

September 2018



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Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

This is a monthly update for partners and stakeholders on progress with Health Education and Improvement Wales (HEIW) from its Chief Executive, Alex Howells.

The forthcoming organisation, which will be a special health authority and the eleventh member of the NHS Wales family, will be formally established from 1 October 2018.

Please help to spread the word about Health Education and Improvement Wales by circulating these bulletins to all staff.

Who are we?

Health Education and Improvement Wales is a special health authority being set up within the NHS to integrate and grow expertise in planning, developing, shaping and supporting the health workforce. We will be operational from 1 October bringing together the Wales Deanery, the Wales Centre for Professional Pharmacy Education (WCPPE) and the Workforce Education and Development Service (WEDS). Our functions will include: strategic workforce planning, workforce intelligence, education and training, workforce development and modernisation, leadership development, careers and widening access.

It's hard to believe the summer holidays are already over. It's even harder to believe we have only three weeks until we officially "go live".

Lots of progress has been made and I'd just like to take this opportunity to update you on a few things.

Vision, Purpose, and Strategic Objectives

Over the past month or so, we've shared via email, meetings and our stakeholder event the final draft of our vision, purpose and strategic objectives. We asked you if they covered what you expect and resonate with you. Thank you to everyone who has provided feedback.

We've taken this, with the views of our staff, and now have final versions as follows:

Vision: "Transforming the Workforce for a Healthier Wales"

The **purpose** of HEIW is to integrate and grow expertise and capability in planning, developing, shaping and supporting the health workforce to ensure that we have the right staff with the right skills to deliver world class health and care to the people of Wales.

Our work programme and objectives for the next 3 years will be directed by the following **strategic objectives**:

1. **As a new organisation establishing HEIW as a valued and trusted partner, an excellent employer and a reputable and expert brand.** *This reflects the work involved with establishing a new organisation which will last beyond 1 October.*
2. **Building a sustainable and flexible health and care workforce for the future.** *This relates to taking a more strategic approach to future planning of the workforce, and then aligning all the building blocks needed to deliver it i.e. education, training, role development, career pathways, continuous professional development etc.*
3. **With Social Care Wales shaping the workforce to deliver care closer to home and to better align service delivery.** *This specifically recognises the strategic shift required in developing and expanding the primary and community based workforce in order to deliver the service strategy.*
4. **Improving quality and safety by supporting NHS organisations find faster and more sustainable workforce solutions for priority service delivery challenges.** *This will require us to align our expertise and experience to current NHS pressures, demonstrating added value in the short term.*
5. **Improving opportunities for use of technology and digitalisation in the delivery of education and care** *This is a significant development area and linked closely with A Healthier Wales.*
6. **Reinvigorating leadership development and succession planning across health and social care in partnership with Social Care Wales and Academi Wales.** *This links directly to one of our new functions as an organisation.*
7. **Demonstrating value from investment in the workforce and the organisation.** *This will require us to be really clear about the benefits we deliver and how we measure them.*

We will also receive a Remit Letter from Welsh Government which will set out specific deliverables and priorities for the organisation. It is anticipated that these will fit within the above strategic objectives.

Partnership Work: A Healthier Wales Workforce Strategy

Regular meetings are now being held with Social Care Wales to take forward the scoping and development of the Workforce Strategy. A joint specification is being developed for discussion with Welsh Government in mid September.

Partnership Work: Interface with the NHS

Meetings have taken place with Aneurin Bevan UHB and Powys Teaching Health Board, as well as ongoing input to peer group meetings. When these are concluded by the end of September a summary of feedback from these meetings will be used to inform a clear framework for engaging within the NHS in future.

Launch and "Go Live"

Invitations to the HEIW launch event on 24 September 2018 have now been sent out by Welsh Government, and we

look forward to seeing many of you there. Please remember to register your attendance with, by the 14 September: heiw@gov.wales.

Staff from the three legacy organisations are preparing information stands to share with you their work, and how it supports colleagues and healthcare services.

The 24 September is a symbolic date; we officially "go live" on 1 October, when staff from the Wales Deanery and WCPPE will move into HEIW HQ at Nantgarw.

The top floor of the building itself will still be under renovation at this time, and our colleagues in WEDS will formally join us when this is completed.

A lot of work is going into organising the move; we hope it will go as smoothly as possible but please bear with us in the first few days as we set up IT equipment and staff move in.

Recruitment

Job design, evaluation and recruitment continue to be significant activities for the Programme and HEIW team. We are very grateful to many people who have helped and supported our recruitment process, from those who have sat on panels, to the many people who have shared these job opportunities.

Danielle Neale, Director of Finance and Corporate Services and Dafydd Bebb, Board Secretary have now joined the organisation, with Professor Push Mangat our new Medical Director due to join in the last week of September.

Board Meeting

The HEIW Board will meet at the beginning of October to ratify items such as standing orders and policies. It will then be fully functioning at its next meeting in November.

Thanks very much for your ongoing support,

Alex Howells

Chief Executive of Health Education and Improvement Wales (HEIW)



English



Cymraeg



English



Cymraeg