

## **USEFUL INFORMATION ABOUT Health Education England & Local Education and Training Boards**

### **Overview**

Subject to passage of the health and social care Bill, Health Education England (HEE) will be established as a Special Health Authority in June 2012 with a view to commencing operations from October 2012 and taking on full responsibilities by 1 April 2013. In due course the plan is to establish HEE in primary legislation as an Executive Non-Departmental Public Body (ENDPB).

There are two parts to the new education and training system: Health Education England and Local Education and Training Boards (LETBs) (including postgraduate Deaneries). HEE will provide national leadership and oversight on strategic planning and development of the health and public health workforce, and allocate education and training resources. HEE will promote high quality education and training that is responsive to the changing needs of patients and local communities - including responsibility for ensuring the effective delivery of important national functions such as medical trainee recruitment.

The LETBs will put employers and professionals in the driving seat. They will work with HEE to improve the quality of education and training outcomes so they meet the needs of service providers, patients and the public. LETBs will take on the workforce planning and education and training functions of Strategic Health Authorities (SHAs), including post-graduate deaneries. LETBs will be hosted by HEE from April 2013, with a clear scheme of delegation. LETBs will have a formal decision-making board accountable to HEE.

### **Purpose**

The purpose of HEE is to ensure that the healthcare workforce has the right skills, behaviours and training and is available in the right numbers to support the delivery of excellent healthcare and health improvements. HEE will be responsible for the management and allocation of the Multi-professional Education and Training (MPET) budget. Its primary focus will be on professionally qualified healthcare and public health staff. However, HEE will take a wider leadership role in relation to the development of the whole healthcare workforce.

### **Location**

The central team will operate from Leeds with a small office in London. The LETBs will be based in local offices.

### **Numbers of Staff**

The HEE central team will have between 120 and 150 staff as the organisation builds to full operation. It is not known at this stage how many staff will be based in the LETBs

## **Organisation Design**

A transition team has been appointed and has started to plan organisation design. The organisation chart will be available in March 2012.

## **Timeline staff appointments and transfers**

Senior appointments to HEE will be made from May 2012 onwards, starting with the Chair and Non Executive Directors. The recruitment of the Chief Executive and Executive Directors will follow. Recruitment to other posts will start in September 2012.

## **Useful documents**

'Developing the Healthcare Workforce - From Design to Delivery' was issued on 10 January 2012 and provides a detailed description of the new Education and Training system.

[http://www.dh.gov.uk/prod\\_consum\\_dh/groups/dh\\_digitalassets/documents/digitalasset/dh\\_132087.pdf](http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/documents/digitalasset/dh_132087.pdf)

A draft **People Transition Policy** (PTP) has been developed for consultation with the staff side nationally. The aim is to publish a Stage One document, covering senior appointments, in March 2012. This will be reviewed before the Stage Two document, covering all other staff, is issued. The PTP builds on the National HR Framework and describes the detailed arrangements relating to the move of staff to HEE and to the appointment to posts.