

# Health Sciences Transition Programme Update

Liz Wands-Murray



UNIVERSITY  
*of York*

The Department of Health Sciences



# Introduction

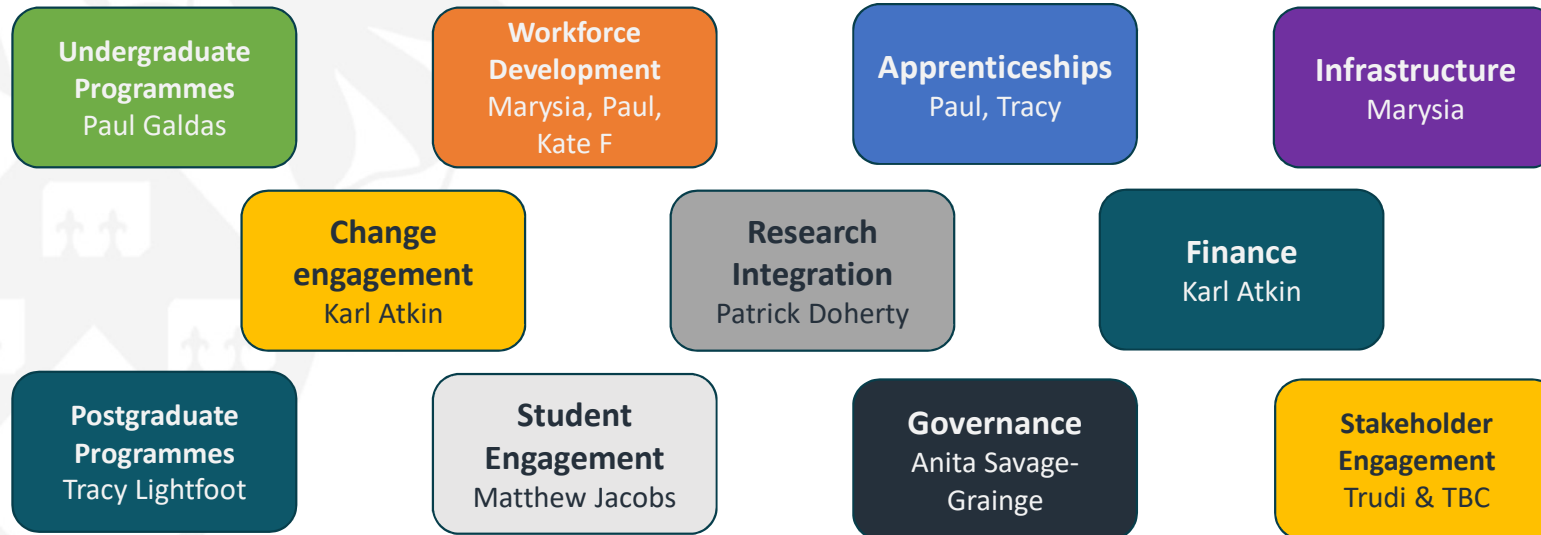
Some of the drivers for starting the transition programme include:

- Changes to funding for programmes including Undergraduate & SSPRD
- Decline in applications nationally and unknown impact of Brexit/EU nurses
- NHS workforce transformation and 5 year plan
- Nature of the 'patch' affecting things like availability of placements
- Introduction of Apprenticeships
- New standards for Nursing, Midwifery, Nursing Associate and Prescribing
- Periodic review of the Department offering opportunities for development

The Department's aim is to navigate its way through this rapidly changing environment towards our goal of securing a sustainable future, whilst enhancing our reputation as a trusted provider of the highest quality, innovative and impactful research and teaching.

