

**Draft NHS Education for Scotland Strategy 2019-2024**

***Consultation Response Form***

**NHS Education for Scotland (NES) is consulting stakeholders on the new Strategy for 2019-2024. This is our key reference document which sets out our future direction for the next five years.**

To help ensure that we are focussing on the right priorities during this critical period of service transformation, we welcome your views on the suggested vision and mission statements, and areas of strategic focus set out in the document.

The questionnaire should take no more than 15 minutes to complete, and responses are welcome by close of business on **Friday 18 January 2019.**

Please indicate whether you are responding as an individual or as an organisation.

All responses can be completed online at:

<https://response.questback.com/nhseducationforscotland/NESStrategy>

Alternatively, completed responses on this form can be submitted by email to: [NES.Planning@nes.scot.nhs.uk](mailto:NES.Planning@nes.scot.nhs.uk?subject=NES%20Strategy%20Consultation%20Response).

Should you have any additional comments or would like to discuss further, please contact: [NES.Planning@nes.scot.nhs.uk](mailto:NES.Planning@nes.scot.nhs.uk?subject=NES%20Strategy%20Consultation%20Response).

Thank you for your cooperation and support.

NHS Education for Scotland uses the personal data you provide for the purposes associated with our responsibilities for health workforce management development, including the administration of courses, monitoring training programmes, surveys and circulating information relating to relevant development opportunities.

For further information, please see:   
<http://www.nes.scot.nhs.uk/privacy-and-data-protection.aspx>

You can contact the Data Protection Officer at NHS Education for Scotland, via email to [foidp@nes.scot.nhs.uk](mailto:foidp@nes.scot.nhs.uk?subject=FOI-DP) or via post to The Data Protection Officer, Westport 102, West Port, Edinburgh, EH3 9DN.

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**Consultation on the draft NHS Education for Scotland Strategy 2019-2024**

**Date**

Click or tap to enter a date.

**A: Response**

*\* Mandatory question*

**1) Please indicate whether you are responding as an individual or as an organisation.**

 (Please now go to question 2.)

 (Please now go to question 4.)

**B: About You**

*\* Individual response*

**2) Please indicate your main organisational setting.**

Select…

Other (please specify – type here)

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**3) Please indicate your job title or role.**

Select…

Other (please specify – type here)

(Please now go to question 6.)

**C: Your Organisation**

*\* Mandatory question*

*\* Organisational response*

**4) Please identify your organisation.**

Royal Blind

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*\* Mandatory question*

*\* Organisational response*

We may contact you to discuss your response further.

**5) Please provide your name and/or your contact details of the organisation that you are responding on behalf of.**

Richard Baker

Policy Manager

Royal Blind and Scottish War Blinded

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Edinburgh

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Switchboard: 0131 229 1456 extension 2033

**D: Our Vision and Mission**

Our Vision is “A sustainable workforce for a healthier Scotland”.

**6) Please provide your views on the Vision statement.**

We are supportive of the Vision statement. We believe it is important that the need to have a successful strategic to attaraction, recruitment and retention to health services takes into account the challenging context of this work. Royal Blind has previously related our concerns over the need to recruit more staff into social care and improve retention in the sector given the ageing demographic of Scotland. In addition Scotland’s health and social care staff need to be equipped with the skills to ensure tailored care can be provided to an increasing number of people with vision impairment, with this number set to more than double to almost 400,000 people over the next two decades.

(Maximum 4000 characters)

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Our Mission is “High quality education, infrastructure and workforce support that enables excellence in health and care for the people of Scotland”.

**7) Please provide your views on the Mission statement.**

We welcome the Mission statement. With reference to reviewing the education and training capacity for health care disciplines to meet future workplace requirements, we believe it is important that this activity takes account of the need to ensure all staff have an appropriate level of awareness and training in relation to providing treatment and care to people who are vision impaired. Unfortunately we have identified instances of people who have had poor experiences in health and social care due to a lack of awareness of vision impairment.

(Maximum 4000 characters)

**E: Our Strategic Intent**

Having the right numbers of skilled, trained and supported staff, in the right place, at the right time, and in the right roles, is essential to providing high quality health and care services which address health inequalities and encourage people to take more responsibility for their own health and well-being.

