment to spring cohorts in 2023 and learning disability nursing programmes.

Recognising that Universities have extensive recruitment campaigns, HEIW along with Health boards, further education colleges and other key partners has established a Steering Group, jointly chaired by HEIW and the Council of Deans to collaboratively review and improve future student recruitment. Four task and finish groups have been set up to develop plans in relation to:-

- National campaigns
- International recruitment
- Spring cohorts
- Niche markets

September 2022 Recruitment

Programme	Commission	Recruitment	%
Nursing - Adult	1004	885	88%
Nursing - Mental Health	275	249	91%
Nursing - Child	157	137	87%
Nursing - LD	57	29	51%
Midwifery	150	149	99%
Physiotherapy	113	116	103%
Physiotherapy (PG)	43	43	100%
Occupational Therapy	144	147	102%
Occupational Therapy (PG)	22	20	91%
ODP	49	47	96%
S<	49	48	98%
Dietetics BSc	46	45	98%
Dietetics PG Dip/MSc	20	19	95%
Podiatry	28	28	100%
Physician Associates	54	48	89%
Paramedics	86	85	99%
EMT Paramedics	30	29	97%
Dental Hygiene	31	31	100%
Dental Therapy	11	11	100%
Clinical Psychology (PG)	36	36	100%
Diagnostic Radiography	152	147	97%
Therapeutic Radiography	26	25	96%

Healthcare Science / BMS	104	100	96%
Nursing - Dispersed Learning			
Nursing - Distance			
TOTAL	2687	2474	

5.4 Attrition

Attrition has traditionally been collected and reported for all commissioned programmes. In the 2022 contract, the performance indicator defines attrition as the number of students who do not complete or finish the course measured on an annual basis. Attrition includes withdrawals and any student on interrupted study that does not have a confirmed date to return within 12 months.

It is important that we understand the reasons for attrition, its prevalence by socio-demographic reasons, the interventions in place to support students/ offer other possible career pathways. The new contracts provide us with the opportunity to explore these areas in greater detail due to the improvements in the data collection processes.

Through the performance contract meetings, the universities have been challenged on attrition rates for the last academic year with programmes being targeted. HEIW has requested reports outlining the reasons for attrition by programme, along with assurances that attrition management is being deployed, by 31st December 2022, in readiness for the Quality Contract early in the new year.

6 PROFESSIONAL REGULATION UPDATE

6.1 University of South Wales (USW) Midwifery Programme

USW continues to make good progress on transitioning the 2021 cohort of Midwifery students to the new BSc (Hons) Midwifery programme.

Student midwives have raised concern to the Lead Midwife Education (LME) for USW about the level of clinical supervision provided to them while on clinical placement in 'high risk' areas. This has been raised with Cwm Tâf Morgannwg Health Board's Head of Midwifery and a written directive detailing the supervision requirements of midwifery students has been sent from the LE at USW to the heads of midwifery, the director of midwifery, matrons, and labour ward co-ordinators within CTMUH. An improvement plan is in place and being monitored by HEIW

6.2 Bangor University Distance Learning /Dispersed Learning programmes

Bangor University programme lead for distance learning advised HEIW that the Nursing and Midwifery Council (NMC) requested the Distance Learning /Dispersed Learning programmes approval event be rescheduled to allow for further implementation assurances.

Bangor University has received an NMC approval date of 6th December. The previously proposed education programme commencement date of March 2023 remains unchanged.

HEIW has been working collaboratively with Bangor University to establish and increase assurances to contribute towards the NMC approval processes. This has included the facilitation of arrangements between HBs across Wales and Bangor University to provide the necessary assurances in relation to the practice placement provision.

6.3 Glyndwr University.

NMC met with Glyndwr University to discuss quality issues within Betsi Cadwaladr UHB, and specifically Ysbyty Glan Clwyd Emergency Department. The context of the meeting was in anticipation of Glyndwr University nursing student placement commencement in January 2023.

NMC asked about Glyndwr University's growing relationships with BCUHB in line with new HEIW education contract award. Glyndwr University shared the various meetings attended and reported positive working relationships. In relation to Ysbyty Glan Clwyd Emergency Department, Glyndwr University referred to an agreed action plan and liaison with BCUHB.

Glyndwr University and BCUHB have an agreed improvement plan in place with regard to Ysbyty Glan Clwyd Emergency Department and continue to work collaboratively around placement capacity, including mental health placements given the previous concerns in this specialism.

6.4 Aberystwyth University: Return to Practice Programme

Aberystwyth University has now been approved by the Nursing & Midwifery Council for their Return to Practice Programme which will commence in June 2023.

7. RECOMMENDATION

Members are asked to **note** the progress in implementing the quality performance framework in the new education commissioning arrangements.