# Workstreams

- The programme has 11 overall work-streams
- Each work-stream has an Academic lead(s)



# Structure & Governance

- The overall programme reports to the Faculty Working Group chaired by the Dean of the Faculty of Sciences
  - This generates regular reports to University Executive Board who are overseeing the development of the programme
- The work-stream leads meet on a monthly basis to manage, plan, report back and quality assure all the work happening as part of the programme – the ‘POG’ (Programme Operational Group)
- Lots of the work happening is either part of business as usual, or will become so over the life of the programme
- Each work-stream has its own project plan, with aims & timescales

# Programme Developments

- Curriculum Development for UG Nursing (led by Rob Allison)
  - Progressing according to timescales
  - Central University are happy with progress
  - Work has been done collaboratively and continues to be constructively challenged and effectively progressed through this joint working
- Curriculum Development of the Nursing Associate Apprenticeship (led by Linda Currie), the Prescribing Programme (led by Rose Pringle) and UG Midwifery (led by Helen Recchia)
  - Work has started and continues to demonstrate collaborative working across the Department
- The Research Integration work-stream has included:
  - Involvement in the curriculum development
  - Work with Contract Researchers to fully understand how we can best support people's careers in the future

# Programme Developments

- Work with students has progressed well
  - 3 Student Focus Groups and a student survey have been carried out in the last 6 months
  - Monthly focus groups planned for the rest of 2019 - the information gathered at these groups has been fed into various areas of work
  - ‘Student Voice’ – a dedicated email address and student webpages to improve our two way communication with students on a range of topics
- Engagement with Service Users and Carers has started
  - An Academic Lead to be appointed shortly. Work will include looking at involvement in curriculum development, quality assurance and delivery of elements of all programmes

# Programme Developments

- External Stakeholder engagement
  - Regular meetings with external stakeholders for each of the programmes have started to explore the new curriculums, new practice models, new systems of delivery and ways in which future planning can be productive for everyone and ensuring developments will fit with the needs of our local stakeholders by being innovative and creative in tackling challenges
- Regional collaboration for practice placement portfolio
  - Trudi has led UoY involvement in the development of the Yorkshire, Midlands & East practice portfolio – this work has been commended by NMC and has involved 27 HEIs
- Governance review
  - Led by Anita, the ongoing review of governance in the department has included and will continue to seek input from all staff to ensure that the model used makes the most effective use of the resources we have – YOU!

# Programme Developments

- As part of the overall transformation programme we have been carrying out an Equality Impact Assessment. This gives us clear ideas about where we might need to focus efforts to ensure that the department is equitable, diverse and a safe, fair place to work regardless of race, gender, disability, sexuality, religion or any other protected characteristic.
- This work is closely linked with the Athena Swan work and the Equality and Diversity Committee in the department
- Monitoring changes and developments as well as looking for opportunities to promote better inclusion mean that the programme strives to ensure that we make proactive choices throughout



# Programme Developments

Staffing, as part of the workforce development work-stream, has already resulted in a large amount of work:

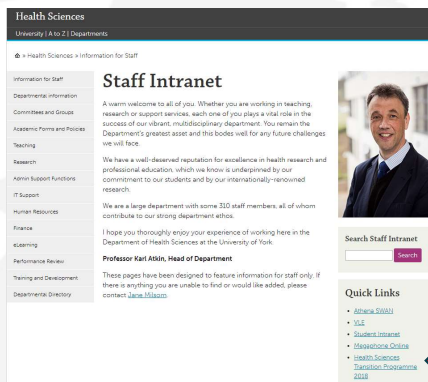
- Function & task models are being developed to ensure there is a clear picture of what people are doing to contribute to the department
- Development of a staff training & development programme linked to the new curriculums is being done with the TCP committee
- Change management & culturally competent care training will be delivered to staff
- Work to understand the development needs of research staff is underway with a view to providing support for staff going forward

# Challenges & opportunities

- External funding for students, uncertainty in health funding and political uncertainty continue to mean that forward planning is challenging – we aim to be a proactive rather than reactive department
- Staff involvement in all the work-streams is key to the programme working well – collaboration, cohesive planning and mindful development will give us the best long term outcomes
- Change isn't always easy, but by asking questions, getting involved and helping embed or lead the developments, you can understand what is happening and why and you can influence what things look like
- This is our opportunity to be a dynamic, proactive and innovative department training the leaders of the future and influencing practice through ground-breaking research – be part of it!

# How to find out more

- Transition website specifically for staff and students in the department:



Click here for  
transformation  
programme fun.....

- <https://sites.google.com/york.ac.uk/dohs-transition-programme-2018/home>
- Contact Liz Wands-Murray (321303) [liz.wands-murray@york.ac.uk](mailto:liz.wands-murray@york.ac.uk)