NES’s ambition is for health and care services where people can easily access, process, and understand the information they need where and when they need it, where people are confident using technology and where staff are supported by systems that release time for care. We want to see a workplace where learners are valued and supported to develop their practice and their careers through excellent educational support. We want to ensure that health and care careers are progressive, flexible and full of possibilities to help us attract and retain the workforce we need. We want to improve employment choices for people at all stages in their careers, including those who have taken a break and want to return to work. We also want to ensure that we have the right number of undergraduates in the healthcare disciplines in Scotland, and that they have the best possible experience. We need our undergraduate curricula to be relevant to the changing needs of services, and to retain as many graduates as possible to progress to post-qualification roles in Scotland.

NES’s work will be increasingly informed by data analysis, evidence and impact assessment. We will provide high quality advice on intakes to undergraduate and postgraduate programmes, recruitment, progression and retention. We will also retain a focus on reviewing and improving our organisation and our performance, ensuring that we are an exemplar in employment practices and achieve the staff governance standard.

**8) Please provide your views on our strategic intent for 2019-2024.**

We are supportive of the strategic intent for 2019-2024. NES has a key role in ensuring there are the right numbers of skilled, trained and supported staff, but with regard to social care this raised broader questions over ensuring this is properly resourced. We believe there should also be a level playing field for social care with regard to education and training and believe NES has a key role to play in this area as well, through developing further collaborations and making training resources available to a wider range of staff involved in delivering health and social care.

In terms of data analysis, evidence and impact assessment we believe there is great potential to increase the data available on support provided to people with vision impairment by health services. With regard to employment and retention, we would welcome more employment opportunities for people with vision impairment within health services, as well as clear strategies for retaining staff whose work may be affected by vision impairment.

(Maximum 4000 characters)

**F: Our Five Areas of Focus**

**9) Please indicate your views on the following five areas of focus for 2019-2024.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very relevant | Relevant | Neutral | Not relevant | Not relevant at all |
| 1. A high-quality learning and employment environment |  |  |  |  |  |
| 2. National infrastructure to improve attraction, recruitment, training and retention |  |  |  |  |  |
| 3. Education and training for a skilled, adaptable and compassionate workforce |  |  |  |  |  |
| 4. A national digital platform, analysis, intelligence and modelling |  |  |  |  |  |
| 5. A high performing organisation (NES) |  |  |  |  |  |

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**10) Please feel free to add any comments on our five areas of focus for 2019-2024; including any areas we haven’t covered.**

It may be worth including within the areas of focus a reference to the context in which these areas of activity will operate –providing personalised care to a growing of number of people in Scotland who have a diverse range of needs for health and social care. From our perspective, there is aneed to ensure that all health and care staff are aware of the distinct needs of people living with sight loss.

(Maximum 4000 characters)

**G: Our Cross-Cutting Principles**

The five areas of focus are underpinned by the following six cross-cutting principles:

* Promoting equality and diversity to ensure an inclusive approach which helps reduce inequality
* Working in partnership with stakeholders and demonstrating leadership
* Providing digital access to learning, services and information anywhere at any time
* Planning and measuring our activities to understand their impact
* Focussing on quality and encouraging innovation to achieve growth and success
* Ensuring actions and decisions are subject to oversight through effective accountability and governance

**11) Please feel free to add any comments on our six cross-cutting principles.**

We support these cross-cutting pricnples. An inclusive approach is vital to ensure the needs of disabled people are properly recognised in the organsiation’s priorities.

(Maximum 4000 characters)

**H: Our Outcomes**

**1. A high-quality learning and employment environment**

1. More consistent, modern and flexible employment experiences
2. High quality training programmes and placement learning
3. Meaningful career conversations, appraisal and educational portfolios
4. Excellent people infrastructure for workplace learning
5. Improved opportunities to access learning
6. More accessible and flexible resources for remote and rural learners
7. Improved employee and trainee feedback, engagement, and health and well-being
8. Best value national administrative systems which enable flexible working and release time

**12) Please provide your views on the above outcomes.**

We are supportive of this outcome. Accessible and flexible resources are important for staff to engage in training when they have significant existing work commitments. We believe there is also scope for the organisation to work collaboratively to take forward opportunities for flexible learning – for example, Royal Blind provides learning on vision impairment awareness through online videos created by the Learning Hub at the Royal Blind School.

