workforce Minimum Data Set (wMDS) Independent Mental Healthcare Provider Events

NHS Digital

Information and technology for better health and care

Nick Armitage - Analytical Section Head, Workforce Statistics, NHS Digital

n.armitage@nhs.net

10:30: Tea / Coffee and Registration

Please use the post-it notes and flip charts to collect any of your questions / thoughts for discussion during the working lunch – the more questions, the better!

Any other house keeping notes?

Introduction / welcome / aims of the day

- Welcome
- Introductions
- House keeping
- Aims of the day:
  - To give context to the need for workforce information
  - To make the case for its importance
  - To explain how you can submit the data
  - To deal with any questions and provide an opportunity for you to help improve the processes
  - To work together!

Agenda

- **10:30** Tea / Coffee and Registration

- **11:00** Introduction / welcome / aims of the day – **NHS Digital**

- **11:05** Importance of workforce information for IHP MH providers, MH5FV and the wider context – **NHS England**

- **11:25** Stepping Forward workforce planning and the focus on developing the MH workforce – **Health Education England**

- **11:55** The wMDS – what, why, how? – **NHS Digital**

- **12:15** Break

- **12:25** Demo of the workforce Minimum Data Set Collection Vehicle (wMDSCV) – **NHS Digital**

- **12:45** Outputs – how the data will be used – **All**

- **13:00 – 14:00 Working Lunch and networking**
  - To cover topics including:
    - Frequently asked questions (based on existing wMDS collection experience);
    - IG, GDPR, Data protection concerns;
    - Avoiding additional data collections;

- **14:00** Close, thanks, final questions / wrap-up – **All**

- **14:30** Finish

11:05: The importance of workforce information for IHP MH providers, MH5FV and the wider context – NHS England

Add NHS England slides here…

11:25: Stepping Forward workforce planning and the focus on developing the MH workforce – Health Education England

Add HEE Slides here….

The wMDS – what, why, how?

Nick Armitage, NHS Digital

What we do

NHS Digital: Data, Insights and Statistics

Vision for 2020:

"a health and care system that has all the data and information that it needs, provided in an accessible and timely way, to enable it to provide the best possible services and to achieve world class health and care outcomes for patients."
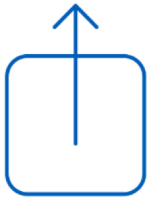
How we will deliver this:

"we will empower the health and care system to be intelligent in the way it uses data and information to drive improvements in health and care, by delivering world class data and analytics services through the highest level of skills, expertise, tools, techniques and technology."

How we do it

NHS Digital: Data, Insights and Statistics

Data **content**

Data **access**

Publications

Insights

Infrastructure

Data **science**

Customer **engagement**
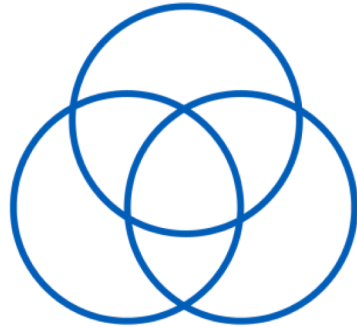
Workforce

Our mission

To harness the power of information and technology to make health and care better
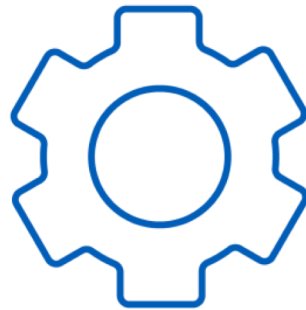
NHS Digital strategy

Ensure that every citizen's data is protected

Establish shared architecture and standards

Implement services that meet national and local needs

Help local organisations get the best from technology

Make better use of data and information

Overview

- What is the wMDS?
- Why should you get involved?
- How are we collecting it?
- What are the data standards and guidance?
- What are we doing with the data?
- What are the benefits?

What is the wMDS?

