

2nd International Congress of Health Workforce Education & Research



Professor Ged Byrne

Developing people
for health and
healthcare

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An introduction to workforce challenges in the English NHS and globally

Learning and education in global context

Health Education England's role

Global Engagement priority areas

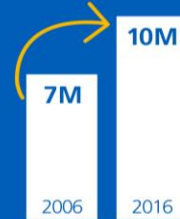
The NHS at 70



1 million patients treated every 17 hours



77%
People believe the NHS is crucial for British society

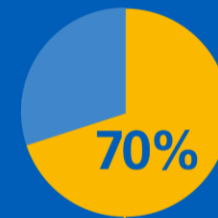


>40% increase in procedures in 10 years



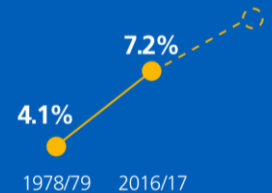
will double by 2039

Health budget



70%
Long term conditions (approx £84bn per year)

Overall spend on healthcare

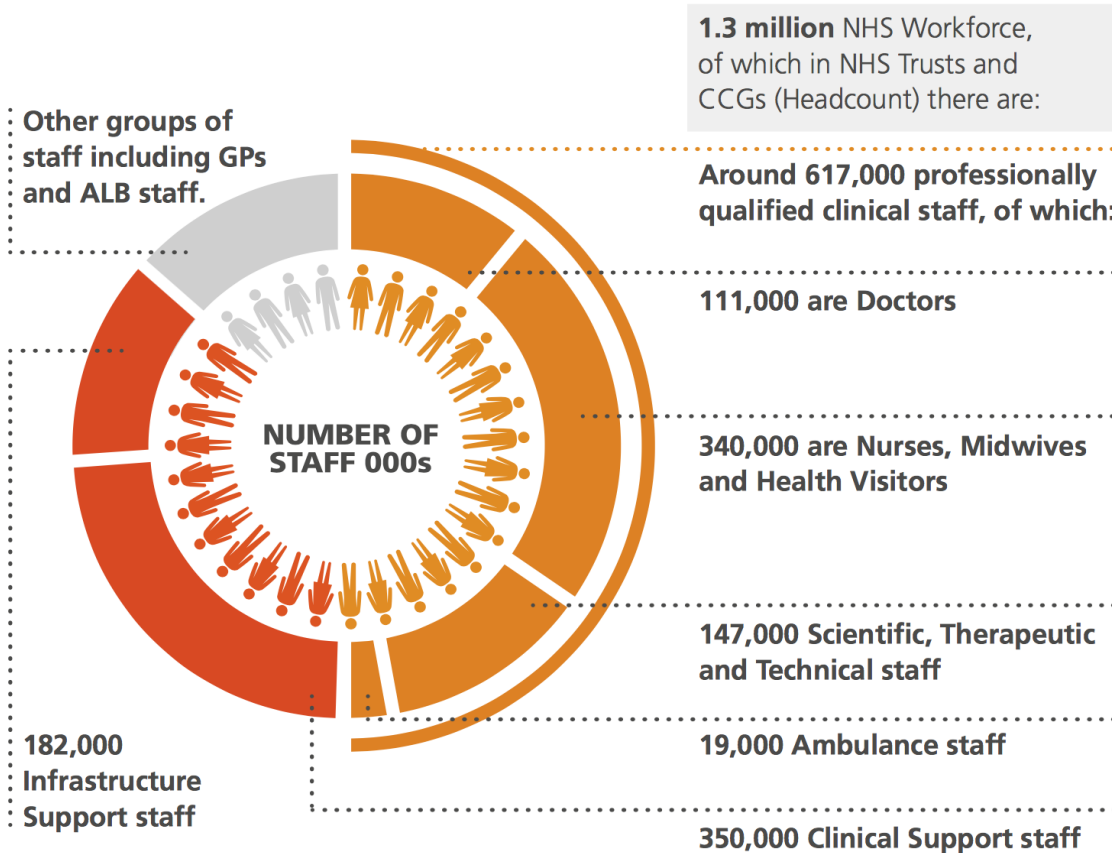


as proportion of GDP

A changing population, growing demand, and complex cases are driving new ways of working:

- Multidisciplinary teams;
- Working across diverse service settings and geographies;
- A growing focus on digital;
- A constantly evolving workforce to build the right skills for the future.