(Maximum 4000 characters)

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**2. National infrastructure to improve attraction, recruitment, training and retention**

1. Improved promotion of career opportunities in health and care and easy access to information
2. Better career opportunities for young people and support workers
3. Widened access to higher education and improved recruitment in key areas
4. Higher education outcome agreements that meet the needs of health and care
5. Sufficient education and training capacity to meet future workforce needs
6. Clear career progression routes for all roles
7. Effective support for staff returning to work or retraining

**13) Please provide your views on the above outcomes.**

We are supportive of these outcomes, but believe there should also be a role for the organisation in promoting educational opporturnities and career routes in social care as well, which could also include opportunities within Further Education and not only Higher Education.

(Maximum 4000 characters)

**Cont. H: Our Outcomes**

**3. Education and training for a skilled, adaptable and compassionate workforce**

1. Learner-centred CPD programmes which keeps practitioners up to date
2. Enhanced roles to support service re-design and a better skill mix
3. Well-developed multi-disciplinary teams
4. A caring and compassionate workforce
5. High-potential individuals developed with the right values and behaviours to operate across boundaries
6. Leadership and management development at all levels
7. A culture of continuous improvement embedded in everyday practice
8. Excellence in clinical practice and safe models of care
9. More accessible employment and training services, resources and information
10. Less duplication of learning resources

**14) Please provide your views on the above outcomes.**

We are supportive of this ourcome, and with regard to less duplication of training resources we re-iterate the point that this is an area where effective collaboration can play an important role with organsiations who have already developed effective training resources, for example resources in vision impairment awareness and care which have been developed by Royal Blind and other organisations working with people with vision impairment.

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**4. A national digital platform, analysis, intelligence and modelling.**

1. A national digital platform with a coherent architecture
2. The ability to rapidly introduce and scale up new technologies based on consistent standards
3. Improved access to information, data analytics and intelligence
4. Improved capability and capacity in our specialist digital workforce
5. A workforce with up to date skills to deliver digitally enabled services
6. Accessible, accurate and linked national workforce data for planners and decision-makers

**15) Please provide your views on the above outcomes.**

We are supportive of this statement. We believe there is significant potential to increase the availability of data in relation to health and social care provision for people with vision impairment. A national digital platform should also be available in accessible formats.

(Maximum 4000 characters)

**Cont. H: Our Outcomes**

**5. A high performing organisation (NES)**

1. A positive and flexible employment experience for NES staff
2. Improved training, organisational development and quality improvement capacity and capability
3. A NES culture of innovation, improvement and shared responsibility
4. A digitally enabled NES
5. Effective accountability and governance and a sustainable NES

**16) Please provide your views on the above outcomes.**

We are supportive of the outcomes.

(Maximum 4000 characters)

**I: Our Way**

*\* NES only*

‘Our Way’ guides our behaviour, the decisions we make and the way we treat people. We always aim to be effective, respectful and engaging when working together and with others.

Our ‘ways of working’ are:

* Care for those we work for and those we work with
* Respect and value one another
* Be open, listen and learn
* Take responsibility and lead by example
* Look ahead and be creative
* Respond appropriately and effectively
* Work together to a clear and common cause
* Deliver excellence

**17) Please feel free to add any comments on our ‘ways of working’.**

We believe that there is room to include an explicit focus on inclusion in “Our Way.” This a key principle for disabled people. It is implicit in “Respect and value one another” but this could be expanded by reference to an inclusive approach, or indeed a reference to the work of the organisation not only “delivering excellence” but also “promoting inclusion.”

(Maximum 4000 characters)

**J: Any Additional Comments**

**18) Please feel free to add any additional comments on the draft NHS Education for Scotland Strategy 2019-2024.**

We have made some references to challenges around staffing. We have gone into more detail on this issue in our submission to the Health and Sport Committee on the Health and Care (Staffing) (Scotland) Bill which can be accessed here:

<https://www.royalblind.org/sites/www.royalblind.org/files/RB%20HSC%20Safe%20Staffing.pdf>

(Maximum 4000 characters)

**Thank you for your input**

Please send this completed form to: [NES.Planning@nes.scot.nhs.uk](mailto:NES.Planning@nes.scot.nhs.uk?subject=NES%20Strategy%20Consultation%20Response).

Alternatively, you can complete your responses online at: <https://response.questback.com/nhseducationforscotland/NESStrategy>.

Please do not hesitate to contact [NES.Planning@nes.scot.nhs.uk](mailto:NES.Planning@nes.scot.nhs.uk?subject=NES%20Strategy%20Consultation%20Response) should you have any further comments or would like to stay informed with future developments.