

Theme	LETB	Trust	Individual
Strategic planning and reporting	To create a Strategic Education and Learning Commissioning Plan informed by Local Workforce Education Group reports based on NHS Trust Workforce Development Planning.	To submit an NHS Trust Workforce Development Plan informed by LNA to LWGS to support appropriate allocation of funding.	<p>To identify own learning and development needs through the PDR process.</p> <p>To engage fully in the PDR process which informs NHS Trust LNA and workforce planning strategies</p> <p>To evidence their learning and development.</p>
Ensuring security of supply and meet local priorities	To identify and agree local priorities for education and training to ensure security of supply of the skills and people providing health and public health services, underpinned by robust workforce planning: ensuring supply of the right people with the right skills in the right numbers at the right time in the right place.	<p>To develop a robust work force development plan, informed by LNA that identifies local priorities for education and training that ensures the local workforce:</p> <ul style="list-style-type: none"> • has the right skills for high quality service delivery • Provides the necessary health and public health services in their local Trust. 	To be aware of Trust priorities and local service needs and align their own learning needs towards working productively towards their achievement.
Meeting service needs now and into the future	<p>To ensure that NHS staff are fit for practice and employment to meet patient needs both now and into the future by supporting the delivery of education and training which is based on:</p> <ul style="list-style-type: none"> • NHS Constitution • Quality learning environments • Multi-professional learning • Life-long learning • Whole workforce development. 	<p>To ensure that NHS Trust staff are fit for practice and employment to meet patient needs both now and into the future by providing education and training for their workforce which is based on LETB requirements and priorities.</p> <p>To plan education and training around local skills and development strategy and national priorities.</p> <p>To inform the workforce of the skills, knowledge and competence they need to perform their roles</p>	<p>To be aware of the knowledge, skills and competence required to perform their role and meet service needs now and in the future.</p> <p>To engage in life-long learning</p>
Delivery of NHS values and behaviours	Ensure that NHS staff have the necessary compassion, values and behaviours to provide person centred care and enhance the quality of the patient experience through education, training and CPD.	To ensure that all Trust staff provide person centred care underpinned by NHS Values and behaviours	<p>To be aware of and understand how, they can develop their performance based on Trust objectives, values and behaviours and understand how they relate to their roles and uphold NHS Constitution -values and behaviours</p> <p>To evidence learning and activities that demonstrate how they meet Trust objectives, values and behaviours</p>

<p>Commissioning of education and training</p>	<p>Plan, commission and be accountable for education and training commissioned on behalf of the local health community which is based on providers workforce demand, reflects the differing needs of the current and future workforce, impact on high quality service provision and health improvement and supports multi-professional working and widening access including Bands 1-4.</p>	<p>To request funding from HENW to commission education and training for NHS Trust staff based on the outcomes of a robust workforce Learning Needs Analysis based on PDR activity and collated in terms of job roles and banding. To recognise the differing needs of the current and future workforce and provide education and workforce development that meets identified needs.</p> <p>To ensure allocation of education and training funding is spent according to strategic priorities and local need based on the outcomes of a workforce LNA and:</p> <ul style="list-style-type: none"> • Achieves impact at an individual, Trust and patient level. • Provides opportunities for multi-professional learning. • Provides continuing professional development for the whole workforce. 	<p>To understand and identify how, they can develop themselves to ensure they perform their role to a high standard of patient care and safety</p> <p>To use the PDR process, to seek development opportunities which will assist them in embedding Trust objectives, values and behaviours in their own practice and engagement with the teams they work with.</p> <p>To engage in life-long learning</p>
<p>Delivery of strategic priorities</p>	<p>To deliver the key priorities set by the Secretary of State. e.g.</p> <ul style="list-style-type: none"> • Preventing people from dying prematurely by improving mortality rates for big killer diseases, through improving prevention, diagnosis and treatment; • Improving the standard of care so that quality of care is considered as important as quality of treatment, via more accountability, better training, tougher inspections and more attention paid to what patients say • Improving treatment and care of older people and people with dementia through early diagnosis, better research and better support • Bringing the technology revolution to the NHS to help people, especially those with long term conditions, manage their health and care. 	<p>To plan education and training around national priorities which have been embedded in local skills and development strategy</p> <p>NHS Trust employees will have an awareness of Trust objectives, values and behaviours and understand how they relate to their roles.</p>	<p>To be aware of NHS Trust objectives, values and behaviours and strategic priorities and understand how they relate to their roles.</p>

Provision of excellent education	Accountable for securing quality of education and training programmes in accordance with the requirements of professional regulators and the Education Outcomes Framework	To measure the contribution and impact of education in achieving national / organisational priorities.	To evidence how learning and development activities have impacted on their role and the care they provide using the PDR process.
Development of competent and capable staff and provision of CPD	Support access to continuing professional development and employer-led systems for the whole health and public health workforce to support increased flexibility and responsiveness including: <ul style="list-style-type: none"> • A multi-professional approach in planning and developing the healthcare and public health workforce and in commissioning education and training • Preparation for life-long learning • Providing a forum for developing the whole health and public health workforce including Bands 1-4 and CPD and supporting widening access 	To identify and develop talent identified in from undertaking LNA based on the PDR process To included bands 1-4 in allocation of funding for and CPD and supporting widening access To allocate funding for whole workforce continuing professional development based on need identified through the LNA process and local / national priorities.	To use the PDR process to: <ul style="list-style-type: none"> • Evidence their development • Gain CPD opportunities • Provide evidence of own talent.
Measuring impact of education and training	Commission education and training to deliver the local skills and development strategy and national priorities set out in the Education Operating Framework and measure the contribution and impact of education in achieving organisational priorities.	To measure the impact and contribution of education, training and local skills development against local Trust strategy/ priorities and national priorities	To use the PDR process to demonstrate how learning and development activities have impacted on their role, patient care and service delivery.
Accountability for allocation of funding	Get value for money and account for education and training funding allocated by HEE throughout the commissioning of education and training.	To be accountable for spending of education and training funding provided by the LETB.	To ensure learning and development needs identified through the PDR process are aligned to NHS Trust needs.