We manage the world's largest unified healthcare workforce



NHS staff predominantly deployed in secondary care.

Primary Care gatekeeper function

**In addition:
1.5m workers (clinical and non-clinical) in social care**

3m NHS volunteers

6.5m carers

Global Challenges

Global movement of
healthcare
professionals



Urgent sustained
coordinated action

Shared
challenges



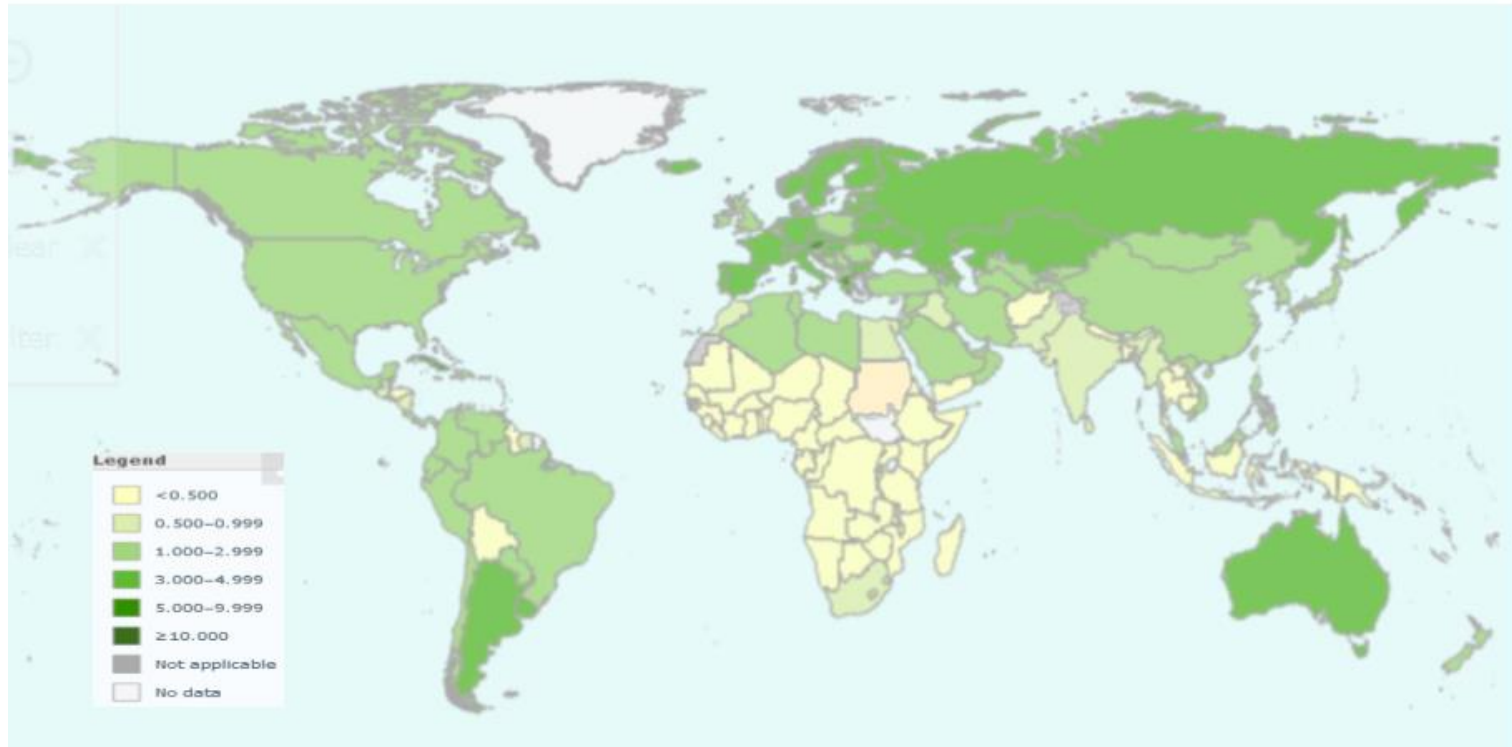
Global health workforce
gap to reach **18m by
2030**



