Happy Black History Month

This month, we celebrate Black history: from the nurses who came over from the Caribbean, to establish a post-war NHS, to the scientists, mathematicians, writers and leaders, whose actions and ideas helped shape the modern world.

The NHS has always depended on the talents of its diverse workforce; however, we know the experiences and opportunities that black and minority ethnic (BME) staff in the NHS face today are not always positive. I have really appreciated the candour and bravery of my reverse mentors in talking to me about some of their experiences.

While it is important to look back at how far we have come, we must also take this opportunity to look forward and work for more.

A few weeks before I started my job here at NHS England and NHS Improvement I had a conversation, my reverse mentor. She set me the challenge she said, “you’ve got all the way to the top, now send the ladder back down.” As always, she was spot on.

Evidence shows that tackling workforce race inequality improves staff experience, patient outcomes and organisational efficiency. That is why the NHS Long Term Plan committed that each NHS organisation will have a target for BME representation across its leadership team and broader workforce by 2021/22.

Leadership isn't just about seniority or about a place on an org chart, though it's clearly a part of it. It's also using your position, influence and platforms to make improvements for your staff, patients and your population.

This month, and in those that follow, I hope you will take the time to have uncomfortable, inspirational and totally necessary conversations about the future and the role you can play as an ally, advisor or mentee to your BME colleagues and friends.

As my reverse mentor would say, it’s time, and past time, to throw the ladder back down.

Announcements

Get your new online consultations implementation toolkit

The new NHS England and NHS Improvement implementation toolkit will support GP practices, clinicians, commissioners and primary care networks to successfully adopt and integrate online consultations into a comprehensive primary care offering. It covers topics such as procurement, overcoming challenges and supplier system functionality. Early adopters also highlight how they seamlessly integrated online consultations alongside face-to-face services to enhance the experience of care for patients and better manage time and workloads. Download the online consultations toolkit.

Bone and Joint Week 2019 – Supporting MSK health
Musculoskeletal (MSK) conditions are the most prevalent long-term condition and the largest cause of years lived with disability. MSK is the most common recorded diagnosis for hospital admissions and 1 in 5 people consult a GP about MSK conditions every year. Bone and Joint Week, 12-20 October, raises awareness of early diagnosis and prevention and supports more people to live well. This year the ARMA website and Twitter [@WeareARMA] are signposting to practical tools, webinars and resources to support commissioners and service managers to meet the needs of patients with MSK conditions.

**Action**

‘People’ not ‘beds’

Recent changes have been agreed to the use of language across health and social care in relation to Delayed Transfers of Care (DTOCs). The purpose of this plan is to drive change so that organisations refer to and report on people delayed within hospitals, rather than the beds they occupy. Through doing so we hope to highlight the harmful impact (such as deconditioning) that can result from prolonged hospital stays and delayed discharges.

For more information and how you can contribute towards this area of work please visit our website and contact Victoria Bennett or Tom Luckraft.

**Publications**

**Public Health England’s Atlas of Variation for Respiratory Disease**

Public Health England (PHE) has published the second Atlas of variation in risk factors and healthcare for respiratory disease in England. Almost seven years on from the first edition, the Atlas demonstrates significant inequalities in the distribution and treatment of common respiratory conditions across England. The Atlas presents advice to support local CCGs to tackle the key issues in respiratory care outlined in the NHS Long Term Plan and brings together information on action local areas can take to improve respiratory disease risk factors such as smoking, air pollution, obesity, housing and radon exposure.

**Low Priority Prescribing Masterclass - Learning from CCG experiences of implementing national guidance on priority prescribing**

NHS England and NHS Improvement have worked jointly with NHS Clinical Commissioners to develop and publish CCG guidance on Items which should not routinely be prescribed in primary care and Conditions for which over the counter items should not be routinely prescribed in primary care. On the 19 November 2019, a one-day masterclass will bring together CCGs to share best practice in reducing prescribing for items and conditions included in the guidance. To register your interest please visit the registration site.

**Latest episode of NHS England’s primary care networks podcast now available – the role of the clinical director**

NHS England and NHS Improvement has published the third episode in its series of primary care networks (PCNs) podcasts, as part of the ongoing work to share learning and support the development of PCNs across the country. This episode, hosted by Dr William Owen, Clinical Fellow at NHS England, features an interview with Dr Hannah Morgan, Clinical Director at Hayling Island Emsworth PCN, about how she is developing her PCN, her role as clinical director and some initial aims and objectives as the PCN partners begin to work together. Listen to the podcast on the NHS England website.
Events

Specialised Commissioning Neuroscience Workshops

NHS England’s Specialised Commissioning team launched work in Autumn of 2018 aimed at improving specialised adult neuroscience services in England. We are now organising workshops to bring together clinicians, managers, commissioners and patient groups to understand where improvements could be made across whole neurological and neurosurgery pathways and would like to invite local commissioners to join these conversations.

We are holding a national neurosurgery workshop in London on 6 November, and national neurology workshops are being held in Birmingham on 12 November and in London on 21 November.

If you are interested in attending, please contact the team on england.neurosciences.improvement@nhs.net

Keeping your patients and workforce safe – London regional event

The “Keeping your patients and workforce safe” event on indemnity and other services by NHS Resolution and NHS England is taking place on Tuesday 5 November 2019, in London at Hill Dickinson offices. More details, and to book a place, are available on NHS Resolution’s website.

Free, CPD-accredited, diabetes event to support in implementing the NHS Long Term Plan commitments

The NHS Diabetes Programme is working in partnership with DPC2019 to host a dedicated programme designed to support you in your role as a commissioner, or clinical lead, involved in diabetes and related conditions, as well as helping you to deliver the NHS Long Term Plan. They’ll be hosting the ‘NHS Park’, giving visitors the unique opportunity to learn how they’re making the NHS LTP commitments a reality with partners across the health system, share best practice and hear the experts present the latest findings in an informal, interactive setting. DPC2019 is free-to-attend and features 16 CPD-accredited theatres, including a dedicated Commissioning and Integrated Care Theatre. Register online to secure your free place and join 6,000+ HCPs at Olympia London on 29 and 30 October 2019.

Supporting systems to deliver elective choice for patient’s webinar Thursday 21 November 2018 09:30 – 11:00

The NHS Long Term Plan reinforces the existing NHS commitment to: patient choice of provider at point of referral, full roll out of Capacity Alerts, personalised care and introduces a new commitment to providing choice of an alternative provider for everyone who has waited 26 weeks on a referral to a treatment pathway.

The elective choice webinar is suitable for commissioners, GPs and providers and sets out the NHS England and Improvement approach to supporting systems in offering all aspects of elective choice, including the Point of Referral, and at 18 and 26 weeks. If you are unable to join this webinar the recording and slides will be published here.

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