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Health Education and
Improvement Wales (HEIW)

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Our Ref: AH/cw

Date: 13 September 2024

Sam Rowlands MS
Temporary Chair
Health and Social Committee
Welsh Parliament
Cardiff Bay
CF99 1SN

Dear Sam

Thank you for your request and many apologies for the delay in responding. Health Education and Improvement Wales is responsible for developing the healthcare workforce in Wales through a range of statutory functions that include education and training, workforce planning and insights, careers and attraction, workforce transformation and leadership development. Chronic conditions encompass a very wide range of specialties and professions, and whilst we don't have a specific focus on each individual condition, there are many aspects of our work programme that support the development of the chronic conditions workforce as outlined below:

Education and Training Commissioning – We are now training a record number of health professionals in Wales. This includes the undergraduate training we commission from HEIs for professions such as nursing, Allied Health Professions and Health Care Science; the postgraduate medical training which includes specialty training and GP training; and other forms of post registration training such as Advanced Practice. The numbers of people we train in each profession is informed by information included in the Integrated Medium-Term Plans from individual NHS organisations. Continuing to invest in our future pipeline of staff is critical.

Primary Care Education and Training - We have also invested in education and training for the multi professional teams in primary care through a network of innovative Primary Care Academies based in each Health Board area. These are especially important as clearly chronic conditions and frailty should be managed predominantly in the community (Right place, right person, right time, right skills). The Academies provide the opportunity to develop skills needed to support prevention, ongoing management and urgent care. This can be shown in an example such as GP nurses who gain community experience as a nursing student, then skills of prevention and basic chronic conditions management as part of our new General Practice Nursing Foundation Programme, then specialist chronic conditions management skills (diabetes, respiratory, chronic heart disease, independent prescribing, medication reviews) are supported through the post-

registration education and training fund. The Academy infrastructure is developing, and at maturity, will be able to identify those staff with learning needs related to delivering long term condition care and facilitate appropriate education and training. They will also be in a position to enable Health Boards to take a prioritised approach to the use of HB allocated education and training funds. Where management of chronic conditions is prioritised, education and training is available including independent and supplementary prescribing training. It is essential that investment in the Academies is maintained given our ambitions for primary care in Wales.

From an education and training perspective we are therefore supporting chronic conditions management through:

- Nursing student placements – opportunities to learn basic clinical and communication skills for LTC management and inspire new registrants to take up a career in primary and community care
- GPN Foundation Programme – prevention and essential LTC management skills
- GP Specialty training – urgent and ongoing management of LTCs and frailty in general practice and urgent primary care settings
- SPQ Community Nursing – General Practice and District Nursing – enhanced skills development in a range of LTCs
- Independent Prescribing – community pharmacy, GP pharmacy, nursing, physiotherapy, podiatry, paramedicine to review and prescribe for the management of LTCs.
- Advanced Clinical Practice – primary care (general practice) – management of LTCs included
- Health Care Support Worker Development – Level 3 apprenticeship – supports development and maintenance of skills to support management of LTCs including diabetes, respiratory, cardiovascular disease, wound care.
- Mental Health enhanced skills – through post registration E&T fund
- Integrated Care GP Fellowship (iGP) – enable a HB to identify a priority area e.g. frailty, diabetes, respiratory and support local GP to gain advanced skills to support LTC management in the community as part of an integrated service bridging GP and specialist services.
- Last year as part of the seedcorn monies a number of courses were provided in this area such as spirometry training and LTC updates.

Strategic Workforce Plans - We are currently working through the strategic workforce plans that were identified in the Welsh Government's National Workforce Implementation Plan. These plans include mental health, pharmacy, diagnostics, primary care, dental, nursing, maternity and neonatal, genomics. The mental health, pharmacy and primary care plans will take forward a number of actions that will strengthen, support and expand the workforce in these areas which have a critical role for people with chronic conditions. For example. our Allied Health Profession Pathfinder projects which are creating innovative approaches to support people with a variety of mental health needs, and our Musculo Skeletal Capability Framework which is going to be launched soon. The mental health workforce plan has received WG funding in full, however the plans are being addressed within existing resources and targeted investments given the current financial context.

Supporting Workforce Planning – We agree that there needs to be a focus on better workforce planning and we provide a range of resources and support to NHS organisations to ensure that collectively we are planning a future workforce that will be able to meet the needs of our population. These include better access to data and analytics, scenario planning and workforce planning guidance for areas like primary care.

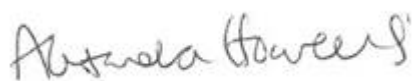
Interface with National Programmes - Over the last few years we have been working closely with each of the four National Programmes (Mental Health, Primary Care, Urgent and Emergency Care, Planned Care) to ensure that workforce solutions are developed to respond to the national service priorities and challenges. As an example, we are working the National Six Goals Programme in Urgent and Emergency Care with regards to Future Care Planning for those living with chronic conditions and frailty, as well as

hosting education resources to support frailty awareness on our new learning management system Y Ty Dysgu.

Future Planning – We believe that the delivery of healthcare will require radical change to meet future needs, and this will drive substantial rethinking of digital and workforce plans, on at least a 10-15 year horizon. Technology enabled care opens up exciting opportunities to rethink self-care for people with chronic conditions and therefore reimagine what is needed from the workforce. We have implemented a Digital Capabilities Framework that enables staff to self-assess digital literacy and support staff to engage with digital solutions. In future this will ensure that staff can support patients through a combination of apps and wearable devices that can facilitate high standards of care. This requires a collective effort across NHS Wales, and we are keen to support this with a long term workforce plan to provide a route map for the transformation that is needed.

I hope that this information is helpful.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Alexandra Howells', written in a cursive style.

ALEXANDRA HOWELLS
CHIEF EXECUTIVE