Staff need
**increasingly
adaptable skills**

DENSITY OF PHYSICIANS

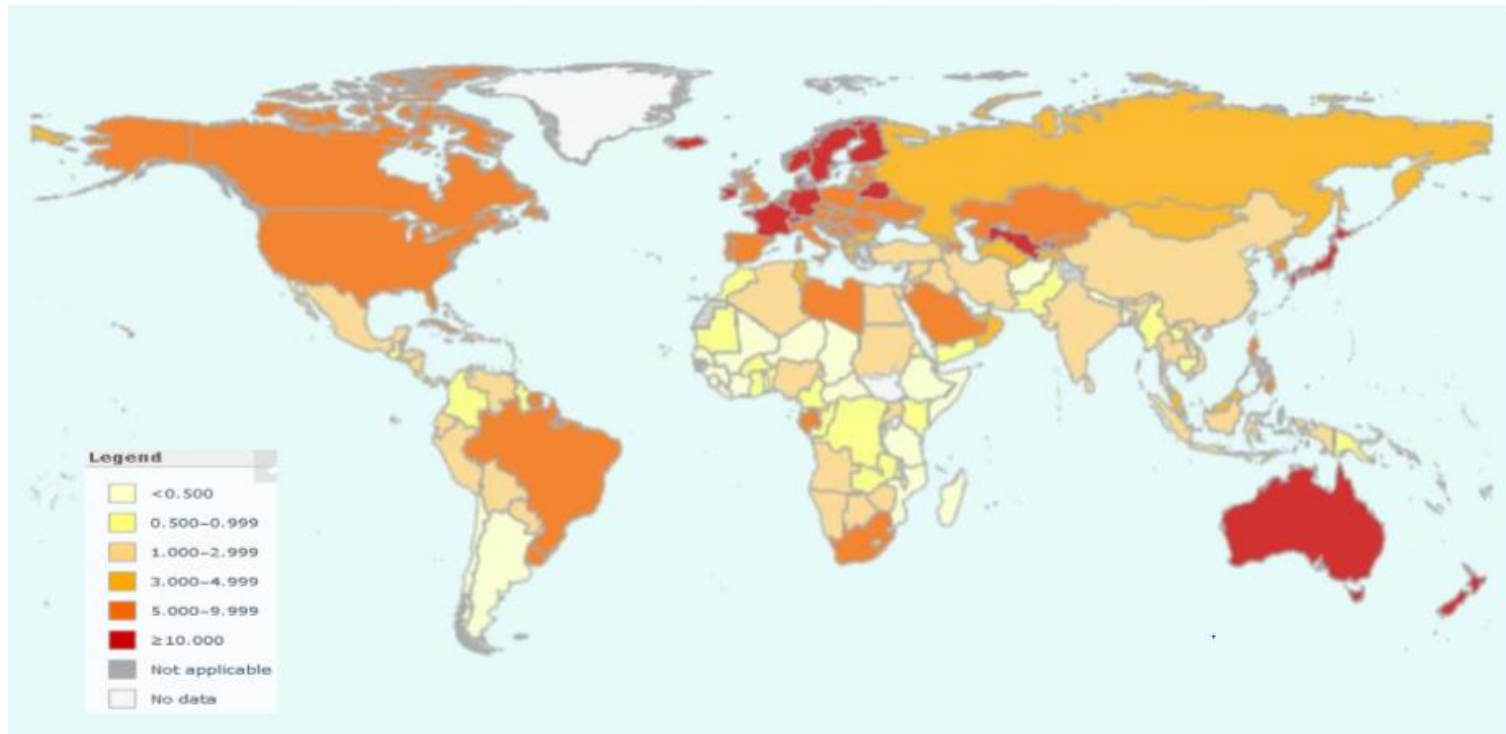
(total number per 1000 population, latest available year)



Source: Health Workforce, Global Health Observatory, as of 13 Feb 2018

DENSITY OF NURSING AND MIDWIFERY PERSONNEL

(total number per 1000 population, latest available year)



