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Education and training update

£260m education and training plan given go ahead

Our national [education and training plan for 2022/23](#), approved by the Minister for Health and Social Care, sees further increases and [record investment in healthcare professional training in Wales](#). The plan, which requires annual investment of over £260m, is a vital part of the training and workforce pipeline in Wales. Our recommendations in the plan were informed by health board and trust plans, wider workforce intelligence, national service challenges and priorities, needs of individual professions and occupations, and capacity within the system to support students and trainees.

We are now developing the recommendations for 23/24 plan.

About us

We are the strategic workforce body for NHS Wales with statutory functions that include education and training, workforce planning, workforce development and transformation, leadership and succession planning, and careers. Our purpose is to develop a workforce that delivers excellent care to patients/service users and excellent population health. We are set up as a Special Health Authority alongside the other eleven NHS organisations in Wales, working closely with partners including Social Care Wales, education providers, professional and regulatory bodies and Welsh Government.

Integrated medium term plan (IMPT) 2022-25

Our [Integrated Medium Term Plan \(IMTP\) 2022-25](#) has been approved by our Board and submitted to Welsh Government. It is our strategic plan setting out our vision, purpose, and functions in the context of the Workforce Strategy for Health and Social Care, the Ministerial Priorities and the Wellbeing Goals through delivery of our six Strategic Aims. It reflects how we have a strong part to play in the foundational economy, transforming education and training in primary and community care, improving equality, diversity and inclusion and use of the Welsh language.

Developing the multi professional team in primary care

Transforming education and training in primary and community

The Primary Care Model for Wales proposes a step change in the number of different professionals working in primary care, as well as ensuring they are equipped with the right skills and knowledge to provide high quality clinical care to patients with a range of needs. At the moment, with the exception of GPs, we don't have a comprehensive and structured education and training programme in place across Wales, although some excellent local examples have been developed that we can build on.

There will be a number of benefits and ultimately, our goal is to improve the recruitment and retention of staff working in primary care by investing in high quality education and training allowing individuals to grow and develop their skills. Having a national and local infrastructure will also help us to better plan workforce needs to help us ensure that primary care continues to thrive.

New Clinical Lead for Pharmacy Primary and Community Care Education and Training

We are pleased to welcome Pharmacist, Rachel Brace to HEIW and the role of Clinical Lead for Pharmacy Primary

and Community Care Education and Training. Rachel will be looking at the strategic transformation of pharmacy education and training for current and future staff across Primary and Community Care as part of our vision to deliver an all-Wales Primary and Community Care Training and Education Framework.

Further updates from primary care can be found in our latest [Primary Care Workforce bulletin](#)



News from the medical deanery

Generic curriculum for postgraduate doctors in training

In september 2021 we launched our [generic curriculum](#). This programme enhances existing training programmes by providing doctors in training access to additional personal and professional development, and the opportunity to network with colleagues.

Postgraduate medical training: progression and delivering annual reviews (ARCPS)

For the 2020/2021 academic year, the progress of over 3,600 trainees in foundation, specialty and gp training, has been individually assessed by arcp panels. The number of trainees satisfactorily completing has risen by 3% and the number of covid-19 outcomes issued has reduced by 15% compared to the 2019/20 academic year. However, the number of trainees requiring an extension to training because of covid-19 has increased because of the impact of the pandemic on access to theatre sessions, outpatient clinics and procedural skills.

We continue to work with our colleagues across the training programmes, health boards and the uk to

monitor this situation, develop mitigating actions for those areas of concern and ensuring we maximise opportunities to help trainees progress whilst reflecting the importance of wellbeing.

You can also read about our positive recruitment numbers for gp training in wales, continued increase in gp training practices and trainers and the enhanced support we have introduced for international trainees in our latest [Primary Care Workforce bulletin](#)

News from the dental deanery

General Dental Council quality assurance of dental specialty training

The GDC have undertaken a Quality Assessment to measure our compliance with their 'Standards for Specialty Dental Education January 2019'. 17 of the standards were fully met, demonstrating the high standard of Dental specialty training being provided in Wales, with minor modifications to be implemented by April 2022.

