

NENC Digital Summit Informatics Skills Development Network

Lynn Hartley, Skills Development Manager,
North East and North Cumbria

Who are the Skills Development Network ?



10 Skills Development Networks
across England

By the NHS, for the NHS

Professional Skills for Finance, Procurement
and now Informatics staff

How does ISDN fit with the NENC ICS Digital Strategy?

ics
Integrated Care System
North East & North Cumbria

Our Themes

Our Strategy focusses on five key inter-linked Themes to deliver our Vision..

- Foreword
- Our Vision**
- Context
- Our Themes
- The Essentials
- Improving**
- Connecting
- Empowering**
- Learning
- What this means
- Governance & Accountability
- Our Roadmap & The Future

The Essentials
Getting the Basics Right

Improving
Continuing to Advance & Innovate

Connecting
Linking the Region & Beyond

Empowering
Bringing Personalised Care Closer to Home

Learning
Using the Power of our Past & Present to Deliver the Future

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How does ISDN fit with the NENC ICS Digital Strategy?

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Improving Continuing to Advance & Innovate

An integrated health and care system needs digitally mature organisations and a digitally capable workforce.

Our citizens will have access to the latest digital health and care options, that will ultimately support our long-term "prevention" ambitions.

We're enhancing digital abilities for our ICS, our people, our citizens and our health and care organisations; through having access to the latest digital technology options available.


Our workforce will learn new skills, achieving individual personal growth while allowing us to flex and respond as a region.

We Will.....

- > Take the necessary steps to ensure that all parts of the system reach the required level of maturity so we can create a truly integrated system.
- Work with colleagues from across our region and agencies such as Health Education England, to create a workforce that have the skills and confidence to use new technologies and to digitally enable patients on supported self-management tools.
- > Enable a digitally flexible system, that maximises and exploits economies of scale; to transform health and care services; creating value for money through collaboration and convergence.
- > Continually measure and raise the digital maturity bar to transform as, in system terms, **"we will only be as good as the weakest link"**.
- > Facilitate staff agile working and seamless movement across our region.

We will work to improve the systems we have in place to make services more useable, useful and used.

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Improving Continuing to Advance & Innovate

What we've already done...

We've implemented new ways of working that can be summarised as **"not doing the same things better, but perhaps doing better things"**.

We have rapidly delivered and adopted a range of digital technologies and capabilities that will enable our workforce to function in more mobile and agile ways.



We have successfully secured and channelled funding to organisations within our region, to improve their digital maturity.

In the future, there needs to be a further acknowledgement and recognition of how the system can help and support those organisations that are less digitally mature than others in order to help raise their digital maturity levels as quickly and efficiently as possible.

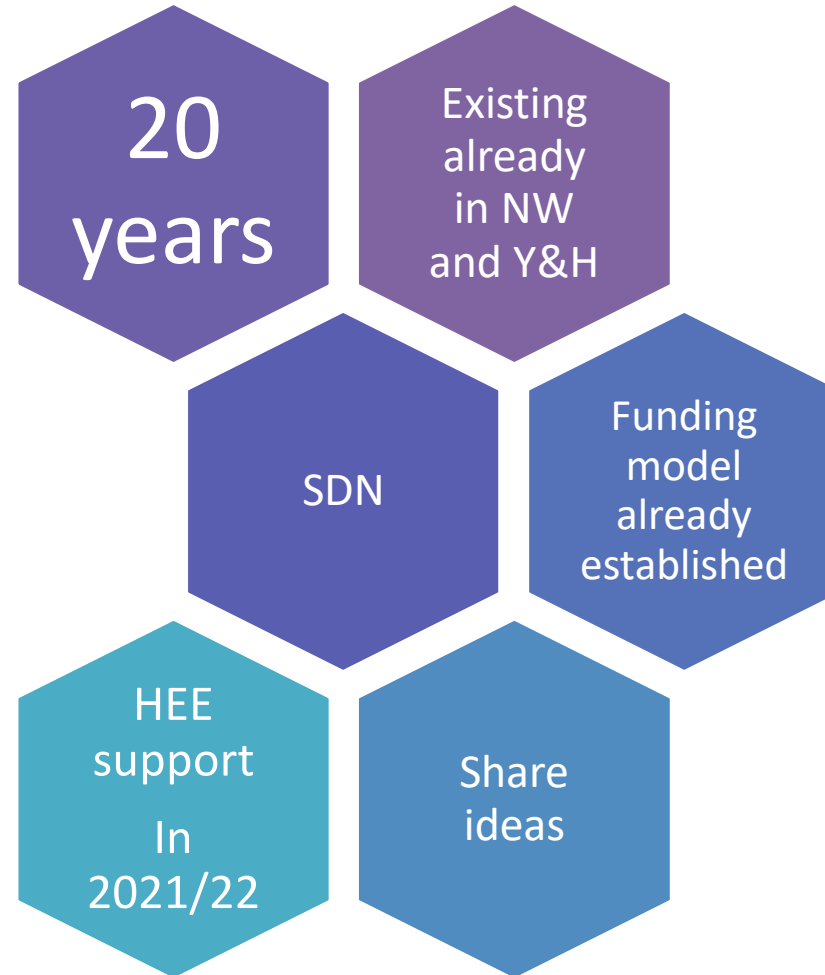
Our workforce design principles centre around:

- Recognising that an emerging part of the workforce will be:
 - Members of the public choosing self-management of their care needs.
 - Care home and third sector staff.
 - First responders such as fire and police and risk assessors in the community
- Designing and delivering models that are not based on organisational boundaries or only around health and care sector digital networks.
- Building upon the foundations of delivering care closer to home using digital technology and infrastructure to enable a true 'shift of the point of care delivery'.
- Actively facilitating and promote learning between clinicians, care professionals and back-office staff
- Establishing learning and education; systems, services and networks and promoting engagement and uptake. Enhancing recruitment through the development of innovative working practices, new roles and relationships.
- Recognising that digital health and care services require a significant mind-set change and the right skills to enable health and care professionals to support personalised self-care.

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Why use the Skills Development Network?



Where can I access development ?

	Informatics Skills Development Network							NEYLEA	National Leadership Academy	FED-IP	NHS England	
	<i>Local Development Programmes</i>		Essentials	Improving	Connecting	Empowering	Learning	Conferences	All Areas	All Areas	All Areas	Digital Academy
Directors	NYDIF	<i>Master Classes and Skills Development Network Joint Programme</i>						NW/ NEY Connect Conference	<i>Multi Disciplinary Leadership & Transformational Training / Coaching Programme</i>	Aspiring Chief Executive Programme / 2025 Leaders Programme	National Conferences and Events	Digital Health Leadership Programme
Deputies	Aspiring and Developing Leaders							NEY ISDN Development Day		NYE Bevan Programme		
Specialists / Functional Experts			Basic suite of Informatics skills resources available to all staff	Tailored Informatics Skills including Project Management	Special Interest Groups putting like minded colleagues in touch with each other to share ideas and practice	Digital Skills for non Digital People	Advanced Analysis, Interpretation and Communication of Data skills			Elizabeth Garrett Anderson Programme / Rosalind Franklind Programme	Professional registrations	
Band 8 +										Heads Up!	Mary Seacole Programme / Stepping Up Programme	
Band 6 - 8a	Creating Impact		Edward Jenner Programme	Online Certificates								
Students / Apprentices / Non Qualified												
	North East and North Yorkshire Regional Events							National Events				



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NHS Skills Development
Developing Today to Influence Tomorrow



Informatics Skills Development Network



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The Skills Development Network brings together training and development opportunities for finance, procurement and informatics staff across the whole of the NHS.

[View event registrations in your organisation](#)

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News



Graduates into Health.....assessment centres are running now
Want to recruit and train top digital, data ...

Equality, Diversity and Inclusion Events Calendar 2021
This calendar provides a selection of key...

[View all news >](#)

Events



PRINCE2 Practitioner e-learning and exam (Online Live - Via GoToTraining)...
Monday 27 September 2021 - Tuesday 1...

PRINCE2 Foundation e-learning and exam (Online Live - Via GoToTraining)...
Monday 27 September 2021 - Monday 1...