- The workforce Minimum Data Set (wMDS) was created as an outcome of the Workforce Information Architecture recommendations published by the DHSC

- It is a Biannual data collection for Independent Healthcare Providers – for data as at the end of March and September each year.

- Four elements to the collection:
  - **Staff Details** – characteristics about individual staff and their roles;
  - **Registrations** – professional registration information as required;
    - **Absence** – individual absence information; and
  - **Vacancies** – details of vacant posts which are being advertised.

- Guidance provided by NHS Digital on fields which are required (crucial) and the available values – based on the National Workforce Data Set and the NHS Occupation Codes.

Why should you get involved?

- The Five Year Forward View for Mental Health set out the improvements in mental health services by 2021. Key to delivery of the Mental Health Delivery Plan is an appropriately trained, recruited, retrained (where necessary) and retained workforce being available.

- Stepping Forward to 2020/21: The Mental Health Workforce plan for England, states that to achieve the net growth in staff, service providers, service commissioners, local authorities and the third sector will need to work together, supported by the national Arm's-Length Bodies.

- In order to deliver these recommendations, HEE has undertaken an analysis of Mental Health workforce employed by NHS organisations. They have relied on a series of ad hoc surveys to estimate the workforce employed in services commissioned by the NHS but not directly employed by the NHS.

- By encouraging Independent Mental Health providers to submit the wMDS we can ensure that this data is available on a routine and consistent basis; collected once and used for multiple purposes to reduce the burden of completing ad-hoc surveys.

- The data will be securely collected and published at an aggregated level, the data will be used to monitor workforce availability as it is critical to the delivery of the Five Year Forward View for Mental Health. It will also be used to model or forecast future workforce availability so that the actions set out in Stepping Forward to 2020/21 can be reviewed and potentially moderated to address workforce supply issues.

- This collection is also intended to replace the separate Improving Access to Psychological Therapy / NHS Bench Marking workforce collections.

How are we collecting it?

- Uploaded via the workforce Minimum Data Set Collection Vehicle (wMDSCV) as an excel template (4 tabs) or up to 4 separate CSV templates.

- Uses NHS Digital Single Sign-on for secure access and is simple and user friendly.

- The system is secure and includes validations / DQ reports, also includes previous submission information and allows for test submissions to support users.

- Collection windows open in October and April, with one month to submit data.

- For those Social Enterprises / Community Interest Companies who use the Electronic Staff Record (ESR) system the information is extracted from the ESR data warehouse directly.

- The number of organisations making returns is steadily growing, focus so far has been on community and secondary care – now focusing on Mental Health

What are the data standards and guidance?

- The National Workforce Data Set (NWD) provides the basis for the values collected via the wMDS.

- It includes a wide range of data items, such as Job Role, Area of Work, Occupation Code, Full Time Equivalent, Employee Number, NI number, Equalities information etc.

- NHS Digital, NHS E, HEE, the BPS and others have developed updates for the NWD set relating to the Psychologist and the Psychological Therapy workforce.

- The first phase of the updates are available now, the next phase will be available from the end of March 2019 – better identification of IAPT staff, Applied Psychologists and Psychological Therapists.

- These updates will greatly improve the information that relates to important aspects of the mental health workforce – the second phase will improve the detail on the settings in which mental healthcare is provided.

