Workforce information standards brief

24th January 2021
The need for the NHS to have a flexible and responsible workforce has been set out in the NHS Long Term Plan and NHS People Plan. The ESM programme purpose is to enable all staff to move seamlessly between NHS organisations without unnecessary induction duplication. This will be achieved by:

1. Offering digital staff passports to all staff, rolled out progressively

2. Establishing trusted frameworks to enable NHS employing organisations to accept the verified information passported

3. Maximising workforce IT systems interoperability for occupational health (OH) and learning management systems (LMS) to enable portability and improve workforce data quality

4. Optimising use of lead employer models, particularly for doctors in training.
Progress on data standards

1. Data standards for workforce systems:
   - PRSB completed discovery of existing workforce data standards in Autumn 2021
   - New commission to develop the Workforce Information Model and Logical Data Model

2. Trust framework for sharing Verifiable Credentials
   - DCMS is leading the work on the UK Digital Identity Trust framework
   - NHS is working with DCMS, Home Office and other departments on additional Trust Frameworks that align with DCMS Trust Framework for:
     - Employment checks
     - Skills
     - Occupation health
     - Technical Trust Framework to assure interoperability with digital wallets to share signed credentials

3. Technical interfaces for interoperability across workforce systems:
   - Co-design of interfaces with suppliers
   - Hackathon being organised with Interopen for 28 Feb/1 March, with focus on staff movements and workforce mobility
Rationale for the programme
Enabling Staff Movements

Thousands of different staff movements every day

**Permanent**
- Change in employment contract
- 50,000+ Doctors in Training (DiT) movements
  - 250,000+ new starters per annum

**Primary Care**
- 191,000 staff in Primary Care
- 93,000 clinicians

**Permanent to/from Bank**
- 700,000+ substantive workers registered on a bank

**Temporary**
- c. 240,000 temporary movements including redeployments, emergencies, volunteers

**Private Practice**
- c. 20,000 consultants work both NHS / Private

**Bank to Bank**
- c. 85,000 on collaborative banks
- Majority of trusts planning collaborative banks

**POLICY DRIVERS:**
- NHS Long Term Plan
- NHS People Plan
- Technological Vision & Data saves lives: *reshaping health and social care with data*
- Secretary of State’s Busting Bureaucracy ambition
- ICS Design Framework
- The future of NHS HR and OD report
- People Digital Strategy (*in draft*)

Thousands of different staff movements every day

**Primary**

**Social Care**

**Private**

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Thousands of different staff movements every day

**Primary**

**Social Care**

**Private**

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Thousands of different staff movements every day

**Primary**

**Social Care**

**Private**
Addressing the challenge
Enabling Staff Movements

User needs…

…essential layers to deliver…

Digital Staff Passports

I need to…

…be able to move seamlessly through my training so that I can care for patients and maximise my training time

…be able to work at different NHS hospitals to benefit my learning

…be able to be easily deployed to work at different hospitals on a temporary basis if I choose to, to meet clinical need

…be able to provide my information complete checks and training once and for it to be passed on to avoid unnecessary repetition...

Collaborative programme led by NHSE&I involving NHSX, DCMS, DHSC, HEE, NHS BSA, NHS Employers, Home Office, DBS Service and CQC

Key: OH – Occupational Health; LMS – Learning Management

NHS Digital Staff Passport

This will…

• Reduce duplication
• Speed up onboarding
• Improve staff experience

Securely holds all essential employment & training information

Adoption Service

OH & LM System Interoperability

Trusted Frameworks and Standards

Covid response
Elective recovery
Supporting retention
Enabling ICS development
Aiding clinical pathway redesign

Aligning with urgent priorities

Supporting users to change

Giving staff control

Transferring data

Building trust
Health Education England - Enabling Staff Movements Strategy 2021/22

Developing Trust Frameworks
Core Skills Training Framework (CSTF)

**Aim:** Update the content of the CSTF and make it compatible with the Trusted Framework for Core Skills being developed by NHSE&I, which is adopted in full by all NHS Trusts, to enable consistency of training and portability of competence.

**Current Situation:** Majority of NHS Trusts and many other orgs are aligned either fully or in part, only 22 have never aligned. Not all those aligned are sharing CSTF competencies via ESR to enable staff movement and the framework has not been thoroughly reviewed since it was published in 2013.

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<th>Q1-3 Achievements</th>
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<td>Procured KPMG to undertake a root and branch review of the CSTF</td>
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<tr>
<td>CSTF Review completed 23rd September – 16th December 2021</td>
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<td>Draft final review report received from KPMG 17th December 2021</td>
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<td>10 overarching and 40 total recommendations received with the report. Deadline for comments from HEE, NHSE/I and SfH is 6th Jan 22</td>
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<th>Objectives for Q4</th>
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<td>Review recommendations, make decisions and define next steps</td>
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<td>Engage orgs in the findings and with NHSE/I on comms, in line with TFs development</td>
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