Source: Health Workforce, Global Health Observatory, as of 13 Feb 2018

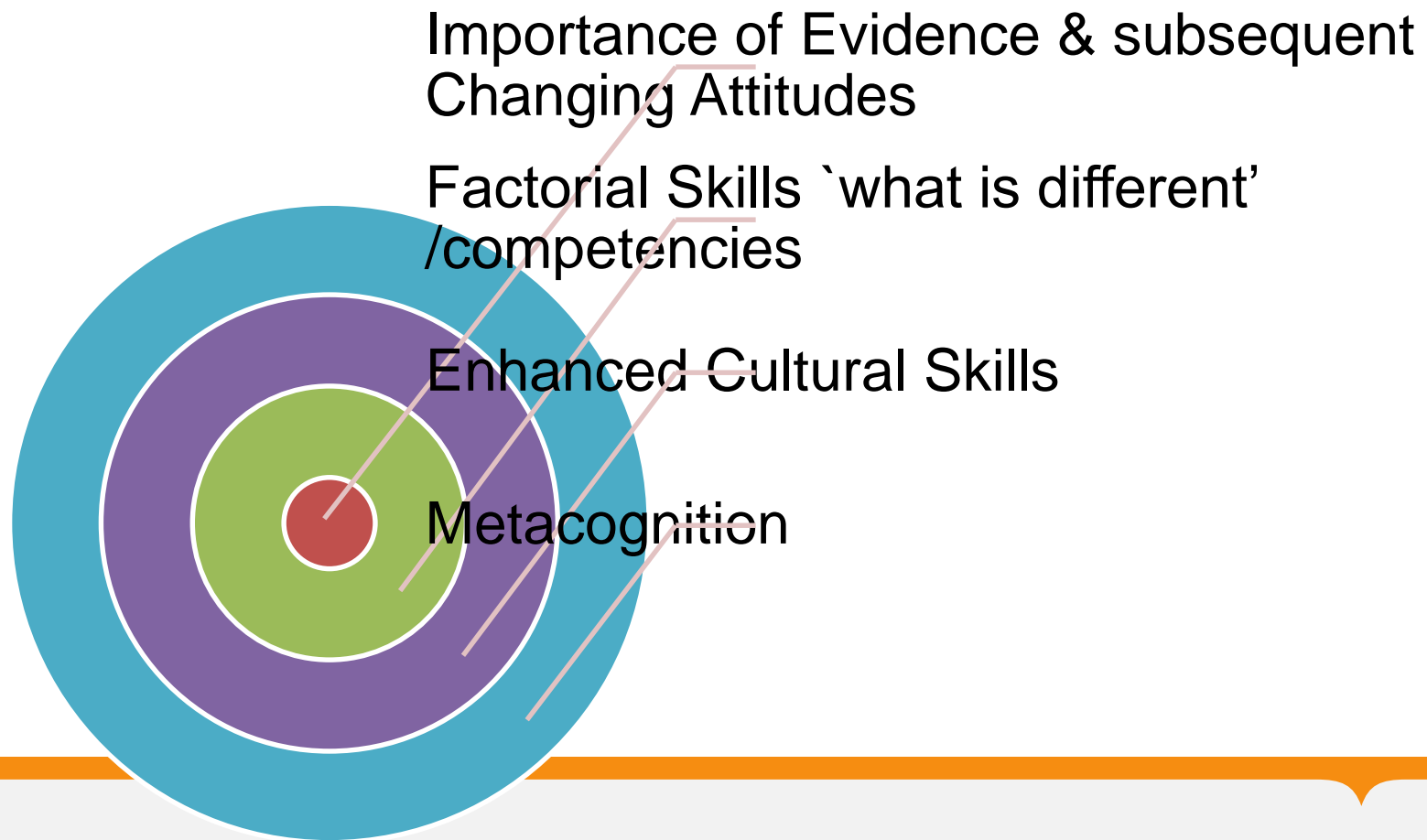
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Global learning model



Our approach to global learning

Mutually beneficial, co-developed activity designed and delivered in

This need updating to reference a global learning model- ref change management stuff from Lucy and impact of learning stuff from Louise

ork

Sustainable

Programmes that can be sustained locally over the long-term.

(placeholder)

- (something about learning frameworks and models in HEE GE programmes)
- (something about combined clinical, educational and pastoral support)
- (something about nascent outcome and impact measurement)- can we ref the IGH/QI posters and conferences here?

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HEE is the NHS workforce body


HEE Core Functions



Workforce planning and strategy for the future

Commissioning and delivering education and training

Managing supply and demand for the NHS workforce and develop a workforce fit for the future



Our Global Engagement Vision and Mission

Vision

A world leader in health workforce development and an increasingly flexible NHS workforce with the capacity and capability to respond to the future needs of patients and the public, and provide integrated whole person care.