Governance and Assurance			
Link to IMTP strategic aims <i>(Please ✓)</i>	Strategic Aim 1: To lead the planning, development, and wellbeing of a competent, sustainable, and flexible workforce to support the delivery of 'A Healthier Wales'	Strategic Aim 2: To improve the quality and accessibility of education and training for all healthcare staff ensuring that it meets future needs	Strategic Aim 3: To work with partners to influence cultural change within NHS Wales through building compassionate and collective leadership capacity at all levels
		✓	
	Strategic Aim 4: To develop the workforce to support the delivery of safety and quality	Strategic Aim 5: To be an exemplar employer and a great place to work	Strategic Aim 6: To be recognised as an excellent partner, influencer, and leader
	✓		
Quality, Safety and Patient Experience			
High quality education and training is closely associated with patient safety. Patient safety runs through our education standards and requirements. Patient safety is inseparable from a good learning environment and culture that values and supports learners and educators. HEIW will seek assurance that education and training take place where patients are safe, the care and experience of patients is good, and education and training are valued			
Financial Implications			
N/A			
Legal Implications (including equality and diversity assessment)			
N/A			
Staffing Implications			
N/A			
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)			
Report History	Regular reports to ECQC		
Appendices	Appendix 1 – Universities Moving to Stage 1 Of the Escalation Process Within the New Performance and Quality Management Framework		

APPENDIX 1 – ESCALATION ITEMS FOR ENHANCED MONITORING

UNIVERSITIES MOVING TO STAGE 1 OF THE ESCALATION PROCESS WITHIN THE NEW PERFORMANCE AND QUALITY MANAGEMENT FRAMEWORK

Swansea University

Nursing – all three (adult, child, MH) programmes saw a decline in satisfaction, all below the benchmark, in particular child nursing which fell by 43%. On the whole Organisation Management, Student Voice and Placement administration appear to be the main contributors.

Midwifery saw a 31% drop in overall satisfaction. Organisation Management, Student Voice and Placement administration are the main contributors.

Healthcare Science saw a 15% increase in satisfaction to 88%.

Improvement Requirement/Action:

- *Request the NSS data for paramedic science from the University*
- *Escalate Nursing onto Stage 1 of the Escalation Log and request improvement plans for all areas that scored below 70*
- *Escalate Midwifery onto Stage 1 of the Escalation Log and request improvement plans*

Cardiff Metropolitan

Favourable NSS scores for healthcare science (24pt gain). The concern is that nutrition and dietetics and podiatry has fallen year on year for the last three years. Podiatry scores for organisation, feedback and marking criteria are well below the baseline.

Improvement Requirement/Action:

- *Request the NSS data for speech and language*
- *Discuss the fall nutrition and dietetics within the quality meetings*
- *Escalate Podiatry onto Stage 1 of the Escalation Log and request improvement plans*

Bangor University

Favourable NSS scores for Midwifery at 96 pts. The data only shows scores adult nursing which scored an overall satisfaction of 57pts; there seems to be a historical issue in respect of student feedback and course organisation.

Improvement Requirement/Action:

- *Request the NSS data for separate nursing programmes (mh, ld and child) and diagnostic therapy*
- *Discuss the fall nutrition and dietetics within the quality meetings*
- *Escalate Adult nursing onto Stage 1 of the Escalation Log and request improvement plans*

Cardiff University

Nursing (all) acceptable performance. Low scores historically for organisation, communication and clarity on marking and assessment which drive down scores

Improvement Requirement/Action:

- *Request the NSS data for separate ODP and dental hygiene*

- Discuss what improvement can be made regarding organisation, communication and clarity on marking and assessment which drive down scores on nursing courses.
- Escalate Occupational Therapy onto Stage 1 of the Escalation Log and request improvement plans

University of South Wales

Nursing (all) overall satisfaction had dropped from 96 (2019) to 57 (2022), well below the baseline. Data provided from HEFCW categorises all nursing courses under nursing non-specific with no analysis breakdown of results between adult, child, mental health and learning disability.

Midwifery received and overall satisfaction score of 35, with annual falls since the 94 (2019). For both midwifery and nursing the quality of teaching and learning opportunities score above 70.

Improvement Requirement/Action:

- Request the NSS data for separate nursing courses if available (or the reason for not having this)
- Escalate Midwifery and Nursing (all) onto Stage 1 of the Escalation Log and request improvement plans

UNIVERSITIES MOVING TO STAGE 2 OF THE ESCALATION PROCESS WITHIN THE NEW PERFORMANCE AND QUALITY MANAGEMENT FRAMEWORK

Swansea University

Poor Recruitment to the Dispersed Adult and SCP Programmes

Improvement Requirement/Action:

- Evidence of recruitment campaign
- Tripartite Meeting with Hywel Dda, HEIW and Swansea University
- Improvement plans in respect of future recruitment

Escalation Stages: Health Professional Education and Training Services