Continuing dental professional development and quality improvement initiatives

Our Dental Educators have facilitated the first dental professionals focus group on the proposed new periodontal principles of care forming part of system reform in General Dental Services. The group enables dentists and DCPs to understand how the principles of care might fit their own practices, and to share views about the new principles with colleagues. Participants were provided with the periodontal principle tool and will now use this to support discussion with their patients around their oral health. Teams will be asked to provide feedback to the HEIW Quality Improvement Team by March 2022.

Dental patient safety

Endorsing the quality and safety agenda has resulted in a revised and updated HEIW QI tool and checklist in Ionising Radiation in Primary Dental Care. Dental radiographic examinations represent one of the most frequently undertaken radiological investigations in the UK. Using this updated tool enables dental teams to promote good practice in the use of ionising radiation and ensure compliance with National guidance from the Faculty of General

Dental Practice (FGDP). The updated QI tool will be available soon.

Creating sustainable dentistry

We have started delivering courses on sustainable dentistry for dental professionals. The courses raise awareness of the climate emergency and how dental professionals can contribute to creating a sustainable environment through dental practice. Moving towards a more sustainable future will lower the financial, environmental, and social impact on healthcare outcomes benefiting both the workforce and the patients.



News from the pharmacy deanery

Pre-registration pharmacist trainees get top marks

Our pharmacy deanery supports foundation and post registration education and training for the whole pharmacy workforce in Wales. We were therefore thrilled to learn that for the second year running our pre-registration pharmacist trainees in Wales have come top across the UK in the latest General Pharmaceutical Council (GPhC) registration assessment.

This is a real endorsement of the transformation Wales has made to a multi-sector, centrally quality managed programme. It is also really good news that for 2022, all training posts will be multi-sector, supporting the vision of A Healthier Wales.

More good news – 100% fill rate

Following on from the above, we're delighted to share that we have secured a 100% fill rate for HEIW foundation training posts for 2022. All 111 places completed via the Oriel preferencing process will follow a multi sector experience model.

Pharmacy technicians

Aligning to our strategic objectives and the goals of Pharmacy: Delivering a Healthier Wales, work has begun towards a ten-year strategy and three-year implementation plan for the development of the Pharmacy Technician and support staff workforce across Wales.

Geraint Young, Senior Pharmacy Technician at Betsi Cadwaladr University Health Board and APTUK Wales branch representative, has joined us on a 6-month secondment to assist in the development of the strategy. We will be seeking input from stakeholders across all sectors who are key to the progression of career and education frameworks for Pharmacy Technicians and support staff.

Consultant pharmacist strategy

Since autumn 2020 only pharmacists who have successfully undertaken a rigorous [credentialing process](#), including a national assessment, can use the title Consultant Pharmacist. To ensure we have a pool of credentialled pharmacists to fill vacancies and new posts in Wales, HEIW has formed a partnership with Welsh Government, the Royal Pharmaceutical Society and employers to create a National Strategy for Consultant Pharmacists.

Non-pharmacy stakeholder engagement is being arranged through professional peer groups, beginning with meetings with Directors of Therapies Directors of Nursing meeting in January.

We are also responsible for supporting the development of a 'community of practice' for consultant-ready pharmacists, providing peer support through the credentialling process including access to the HEIW leadership portal. A successful webinar was held in November [details here](#).

Pharmacy team launch cultural awareness campaign for pharmacy workforce

To find out more please head to the [campaign webpage](#)

Information on our multi-sector foundation pharmacist training changes that come into effect from Autumn 2022 are in our [Primary Care Workforce bulletin](#)

Health professional and educational training

Future nurse and future midwife programmes

NMC Standards for proficiency of registered nurses were published in 2018. Since then, all Welsh Universities have successfully gone through a gateway approval process to validate their Future nurse programmes.

HEIW has co-produced several common programme elements including a student supervision and assessment framework including requirements and guidance for practice supervisors and assessors of pre- and post-registration nursing and midwifery students.

The NMC gateway approval process for each university culminated in 2021 with successful validation of all nursing, return to practice and non-medical prescribing programmes in Wales.

