



**Healthy London  
Partnership**

# **Developing a workforce to improve outcomes across child and young peoples health**

12<sup>th</sup> December 2019

Supported by and delivering for:



Public Health  
England



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**MAYOR OF LONDON**

London's NHS organisations include all of London's CCGs, NHS England and Health Education England

# Agenda

<b>09:00</b>	<b>Registration, coffee and networking</b>	
<b>09:15</b>	Welcome and scene setting	Mo Akindolie, CYP Clinical Director HLP Tracy Parr, Director of Transformation HLP
<b>09:30</b>	What the London Long Term Plan submissions are telling us about the CYP workforce	James Cain, Interim Head of Programme Delivery, HEE Lydia Lofton, Workforce Transformation Lead, HEE Richard Ansell, Workforce Analytics and Intelligence, HEE
<b>10:00</b>	Transforming Services for Families with children 0-19	Catherine Drake Wilkes, Family Hub Manager, Westminster
	Our Journey towards integration	Jayne Vertkin, Head of Early Help, Family Services, Westminster
<b>10:15</b>	Improving the workforce through an integrated service delivery model in Barking and Dagenham - Early Years Transformation academy	Joy Coutts, Head of Children's Universal Services, Barking and Dagenham, North East London Foundation Trust
<b>10:30</b>	Using data to plan for the children's workforce	Marie Rogers, Workforce Manager, Royal College of Paediatrics and Child Health
	RCPCH Ambassador's Programme	Grace Brown, Policy Officer, RCPCH
<b>10:40</b>	<b>BREAK</b>	
<b>11:00</b>	Providing assessment and treatment for children at home (PATCH) developing an innovative resilient workforce	Fran Cleugh, Head of Specialty Paediatric Emergency Medicine, Associate Medical Director Quality Improvement, Imperial College Healthcare NHS Trust
<b>11:15</b>	Community Champions	Mando Watson, Connecting Care for Children, St Mary's Hospital, Imperial College Healthcare NHS Trust Arpana Soni, Registrar, Integrated Care Fellow, ICHT
<b>11:30</b>	Improving school nursing workforce through digital transformation	Kathryn Dean, Practice Development School Nursing, Evelina London
<b>11:45</b>	Embedding new roles in Primary Care Networks	Jonathan Sampson, Healthy London Partnership
<b>12:00</b>	Recruiting our future workforce: SWL Board game	Sue Nicol - Director of Workforce and Organisational Development, SW London Alliance
<b>12:15</b>	Roundtable discussion: What actions can we take to address at a Pan London, STP and local level	All
<b>12:50</b>	Next steps	Tracy Parr, Director Transformation CYP, HLP
<b>13:00</b>	<b>CLOSE</b>	

# Our children deserve better

- Outcomes are suboptimal
- Paediatric model is not sustainable
- Our professional silos were designed around traditional roles, and not the contemporary needs of children and families

**WE HAVE TO BE PREPARED TO THINK DIFFERENTLY**



*Away from traditional models of care*



*To a more modern and flexible approach*

# Policy Context: London Health and Care Vision

## The London Vision

We have a shared ambition to make London the world's healthiest global city, and the best global city in which to receive health and care services.



### Our Vision for London



The next steps on our journey to becoming the healthiest global city

What is the partnership?

The partnership is made up of:



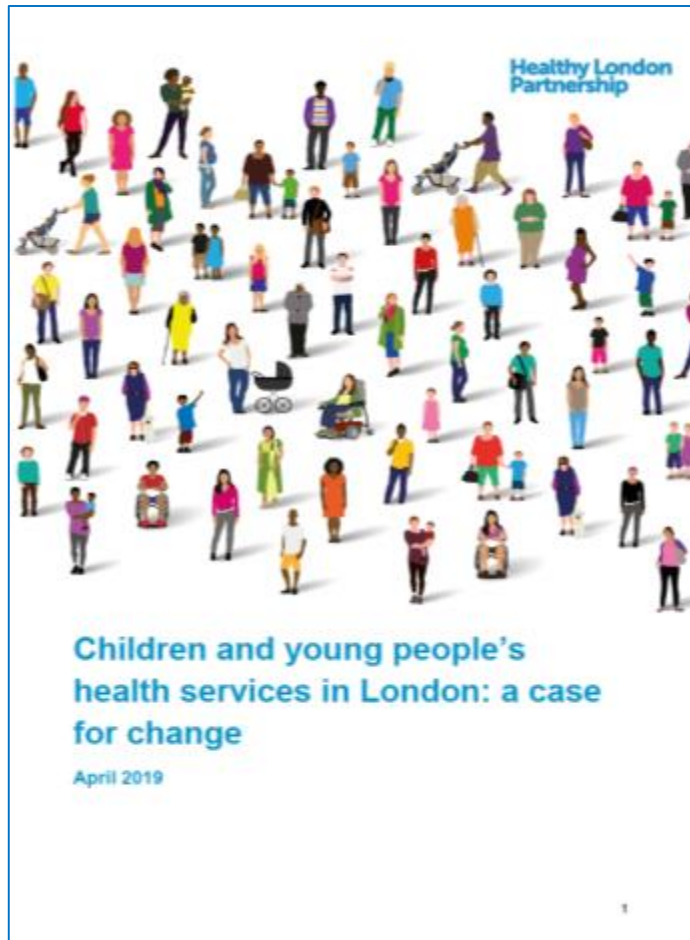
MAYOR OF LONDON



Plans include growing London's nursing workforce by more than 8,000 by 2024 and mitigating the impact of the cost of living on the recruitment and retention of health and care and staff.