- These changes will continue to be built upon to capture information about evolving roles within Mental Health provision and we welcome your input.
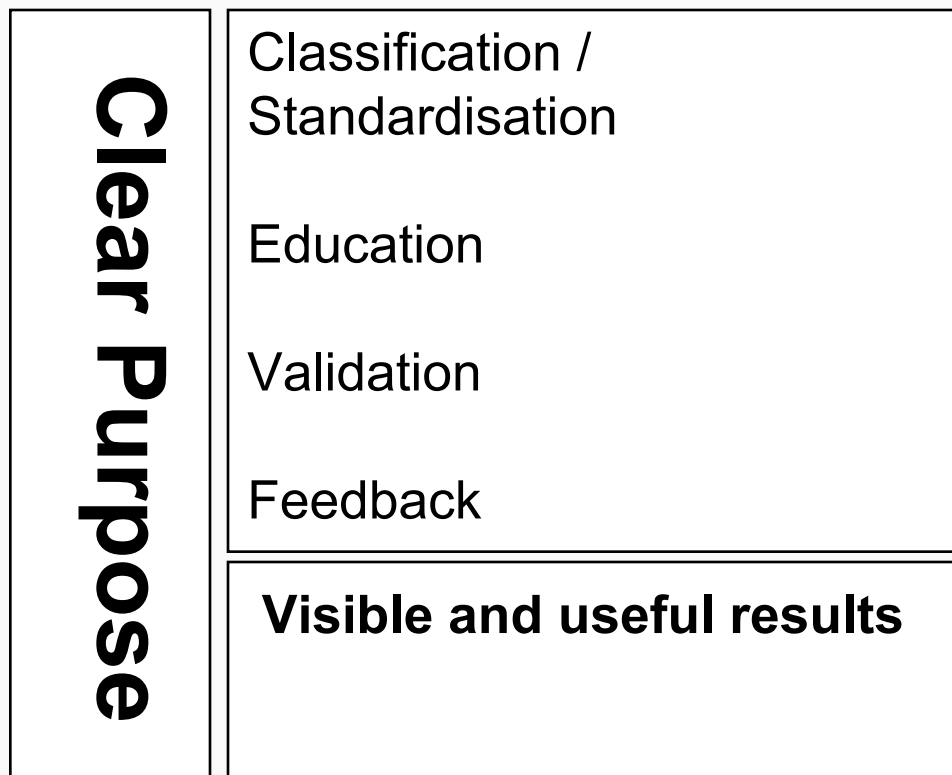
What are the data standards and guidance?

- DQ / completeness is improving as more independent organisations have made more submissions
  - Guidance materials have been updated and improved – though some issues remain with interpretation of guidance / values available, work is on-going to correct this
  - NHS Digital happy to provide tailored DQ advice to individual data submitters – including providing details of the most important data to focus on in the submissions…
  - Support is provided to help with mapping from local data to national standards where needed – for example for NHS Occupation Codes.
  - There is no such thing as a silly question!

- Feedback on collection process / data standards is welcomed and has been actioned where possible.

- NHS Digital is continuing to update the wMDSCV and deal with required changes and enhancements that have arisen during the collection.

Examples

- National Workforce Data Set Version 3.0 – implemented in 2 stages:
  - Stage 1 – implemented in ESR end December 2018
    - Occupation Codes and Job Roles for Nursing Associates and Trainee Nursing Associates
  - Stage 2 – implemented in ESR end of March 2019
    - Total overhaul of the Ambulance Workforce – Occupation Codes, Job Roles and Area of Work;
    - Development of Mental Health workforce coding – new AoW structure, more detailed Job Roles
      - building on changes (mostly related to IAPT) introduced as part of NWD2.9 in June 2019 – updated Occupation Codes and Job Roles;
      - linked to a new definition of the MH workforce which will be reliant upon the correct usage of the often overlooked AoW field in ESR;
      - more updates planned for NWD3.1…
- Use the new values – improve the data quality for all!

Improving data quality

| **Clear Purpose** | Classification / Standardisation

Education

Validation

Feedback |
| | **Visible and useful results** |

- Involve the service – ownership of the data
- Understand the barriers
  – Awareness
  – Resource and capacity issues
- Work with data standards and systems suppliers
  – Data standard reflects real world, responsive to change;
  – Validation at source;
  – Systems working for users;
- Positive and negative feedback on data quality – consequences
- Data available and useful to frontline NHS staff

What are we doing with the data?

