

NHS Education for Scotland

Board Paper Summary: Annual Review 2016

1. Title of Paper

A briefing note of the NES Annual Review held at Westport on 10th October 2016.

2. Author(s) of Paper

David Ferguson, Board Services Manager
Donald Cameron, Director of Planning and Corporate Resources

3. Purpose of Paper

To receive and note a record of the NES Annual Review held on 10th October 2016.

4. Items for Noting

NES held a non-ministerial Annual Review on Monday 10th October 2016 at NES offices, Westport 102, Edinburgh. The event was attended by 50 delegates and centred on a presentation by Caroline Lamb, Chief Executive which highlighted selected areas of NES's work over 2015-16 (<https://vimeo.com/187635793>). The Annual Review was supported by a Self-Assessment Document and the forthcoming Annual Report for 2015-16 as useful sources of information on the depth and breadth of NES's activities.

5. Recommendations

None.

NHS Education for Scotland (NES)

INFORMAL NOTES OF 2016 ANNUAL REVIEW HELD ON MONDAY 10TH OCTOBER 2016 AT NES OFFICES, WETPORT 102, EDINBURGH

Present: Dr Lindsay Burley, Chair, NES
Caroline Lamb, Chief Executive, NES
Professor Stewart Irvine, Medical Director, NES
Dr Colette Ferguson, NMAHP Director, NES
Audrey McColl, Finance Director, NES
Dr David Felix, Postgraduate Dental Dean, NES
Dorothy Wright, Workforce Director, NES
Donald Cameron, Planning and Corporate Resources Director, NES
Christopher Wroath, Digital Transformation Director, NES
Professor Anne Watson, Postgraduate Pharmacy Dean, NES
Judy Thomson, Psychology Training Director, NES

A total of 50 delegates attended and the full list is appended to these notes.

1. WELCOME AND OVERVIEW

Dr Lindsay Burley, Chair of the NES Board, wished everyone a warm welcome to NES's 2016 Annual Review. This welcome was extended to delegates and to others who were joining the event by live streaming.

The Annual Review provides an opportunity to reflect on NES's work over the past year and to highlight the main challenges likely to arise in the coming year and beyond.

Dr Burley introduced Caroline Lamb, Chief Executive, who would be giving a presentation. Other members of the senior team were also present and would be available to contribute, as necessary, to fielding questions later.

Delegates were encouraged to visit the exhibition area after the Annual Review and take the opportunity for informal discussion and networking. Exhibitions were as follows;

1. Recruitment and Retention
 - GP Returners Scheme
 - NHSCareers Website
2. Family Nurse Partnership
3. Pharmacy in GP Practices
4. Digital Sepsis App
5. Dementia Champions
6. Leadership - Integration work

2. PRESENTATION - <https://vimeo.com/187635793>

Caroline Lamb, Chief Executive of NES, reiterated the welcome to this non-Ministerial Annual Review. She indicated that her presentation would focus on selected areas of NES's work and commended the Annual Review Self-Assessment Document and the forthcoming Annual Report for 2015-16 as useful sources of information on the depth and breadth of NES's activities.

The presentation highlighted a number of NES's achievements and drew attention to priorities, opportunities and challenges for the future. The following main areas were covered:

- NES's Vision: Quality Education for a Healthier Scotland
- NES's Mission: Education that enables excellence in health and care for the people of Scotland
- NES's Approach: Supporting Positive Change Through Education, based on targets and deliverables set out in the annual Local Delivery Plan (LDP).
- NES's Culture: NES Leadership Behaviours; NES Ways of Working; NHSScotland Values
- Leadership Qualities: Inspiring; Empowering; Adaptive; Collaborative; Engaged and Engaging
- Working with a Range of Partners
- The Health and Social Care Workforce
- Putting People at the Heart of What we Do
- Attracting Staff
- Recruiting Staff
- Training to Regulator Standards
- Returning to Work
- Improving Educational Quality: Regulator Standards; Recognition of Trainers; Support for Trainers and Mentors; Sharing Intelligence; Trainee Surveys
- Providing Career Pathways
- Continuing Professional Development
- Working Across Sectors
- Leadership for Integration
- Providing Access: Digital Transformation – Putting the USER at the Centre
- Inside Turas
- Once for Scotland: Improving the trainee experience
- Celebrating Success: Recognition at national awards events

The following points were highlighted or emphasised during the presentation:

- NES's culture encourages loyalty and commitment from its staff and stakeholders.
- There are considerable challenges in ensuring the sustainability of the very large and diverse health and social care workforce in Scotland.
- Proactive and imaginative approaches are needed to attract the required numbers and calibre of staff, with a focus on the excellence of Scotland as a place to train and work.
- Attention was drawn to the fairly recent launch of the new NHSScotland Careers website.
- The Sharing Intelligence for Health and Care Group has just published its first annual report. This group, which includes representation from NES, provides a mechanism for sharing data and intelligence relating to the quality of learning environments.
- Careers Pathways have recently been developed for Business and Administration staff and Estates and Facilities staff.
- Technology is being used increasingly to facilitate remote engagement with learning resources. Many of NES's digital resources are applicable across health, social care and beyond.
- The success of NES's digital transformation was highlighted. This has enabled the intelligent use of data and the ability to work in a more agile and responsive manner.

- The Turas platform has the potential to support a range of other organisations, across sectors.

In closing, Caroline Lamb thanked the staff of NES and NES's various partners for their commitment and hard work over the past year.

3. QUESTION AND ANSWER SESSION

The following question and comment were submitted from the floor:

Question: Joanna McGregor, a Public Partner, requested information on the work NES undertakes in collaboration or association with the voluntary sector.

In response, attention was drawn to NES's work with a wide range of individual and overarching voluntary organisations, including Alzheimer Scotland; The Alliance; The Thistle Centre; advocacy groups; and Who Cares Scotland? This collaborative and joint working covers a number of areas, including:

- Carers Strategy
- Dementia
- Corporate parenting
- Lived experience
- Improved oral health for homeless people
- Coaching in leadership

It was highlighted that further examples could be found in the Annual Review Self-Assessment Document.

Comment: Jim McGoldrick, Convener, Scottish Social Services Council (SSSC), highlighted the growing strength of the partnership working between NES and SSSC in key areas such as health and social care integration and dementia.

4. CLOSING REMARKS BY CHAIR

Dr Lindsay Burley thanked everyone for their attendance and contributions and indicated that there would be an opportunity for further informal discussion over refreshments.

NES
October 2016
DJF