New Care Models: Vanguard Workforce

London NHS Partnership Forum

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Our core values:

- Clinical engagement
- Patient involvement
- Local ownership
- National support

Our values: clinical engagement, patient involvement, local ownership, national support
50 vanguards selected

5 new models of care with a total of **50 vanguards**:

- **9** Integrated primary and acute care systems
- **14** Multispecialty community providers
- **6** Enhanced health in care homes
- **8** Urgent and emergency care
- **13** Acute care collaboration

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Common components of successful new care models are emerging

While all vanguards are working in response to their different local needs, we are learning that there are common components across each of the first wave of care model types.

There are five core characteristics in the PACS framework emerging from the vanguard community:

A. A population health and wellbeing care model
B. Accountability for the whole population
C. Integrated governance and organisational form to support population health
D. System leadership to support population health
E. Contracting and payment systems that support population health

There are four core components to the emerging MCP framework:

A. A population health and care model focused on proactive and preventative care tailored around the needs of the individual
B. Empowering patients and local people to support each other and themselves in their health and care
C. Multi disciplinary health care professionals working within an organisation that has accountability for the delivery of health and care services for their population;
D. Contracting and payment systems that incentivise and enable the delivery of services for population health

There are eight core themes to the framework emerging from the enhanced health in care homes vanguard community:

A. Holistic care and wellbeing
B. Enhanced primary care support
C. Multi-disciplinary team (MDT) in-reach models including coordinated social care
D. Access to urgent and emergency care when needed
E. Reablement
F. Supporting older people with complex co-morbidities including dementia and frailty
G. End of life care (EOL) plans
H. Person-centred, integrated care
Supporting the workforce

- The workforce redesign workstream is supporting and enabling vanguards to design and develop a workforce that leads to a sustainable improvement in the health outcomes for a population.

- The workstream will address, with vanguards, the common challenges they face in the creation of a modern, flexible workforce organised around local population needs.

  - Supporting development of local workforce strategies that identify the training needs of existing staff, the new roles to be created, and the number of staff needed.

  - Co-producing common skill descriptors and job descriptions for new and extended roles. Developing knowledge and approaches to integrated workforce teams.

  - Facilitated simulation exercises to better understand the challenges of multi-professional working and the culture change required.

  - Strengthening system leadership across all organisations, distributing and empowering leadership at the frontline, and creating clinical and professional leadership.

  - Sharing a vanguard self-assessment tool to assess their capacity and capability for workforce redesign.

  - Working with Public Health England and HEE to help vanguards build a workforce based on population health needs, focusing on prevention and early intervention.

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Vanguards: working with nurses

Northumberland Accountable Care Organisation (PACS) has developed a nurse training programme with the first cohort of trainees due to start imminently. The initiative will address the shortfall in staffing numbers and improve recruitment and long term retention of qualified nursing staff. The vanguard is also introducing nurse practitioner skills to support the community matron team in delivering a rapid response service for patients with short term needs and potentially avoiding admission across the seven day week.

Nottingham City Clinical Commissioning Group (enhanced health in care homes) is sending community nurses into care homes to support residents for up to eight weeks following discharge from hospital. Specialist nurses access newly admitted residents and provide a gateway to additional care.

Sutton Homes of Care (enhanced health in care homes) has community link nurses who work with care homes and also help with training care home staff to use syringe pumps. The vanguard is also training nurses to enhance their clinical skills.

Cambridgeshire and Peterborough Clinical Commissioning Group (UEC) has established joint emergency teams, which comprises of two people, usually a nurse and a paramedic, and aim to visit people in their homes within two hours of being called to prevent them entering hospital unnecessarily. The team members have advanced assessment skills and decide whether the patient requires hospital care; if not, the team makes a referral to the district nursing team or other services needed to support the patient at home, and inform the person’s GP.
Vanguards : Engaging Staff

• The evidence is clear - we are seeking to share examples of innovative and creative approaches to staff engagement that is or has led to effective change delivering better care and health solutions.

• With national TU colleagues we are working with vanguards to better understand the emerging employment models and the challenges they raise.
Further information...

More details can be found on the NHS England website:

www.england.nhs.uk/vanguards

Or join the conversation on Twitter using the hashtag:

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