[View all events >](#)

Top Tips



Our latest publications:



E-learning



[Click here](#) to access a series of interactive short, smart learning opportunities delivered directly to you at your desktop.



[Click here](#) to access free Microsoft Office training from beginner through to advanced.



Conferences



As this is a new service in the North East, there are currently no conferences planned at the moment.

In Your Region



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[Complete the Informatics Census](#)



Lynn Hartley

Admin

Informatics Professional

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A green puzzle piece containing the text "NHS Knowledge".

**NHS
Knowledge**

A pink puzzle piece containing the text "Business Skills".

**Business
Skills**

A blue puzzle piece containing the text "Technical Skills".

**Technical
Skills**

The **Informatics Skills Framework**
for **Information Analysts**,
supported by the Health
Foundation, is now available

[Click here for access](#)

The Skills Development Network brings together training and development opportunities for finance, procurement and informatics staff across the whole of the NHS.

Informatics Skills Development Network

Informatics Skills



Technical Skills

- Data Science Tools - Python
- Data Science Tools - R
- Databases & their Administration
- DataViz Tools - PowerBI
- DataViz Tools - Tableau
- Spreadsheets
- SQL
- Statistical Process Control and its Charts
- Statistics



Business Skills

- Business Analysis
- Communication
- Leadership
- Managing Others
- Project and Programme Management
- Self Development
- Six Sigma, Lean and Process Improvement
- Training, Coaching & Mentoring Skills



NHS Knowledge

- Clinical Coding in the NHS
- Clinical Information Systems in the NHS
- Finance in the NHS
- Information Governance in the NHS
- NHS Capacity and Demand Management
- NHS Commissioning and Contracting
- NHS Data Flows
- NHS Performance Management
- NHS: What it is and how it works
- Social Care Data

Events

Please click the title to view the event

[PRINCE2 Practitioner e-learning and exam \(Online Live - Via GoToTraining\)](#)

Monday 27 September 2021 - Tuesday 14 December 2021

[PRINCE2 Foundation e-learning and exam \(Online Live - Via GoToTraining\)](#)

Monday 27 September 2021 - Monday 13 December 2021

[MSP® 5th Edition Foundation e-learning and exam \(Online Live - Via GoToTraining\)](#)

Monday 27 September 2021 - Wednesday 15 December 2021

[ITIL-4® Foundation e-learning and exam \(Online Live - Via GoToTraining\)](#)

Monday 27 September 2021 - Monday 13 December 2021

[Business Analysis Foundation e-learning \(Licence only\) \(Online Live - Via GoToTraining\)](#)

E-Learning Licences Issued: Monday 27 September 2021

[Change Management Foundation e-learning and exam \(Online Live - Via GoToTraining\)](#)

E-Learning Licences Issued: Monday 27 September 2021

[AgilePM Foundation e-learning and exam \(Online Live - Via GoToTraining\)](#)

E-Learning Licences Issued: Monday 27 September 2021

[How to be an effective Business Partner in a remote world \(online event via MS Teams\)](#)

Wednesday 13th October 2021 (09:30 - 12:30)

[Customer Service \(delivered virtually online via ZOOM\)](#)

Wednesday 20th October 2021 (09:30 - 16:30)

[Writing Effective Reports \(delivered virtually online via ZOOM\)](#)

Thursday 21st October 2021 (09:30 - 13:00)

[Business Case Development \(delivered virtually online via Zoom\)](#)

Monday 15th November 2021 (09:30 - 16:30)

[Understanding the Tender Process \(online event via Zoom\)](#)

Wednesday 17th November 2021 (09:30 - 15:30)

[Understanding Contracts \(online event via Zoom\)](#)

Monday 24th January 2022 (09:30 - 15:30)

Informatics Skills Development Network – Top Tips



How to Conduct an Effective Training Session (PDF 79kb)



Coaching and Mentoring Guide (PDF 198kb)



Top Tips - Writing a Business Case (PDF 218kb)



Top Tips - Data Visualisation (PDF 518kb)



Top Tips - Influencing (PDF 244kb)



Top Tips - Energising an Existing Team (PDF 425kb)