NMC standards development Groups

The NMC has completed the research and evidence gathering phase on review of current programme standards as to how nursing and midwifery courses should be delivered now the UK has left the EU. HEIW is involved in this work which will help shape future nursing and midwifery programmes.

Care home education facilitators (CHEFs)

Two HEIW regional Care Home Education Facilitators commenced in January 2022. These roles work strategically enabling greater and more sustainable healthcare student placements across the care home sector within regional areas. The roles will develop relationships with key stakeholders to enable nursing and allied healthcare students to experience greater learning opportunities within the care home sector.

Getting the most out of learning placements

We've established a work programme aimed at increasing the number and quality of student learning placements across all sectors. We're also chairing an All-Wales Placement Reference Group including education providers, Health Board education leads and other key stakeholders across Wales. The group remit includes responding to emerging service and academic pressures, sharing of best practice and production of resources to support placement learning. In addition to this, we have established an Internal Placement Stakeholder Group to consider cross-profession placements.

Critical care education programme

In partnership with Health Education England, we've developed an education programme for critical care staff in Wales and England. The programme supports recruitment, retention and career development of this highly skilled and vital group of staff. The programme, which started in January 2022 and has been offered to all Health Boards with critical care units, will ensure consistency in training and skills across NHS Wales.

In addition to the above, we have two critical care lead nurses on secondment with us to help identify solutions and make recommendations to support critical care staff development and new workforce models.

Infection prevention and control

The All-Wales Infection Prevention and Control (IPC) Training, Learning and Development Framework for Health, Social Care, Early Years and Childcare has been launched. The framework sets out the standards to inform practice of all members of care delivery teams in these areas and is available on our [website](#).

To support the Framework, educational resources continue to be developed, including a two-minute IPC information video reinforcing best practice which is available on our [website](#), and in collaboration with Bangor University and Swansea

University, a free online course in the form of a MOOC (a free online certified course platform).

The current NHS mandatory training will be refreshed in early 2022 and the IPC Programme, focusing on the specialist workforce and IPC specialist education, is progressing well.

For more information please contact lisa.bassett3@wales.nhs.uk or lisa.duffy2@wales.nhs.uk

General Practice Nursing

Following consultation with a range of stakeholders, a task and finish group has been formed to co-produce an All Wales New to GP nursing programme. The programme aims to support the development of foundation nursing skills in general practice. The group have representation from all health boards and are working together to establish a foundation curriculum, education and training standards, and governance structure for the programme.

Quality independent prescribing

Clinical Fellow, Rebecca Hunter, has been progressing a project looking at how the competency of non-medical prescribers (NMPs) is assured across Wales. A quality improvement review is underway to explore the current processes supporting NMP competency assurance to see if any improvements can be made to support NMPs throughout their prescribing career and to enhance workforce flexibility.

Continuing professional development in optometry and eye care

A group has been set up to ensure nurses and orthoptists in secondary care ophthalmology have access to continuous education and training from the start of their careers up to advanced practice. Currently, there are 9 ophthalmology modules available with Agored accreditation which have been commissioned from HEIW. There are also several advanced/ extended practice courses

available through HEIW sponsorship. The aim is to have a workforce that operates at the top of their license in an efficient way using continuous education and training development.

In primary care practice, we have sponsored 47 places for optometrists to study higher qualifications. These qualifications aim to ensure there are enough optometrists in every cluster providing enhanced services for patients.

The cluster-based approach is a starting point to build capacity in primary care optometry practices to ensure there is coverage in all areas of Wales and a reliable, consistent and equitable service for patients close to where they live.

For more information please contact: Nik.Sheen2@wales.nhs.uk

National workforce development programmes

Supporting the implementation of the Nurse Staffing Levels (Wales) Act

On behalf of NHS Wales, we are responsible for the All-Wales Nurse Staffing Programme through which national tools and guidance are developed to enable health boards/ trusts to prepare for and meet the requirements of the Act and to follow the 'Once for Wales' approach. The programme has five workstreams, each of which is at different stages. Updates on the progress of workstreams are in our [latest newsletters](#).