Mission

Strengthen the health workforce by embedding global learning into training through placements and exchanges while working with international partners to share NHS expertise through technical collaboration.

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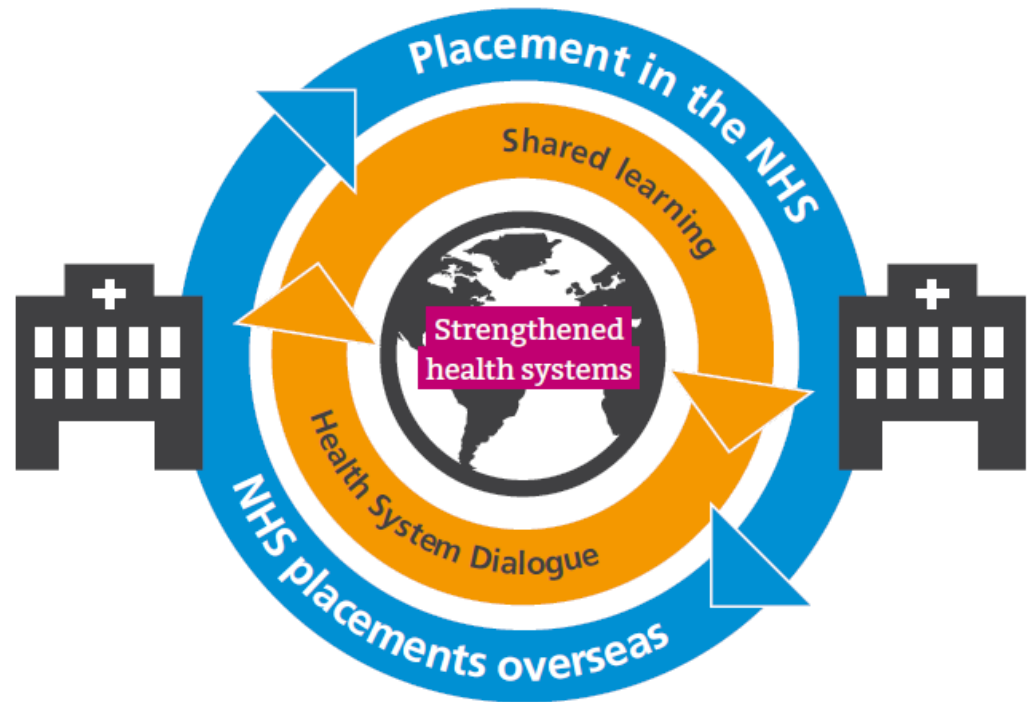
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Our Global Engagement Priorities

1. Growing future global healthcare leaders through **educational NHS placements for overseas staff on an earn, learn and return** basis.
2. Utilise **NHS expertise** to support **health system strengthening globally**
3. Embed **global learning** into education and training through **overseas placements for NHS staff**



Overseas Placements for NHS Staff



- Embedding global learning into education and training through **overseas placements for NHS staff**
- Developing **leadership and clinical skills** and support **recruitment and retention** within the NHS
- **Clinical placements** for trainee doctors in **South Africa** and **Quality Improvement placements** for clinical and non-clinical staff across six countries
- **Signposting** NHS staff to opportunities and **toolkits to support NHS trusts** to offer overseas experience to improve recruitment, retention and staff satisfaction

Training overseas staff in the NHS



- **Ethical quality placements in the NHS** for shortage professions and specialties
- **Educational and pastoral support**
- Programmes developed **in collaboration** with partner countries
- Supporting individuals to **return home** at the end of placements where appropriate
- A **sustainable** pipeline by developing relationships with suppliers in-country
- Nurses for three years from **India** and the **Philippines**
- **Government-to-Government agreements** working to reduce reliance on commercial agencies

Strategic Partnerships and Technical Support



- Utilising **NHS expertise through technical collaboration** with overseas partners
- Working closely with HMG – DFID, DHSC, DIT and FCO and **strengthening coordination of UK health activity**
- Bilateral partnerships and **health alliances** in Africa and Asia
- Developing a **generic costed technical assistance offer** to support discussions with countries seeking assistance on workforce planning, education and training
- Support **nurse leadership development** in South Asia

Thank you

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