



**Healthy London
Partnership**

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

12th December 2019

Supported by and delivering for:



Public Health
England

NHS

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MAYOR OF LONDON

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

Agenda

09:00	Registration, coffee and networking	
09:15	Welcome and scene setting	Mo Akindolie, CYP Clinical Director HLP Tracy Parr, Director of Transformation HLP
09:30	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
10:00	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
10:15	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
10:30	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
10:40	BREAK	
11:00	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
11:15	Community Champions	Mando Watson, Connecting Care for Children, St Mary's Hospital, Imperial College Healthcare NHS Trust Arpana Soni, Registrar, Integrated Care Fellow, ICHT
11:30	Improving school nursing workforce through digital transformation	Kathryn Dean, Practice Development School Nursing, Evelina London
11:45	Embedding new roles in Primary Care Networks	Jonathan Sampson, Healthy London Partnership
12:00	Recruiting our future workforce: SWL Board game	Sue Nicol - Director of Workforce and Organisational Development, SW London Alliance
12:15	Roundtable discussion: What actions can we take to address at a Pan London, STP and local level	All
12:50	Next steps	Tracy Parr, Director Transformation CYP, HLP
13:00	CLOSE	

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:



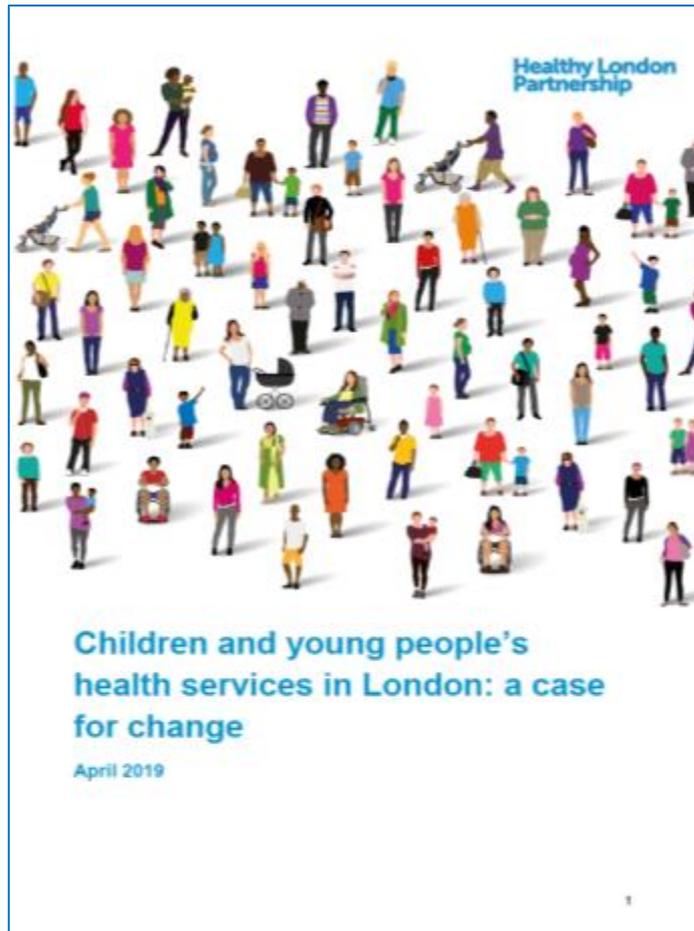
MAYOR OF LONDON



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/

Case for change and system wide resources

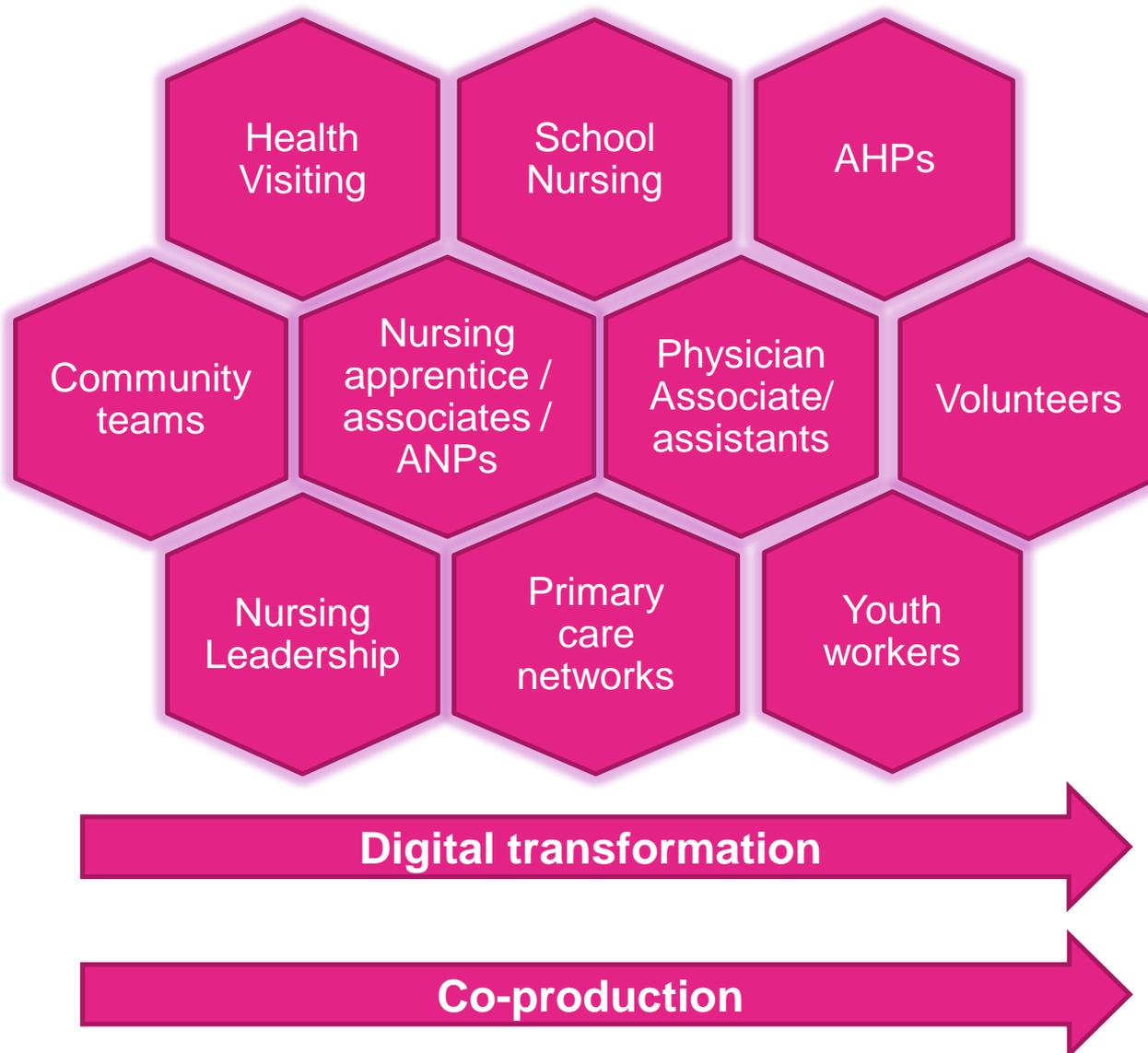


<https://www.healthylondon.org/resource/children-and-young-peoples-health-services-in-london-a-case-for-change/>



<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 3rd birthday)
- <http://www.pharmacy4mums2b.org.uk/>

Securing our future NHS workforce

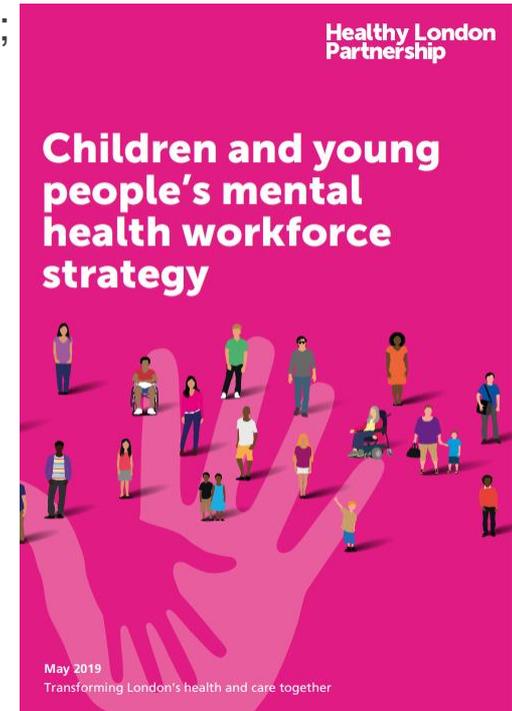
- [Interim People Plan](#)
- Nursing Ambassadors
- SWL Board game



- [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](#)