For more information visit All Wales nurse staffing programme - [HEIW \(nhs.wales\)](https://www.nhs.uk) or contact Joanna.doyle2@wales.nhs.uk

Implementing the allied health professions (AHP) framework in Wales

We continue to work with partners to implement the vision of the AHP Framework and have recently

held a virtual AHP Annual Conference to support our AHP workforce with meeting their continuous professional development and HCPC regulatory requirements. The conference was held over 13 days, with a 'pick n mix' approach with sessions no longer than 60 minutes focused on a particular theme or topic relevant to current strategic programmes, workplace wellbeing, and AHP Programme priorities.

For more information visit our [webpage](#) or contact HEIW.AlliedHealthProfessions@wales.nhs.uk

Delivering the healthcare science framework

Recent deliverables include the All-Wales Neurophysiology Model Service Specification and the development of guidance for Consultant Clinical Scientists in NHS Wales. We are hosting [Spotlight Sessions](#) throughout 2022 for the Healthcare Science profession. recorded and uploaded to the [Healthcare Science Programme webpage](#) for anyone unable to make the live events, we held a successful Healthcare Science Conference in February 22.

We continue to work with the profession to raise the profile of Healthcare Science in NHS Wales and enable the vision of "one voice" approach. To support this please use the [Communication Toolkit](#) infographic and animated CV for your purposes. To get involved in our work visit our [webpage](#) or email HEIW.HCS@wales.nhs.uk

Digital competency framework

We have recently piloted the first draft of our [Digital Capability Framework for Healthcare in Wales](#). The outputs of which will inform the next iteration of the framework as the work progresses into next year with Phase 2.



Promoting equality and diversity in the workforce

Doing the 'write' thing – HARP Seed Black Voices project

We are proud to have participated in the Health Arts Research People (HARP) Seed Black Voices Project – Doing the 'write' thing. The project was designed to engage people with lived experiences to share their stories and experiences of being black health care workers during the pandemic. This project was supported by Welsh artists of African and Caribbean heritage who brought these stories alive, ensuring a unique and authentic perspective.

The stories will be embedded within relevant HEIW education and training and WILL contribute to a toolkit of resources supporting the following compassionate leadership principle "Improve equality, inclusion and diversity, consciously removing barriers and boundaries". You can listen to the stories here.

Promoting the welsh language through careers

Tregyrfa, our new Welsh language digital careers village, has been launched alongside its English language counterpart, Careersville. When English and Welsh language "mirror" services are offered across Wales like this, a good take up rate for the Welsh pages is 4% a month after launch. We are delighted to see Tregyrfa has achieved an incredible 23.3%.

Tregyrfa provides Welsh speakers with the opportunity to see the many roles they can undertake within NHS Wales where Welsh language skills, at all levels, can be used to enhance patient care. This is why the Welsh Language is such an integral part of the Workforce Strategy for Health and Social Care; to encourage more people to apply for roles in the NHS where their Welsh language skills – at whatever level– are extremely valuable.

In addition, Tregyrfa is being used in many Welsh schools to fulfil some of the requirements of the Welsh Bacalaureate qualifications around career development, as well as a resource for learners studying GCSE Health and Social Care and Childcare through the medium of Welsh.

Tregyrfa can be found at <https://careersville.heiw.wales/cy/>

Developing our leaders

Compassionate leadership in practice module launched

Developed in conjunction with Wrexham Glyndwr University, this stand-alone 7-week module attracts 20 credits at Masters level. The module aims to introduce students to the knowledge based and understanding of compassionate, collective, and inclusive leadership practices, and we have been piloting this module with the Wales Clinical Leadership Training Fellows .

Our new NHS Wales general management graduate scheme – class of 2021

After a successful induction in September, we welcomed our new cohort of graduates to the NHS Wales General Management Graduate Scheme. The graduates are currently embarking on their first work placement whilst undertaking their master's degree in Applied Health Leadership.

Executive talent and succession

HEIW has a leading role in establishing and managing the succession planning and talent management process for senior and executive leadership roles across NHS Wales more information can be found on our [Gwella Leadership Portal](#)

Now is the time for leadership

A [Compassionate Leadership Boxset](#) has been compiled from the 2020 HEIW leadership master class series and is now available for all to access. These thought-provoking sessions explored what it means to be a compassionate leader even in the most challenging of times and features inspirational leaders and experts including Professor Michael West, Rene Carayol, Dr Margaret Heffernan and many others.



