

# Academy of Medical Royal Colleges & New Care Models Programme Workforce

## Joint statement

26 January 2017

The Academy of Medical Royal Colleges (the Academy), royal colleges and faculties have all previously expressed their support for the NHS Five Year Forward View and welcomed the launch of the [new care models programme](#) in 2015.

The Academy recognises the important role clinicians play in leading change and improvement within their local areas, and contributing to the development of new care models. This includes giving clinical input into the design and delivery of local sustainability and transformation plans, which are being designed to meet future health and care needs.

Whilst recognising that one model will not fit all care needs, clinical engagement and leadership are essential factors for ensuring the success of the new care models across the country. And also, that delivering change and improvement will not be effective if does not have a valued, well-supported and enabled workforce behind it.

The new care models programme fully recognises the vital role that clinicians perform in improving patient care and that in order for this to happen effectively, the workforce issues around capacity, capability and collaboration will need to be addressed.

The AoMRC is assured by the positive progress made on workforce issues by the new care models programme which aim to:

- Improve the health of all populations including their mental health needs and the needs of infants, children and young people throughout their life course
- Improve the individual experience of care
- Improve the experience for staff of providing care
- Reduce the per capita cost of care.

By involving staff in the conversation about workforce redesign across their organisational and professional boundaries, vanguards are identifying and addressing a number of issues which are helping to support employee development and retention.

The Academy, colleges and the new care models programme have committed to:

- Continuing to work together to promote and support workforce redesign which improves care and supports clinicians
- Sharing practical ideas between the new care models programme and the colleges and keeping the dialogue going
- Identifying workforce frustrations felt by clinicians and how these might be addressed by vanguards
- Identifying frustrations emerging from the new care models programme which the colleges might have a solution for
- Identifying perceived barriers to workforce change
- Holding a series of seminars over the next six months to explore specific issues.

## Supporting quotes

Samantha Jones, Director – New Care Models Programme, said:

“For the success of the new care models programme to spread, our clinical workforce has to feel involved and believe in the benefits change. The progress made by vanguards is proof that workforce redesign is achievable – if we think outside of organisational and professional boundaries and design a model that meets future health and care needs. This includes the delivery of local sustainability and transformation plans that are currently being developed.

“We welcome the support expressed by the Academy of Medical Royal Colleges and we are committed to tackling workforce solutions together for the benefit of patients and staff.”

Dr Nav Chana, Clinical Adviser, Workforce Redesign, New Care Models Programme, said:

“It is a crucial time to galvanise the NHS workforce if we are genuinely interested in reform and embracing the opportunities for staff and patients of working together differently. We need to engage individuals, organisations and systems and make more effective use of the resources we already have for wholly integrated care that works around the needs of a population.

“Strengthening our connections to the Academy of Medical Royal Colleges will help us to share practical ideas, tackle tensions and support clinicians to lead change and positively influence the wider workforce.”

Professor Dame Sue Bailey, Chair of the Academy of Medical Royal Colleges, said:

“The Academy of Medical Royal Colleges has supported the new care models programme from the very beginning. Now, as this vital programme begins to prove that service and workforce redesign are possible in a way that bring real benefits to patient care and improved quality standards, it is more important than ever that clinicians engage fully in the process of change. The royal colleges and faculties look forward to a continued close relationship with the new care models programme to ensure that our joint objectives, which are set out in this statement, become an everyday reality.”

## New care models programme - workforce redesign team

### Outline action plan

The actions set out below have been agreed to support the Academy of Medical Royal Colleges (the Academy) and new care models programme (NCM) revised joint statement (December 2016). This statement has been updated to reflect progress, specifically in relation to emerging workforce challenges, engagement and leadership of clinicians to create and implement changes to their services for the communities they serve, and our continued commitment to working together to support system change.

The agreed actions have been identified and prioritised in response to workforce challenges emerging from new care models and the five key workforce themes:

1. Leadership - the need to be able to design and lead a workforce to deliver system wide objectives and care, based on the risk stratification of population health;
2. Team-based working – inter-professional learning to enable the establishment of effective integrated workforce models and changes to the way services are delivered;
3. Technology – developing new skills and methods of sharing information and communicating to deliver health and care, e.g. through integrated care records, virtual clinics and telecare;
4. Different settings – learning how to work and deliver services across multiple employing bodies, leaders and locations;
5. Personalised care – understanding the importance of, and learning how to deliver the care individuals need and want.

### Outline priority action

The Academy has reinforced its continued support and commitment to the new care models programme and system change through targeted interventions, including:

1. Shared learning through seminars, workshops, stories and networks;
2. Shared problem solving / myth-busting through facilitated workshops;
3. Shared action to help remove national, regional or local barriers to change by flagging issues and learning to the relevant bodies where appropriate.

A number of immediate actions have been agreed, along with a commitment to review progress and priorities and create a detailed schedule of activities for 17/18.

Action	Timing
1. Co design and deliver a workshop with a key focus on team-based working for representatives from royal medical colleges (RMCs) and other royal colleges, e.g. Royal College of Nursing, (to broaden the clinical reach) as well as vanguards and new care model vanguards. The workshop will enable further insights and shared understanding of the critical issues, barriers and opportunities through discussion, shared learning, and relevant expertise.	Feb / Mar 2017



2. Building on the February workshop, run a facilitated 'surgery' for vanguards / new care model programme and royal colleges to review, discuss and share real and practicable workforce solutions	Mar / Apr 2017
3. Work with the Royal College of Physicians to identify opportunities to work with and through the 'Future Hospitals' programme to support and facilitate system change	Ongoing
4. Identify relevant and helpful vanguard / new care model's programme input and learning for 14 March Acayemt hosted event about the impact of technology on our existing workforce	14 Mar 2017
5. Continue to enable helpful connections and advice on specific workforce issues through input and attendance at relevant meetings and workshops, regular collection of issues and feedback from vanguards / new care models programme and RMCs, and sharing stories	Ongoing
6. Use the Future NHS collaboration tool to share resources, case studies and other materials	Ongoing
7. Include content in the new care models programme bulletins and other communications channels	Ongoing