[www.healthy london.org/vision/](http://www.healthy london.org/vision/)

# Case for change and system wide resources

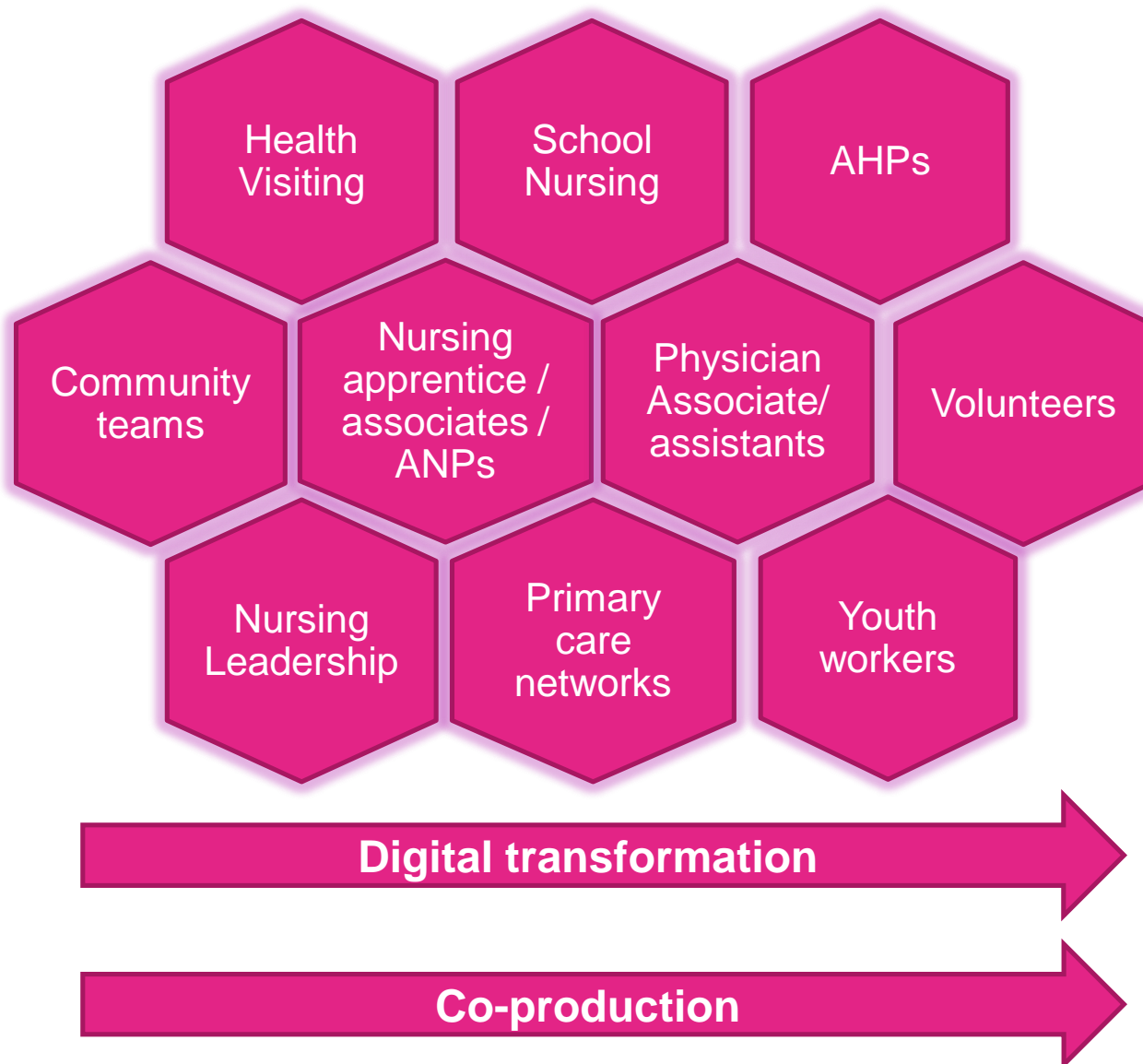


<https://www.healthylondon.org/resource/children-and-young-peoples-health-services-in-london-a-case-for-change/>



<https://www.healthylondon.org/wp-content/uploads/2018/10/HLP-CYP-resources-March-2019.pdf>