Compassionate Leadership Boxset

Workforce planning

Our consultation on the strategic mental health workforce plan has been completed and we are hoping to publish the final plan in the next few months. We are also working with colleagues to develop a nursing workforce plan as outlined in the Workforce Strategy.

In order to support the development of workforce planning skills across organisations we have launched a suite of tools and resources that will guide you through the Six Steps Methodology for Workforce Planning, with links to a wide range of resources to help and support you as you develop your workforce plan.

In addition, we have developed in collaboration with the NHS Wales Workforce Planning Network a workforce planning capability self-assessment tool.

Both the [toolkit](#) and [self-assessment](#) are available on our website.

Supporting health and wellbeing

A digital network has been set up on the [Gwella Leadership Portal](#) for NHS Wales colleagues who have a lead role and professional interest in health and wellbeing, managing attendance at work and occupational health. Linking with the aims of the workforce strategy, the platform holds information and guidance to enable collaboration, reduce duplication and increase sharing of good practice and resources. For more information please email claire.smith10@wales.nhs.uk

We continue to host a [central repository of information](#), curated resources and signposting to support colleague health and wellbeing such as [Health for Health Professionals](#), [Silvercloud](#) and [Samaritans](#).

Our professional support unit

Our professional support unit is continuing to support doctors and dentists in training across NHS Wales. We use a coaching approach and hold confidential 1:1 meetings with trainees to agree a tailored support plan, which might include referral to specialist services. We continue to deliver our workshops online and are now preparing to welcome new trainees by delivering sessions at inductions.

Further information is available via our [website](#), email HEIW.ProfessionalSupport@wales.nhs.uk or call 07900191933.

Corporate news and keeping connected

The team were also finalists in the 2022 Learning Awards. Finally huge congratulations also go to the Foundation Pharmacy Team whose work has been recognised by the Chemist & Druggist Awards. The Foundation pharmacist training programme were shortlisted for the Training & Development Award.

Join the Wales Health Student Forum (WHSF)

The Wales Health Student Forum (WHSF) is a multidisciplinary forum, comprising of pre-registration healthcare students from across Wales with a passion for shaping the learning for current and future students. To secure a place on the forum, students need to commit to attend at least two virtual meetings out of three a year. Students can join the forum by registering at <http://ow.ly/uag850CAICJ> and if you know of any students who may be interested please share this information and link.

For more information contact - denise.parish@wales.nhs.uk

Helping to protect the planet

Following publication in 2021 of both the NHS Wales Decarbonisation Strategic Delivery Plan and the HEIW Biodiversity and Decarbonisation Strategy, we have established new governance arrangements from 2022 to ensure delivery of our strategy in line with the NHS Wales plan. A key action that has recently been achieved is the redevelopment of the grounds of our offices at Ty Dysgu. (add photo when designing)

Photography competition

We recently held a competition to get images to support our TrainWork Live campaign – details of the winners can be found on our [website](#)

National awards

In partnership with colleagues from Social Care Wales, we were delighted to win The University of Bradford Award for cross-sector working in the UK HPMA Excellence in People Awards for 'A Healthier Wales - Our Workforce Strategy for Health and Social Care'. We were also extremely pleased to win 'Learning Technologies Team of the Year' at the 2021 Learning Technologies awards. The awards recognise the commitment, enthusiasm and passion for learning technologies across the world.

Join our board and committee meetings

Our board meetings, audit and assurance committee, and education, commissioning and quality meetings continue to take place online via Zoom. Details of the meetings, papers and how to register to join can be found a week before the meeting on our [website](#) in the Board meetings, agendas, and standing orders section.

The meetings are generally held between 10:00 and 13:30, but specific timings are released with the papers.

The meetings scheduled for 2022 are as follows:

- Thursday 26 May 2022
- Monday 13 June 2022
- Thursday 28 July 2022
- Thursday 29 September 2022
- Thursday 24 November 2022

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