Top Tips - Building a New Team (PDF 438kb)



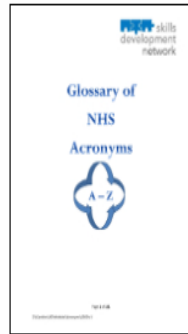
Top Tips - Making the Most of your Time (PDF 576kb)



Top Tips - Managing Personal Resilience (PDF 133kb)



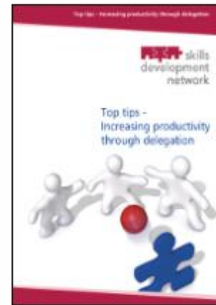
NHS Induction Pack (PDF 1mb)



NHS Acronyms (updated April 2020) (PDF 1mb)



Top Tips - Negotiation in Healthcare (PDF 2mb)



Top Tips - Increasing Productivity through Delegation (PDF 416kb)



Top Tips - Increasing Productivity through Coaching (PDF 444kb)




Top Tips - Understanding the Effects of Change (PDF 314kb)



Top Tips - Leading others through Change (PDF 331kb)

Progress to date

- ISDN Network Manager in place
- ISDN Oversight Group in place
- Terms of reference established
- Resources and Training in place
- We need you to get involved



**NORTH EAST & NORTH CUMBRIA
INFORMATICS SKILLS DEVELOPMENT OVERSIGHT GROUP (ISDOG)**

TERMS OF REFERENCE

1. Purpose of the Group

1.1 The ISDOG will provide strategic direction to the development of a professional framework for informatics/digital staff.

1.2 To provide leadership and vision to support the development of the informatics and digital functions.

2. Objectives

2.1 Develop the strategy and action plan, ensuring it is consistent with national strategies and local needs for the informatics and digital functions.

2.2 Effectively support the continuous development of informatics staffing, taking into consideration:

- The needs of individual NHS organisations
- The organisational and cultural changes prevalent within the NHS
- National learning and development strategies and initiatives
- Links with relevant local and national organisations and initiatives

2.3 Work in partnership with regional and national informatics bodies to support the delivery of the national informatics and digital strategies.

2.4 Monitor the implementation of the strategy and action plan against the identified success criteria.

2.5 Propose and recommend new projects/initiatives, outline any resource implications, to deliver the strategy.

2.6 Ensure that appropriate links are maintained with regional and national groups to support the delivery of national projects, including opportunities to attract additional funding.

2.7 Work in partnership with key stakeholders to maximise the benefits of collaborative learning and development activities in order to share best practice.

2.8 Help to promote and maintain a culture and environment of inclusive learning and development, recognising the needs of the individual, the organisation and the wider NHS.

2.9 Facilitate the delivery of a programme that respects diversity, enables participation and removes barriers.

2.10 Provide opportunities to share good practice across all organisations and to develop cross-sector working.

2.11 Support the Network in developing an appropriate talent management and succession planning framework to meet the needs of the informatics and digital functions.

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Anyone wanting to get involved – Contact: Catherine.Grant2@nhs.net

Where are we now ?

Organisation	2020 Census	Registrations	% Registered
County Durham and Darlington NHS Foundation Trust	125	15	12%
Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	125	15	12%
Gateshead Health NHS Foundation Trust	190	35	18%
North East Ambulance Service NHS Foundation Trust	45	11	24%
North of England CSU	454	41	9%
North Tees and Hartlepool NHS Foundation Trust	123	18	15%
Northumbria Healthcare NHS Foundation Trust	250	27	11%
South Tees Hospitals NHS Foundation Trust	347	9	3%
South Tyneside and Sunderland NHS Foundation Trust	267	3	1%
Tees, Esk and Wear Valleys NHS Foundation Trust	141	18	13%
The Newcastle upon Tyne Hospitals NHS Foundation Trust	250	7	3%
TOTALS	1850	204	11%

You have to be in it to win it

Register : www.skillsdevelopmentnetwork.com

What do I do now?

Register on the
website

Nominate at least
one lead from your
organisation

Decide
development is
needed by you
and your
colleagues

Let us know

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Catherine Grant
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Thank You

www.skillsdevelopmentnetwork.com