# Key Challenges & Opportunities



## Challenges

- Availability of workforce data – collection and accuracy – multiple sources
- Consistent offer across system
- Recruitment and Retention
- Support and leadership
- Clarity of roles
- Career pathways
- Entry points – apprentices
- Future pipeline

# Physicians Associates and Assistants roles

## Physician associate

- *Physician associates support doctors in the diagnosis and management of patients in hospital or primary care*
  - "...a new healthcare professional who, while not a doctor, works to the medical model, with the attitudes, skills and knowledge base to deliver holistic care and treatment within the general medical and/or general practice team under defined levels of supervision". (DH)
- RCPCH report investigating the opportunities for physician associates working within the UK paediatric NHS workforce is available [here](#)

## Physician assistant

- *Physician assistant is the term used in the USA to describe physician associates.*
- *In the UK, the term has started to be used to describe a different role, usually in acute settings*
- Duties carried out by physician assistants can include identifying and carrying out tasks to support delivery of treatments such as phlebotomy, insertion of intravenous cannula and organizing specialist tests and referrals

# Advanced Paediatric Nurse Practitioners (APNPs)

*Paediatric ANPs are highly experienced and educated nurses who are able to assess, investigate, diagnose, and prescribe.*

- Can reduce referrals by 40% ([Furness et al 2019](#)) in primary care
- Reduce admissions in the ED
- Signposting to relevant services
- Improved quality
- Improved job satisfaction
- Safe, competent and cost effective care
- Neonatal APNPs improve survival rates in high risk neonates
- Effective communication key for successful interface between traditional and emerging roles e.g. physician associates





## Pharmacy4Mums2B.

- Wrap around pregnancy pharmacy service
- Available in 30 pilot sites in Brent, Harrow and Hillingdon
- Pharmacists and their staff will help and advise women, providing guidance, support, evidence based health promotion advice and links with key services
- Free support and advice on matters related to;
  - Preconception
  - Pregnancy
  - Antenatal care
  - Perinatal care
  - Maternity
  - Children of early years (up to 3<sup>rd</sup> birthday)
- <http://www.pharmacy4mums2b.org.uk/>

# Securing our future NHS workforce

- [Interim People Plan](#)
- Nursing Ambassadors
- SWL Board game



- [Capital nurse](#) vision is to ‘get nursing right for London’; ensuring that London has the right number of nurses, with the right skills in the right place, working to deliver excellent nursing wherever it is needed.
- RCPCH currently running a recruitment campaign “Choose Paediatrics”:  
<https://www.rcpch.ac.uk/education-careers/choose-paediatrics>
- Opportunities through the Associate Nurse programme for Universal Children’s Services starting at City University in 2020

# CYPMH workforce

- Focus on engagement across the system throughout development;
  - Short online surveys for CYP, parents and carers; **731 responses**
  - Targeted workshops
- The strategy presents evidence from policy, demographic data, survey results and the workshops to explore 7 key areas of challenge;
  1. *Recognition*
  2. *Recruitment*
  3. *Retention*
  4. *Skills and training*
  5. *Fragmentation and awareness*
  6. *Staff well-being and supervision*
  7. *Wider system*
- 10 recommendations to address these challenges with case studies of good practice are presented for implementation across the CYPMH system.
- <https://www.healthy london.org/resource/children-and-young-peoples-mental-health-workforce-strategy/>



Work to support implementation of the trailblazer programme across London areas also continues, building the workforce through establishment of Education Mental Health Practitioners in school and college based Mental Health Support Teams

# Digital resources to help the CYP Workforce



**Paediatric Critical Care in Practice**; A free, online e-learning portal of resources designed for London's health professionals to use to develop their knowledge and achieve the quality of care set out in the London's Paediatric Critical Care: Level 1 and 2 Standards; <https://pccp.healthy london.org/>

**Good Thinking**; London's free digital mental well-being service. It provides short quizzes and a longer clinically validated self-assessment to suggest relevant apps and resources available to support people in the four most common mental health conditions; problems sleeping, stress, anxiety and low mood. <https://www.good-thinking.uk/>



**Digital health passport**; This app is designed to help young people with asthma take control of their condition. It can be used to create asthma action plans, track symptoms and access NHS support. <https://www.nhs.uk/apps-library/digital-health-passport/>

**eCDOP**; Electronic child death overview panel is a secure, flexible and web-based solution which allows your child death review process to be fully managed efficiently, with effective sharing of multi-agency information. <https://www.qes-online.com/QESeCDOP>



# Work about to start or to consider

- Growing children's community nursing capacity
- Specialist health visitor roles – to support our children with LD/SEND much earlier to prevent some of the difficulties we see in later life
- Allied Health Professionals e.g. speech and language therapists; where are the gaps and what outcomes can we improve?
- Youth Offending Teams workforce
- Youth workers
- Volunteers
- Voluntary sector organisations
- Social prescribing
- Links with primary care networks; HLP PCN resources available [here](#)