- Official Statistics published twice a year as <u>Independent Healthcare Provider Workforce Statistics</u> – aggregate data, no identification of individuals

- New and developing publication with enhancements dependant on thorough assessment of DQ / Completeness, including:
    - Currently national level figures only – considering regional or organisation level detail;
    - Detailed footnotes and caveats – avoid misinterpretation;
    - Characteristics of the workforce – full time / part time, age / gender / ethnicity & nationality;
    - Aim to split into more detailed staff groups?
    - Desire to provide information by Area of Work?

- Vacancies / Absence information – potential future focus – key understanding the effective workforce and gaps in current workforce deserving of additional focus.

- Data to be shared with HEE to inform their workforce planning work

- We will seek the views of data providers on any significant developments / changes in use

What are we doing with the data?

- The NHS Digital Workforce Statistics Team have undertaken all necessary steps to ensure that our processes are compliant with all relevant data protection legislation. In summary we have completed similar activities in preparation for the implementation of the changes to data protection legislation as has been undertaken for other data assets held by NHS Digital.

- The NHS Digital corporate response to and communications about the organisation's data protection legislation compliance are continuing to evolve to ensure they are as complete and clear as possible and appropriate for all personal data, including workforce data. However, for the time being the information which is available (though mostly focused on patient and service user information), is available here.

- As part of this developing suite of information and documentation, NHS Digital is in the process of making information from our Unified Register visible. The list available on the NHS Digital website now includes an increasing number of workforce information assets. This includes an entry for the workforce Minimum Data Set here.

- NHS Digital has taken a wide range of actions to ensure we are prepared for the new data protection law, to make sure personal data is always collected, stored, analysed and shared securely and legally.

- The changes to the data protection legislation came into effect in the UK on 25 May 2018. We are the guardians of health and care data in England, and continue to work to ensure that as an organisation are fully compliant with the requirements this has placed upon us. This means that your personal data will carry on being handled securely and in line with the regulations.

- More information will be available in due course, but in the meantime if you have any questions / concerns, please contact the team via workforcemds@nhs.net

What are the benefits?

- Data on the workforce employed in Independent Healthcare remains piecemeal and incomplete, which means the sector is at a potential risk of failure to secure the future workforce it requires.

- As the sector recruits from the same pool as the NHS it is important the future needs of the sector are factored into workforce plans – especially with the focus on developing the mental health workforce.

- All involved in the wMDS so far believe the most effective and efficient approach to developing data in this sector will be through a nationally managed process:
  - New data in a standard form on an important but not well understood sector
  - Shared and improved understanding of issues affecting this sector
  - A single 'one-stop-shop' for data collection thus reducing the burden and avoiding the situation where large providers are dealing with multiple data request for workforce information
  - The sector's needs systematically factored in to workforce planning information

- Benchmarking between organisations – could be developed by NHS Digital as part of the publication process if this was thought to be of benefit…

- NHS Digital, HEE, NHS E and others working together to get the most out of the opportunities that the wMDS provides, removing the need for additional ad hoc and increasing the understanding of the true size of the mental health workforce.

Closing remarks…

- Increasing interest in workforce information – especially for Mental Health.

- Need for consistent and available data to support meaningful change, but wish to avoid burden on individual organisations.

- Information is only as good as the data which is input and the systems and standards which are used to capture it – we can work together to get the most out of what we have!

- Please get involved and help improve workforce planning for Mental Health Services – if not you, please pass on the message to workforce / HR colleagues

Contact Details:

- For requests to set up accounts on the wMDSCV or general queries about the wMDS please e-mail the team at: workforcemds@nhs.net

- For specific questions about the content of the wMDS, or issues with the data standards / data quality issues please contact Jill Clark: jill.clark8@nhs.net or myself: n.armitage@nhs.net

Break

Please use the post-it notes to jot down any questions / thoughts for discussion during the working lunch

Demo of the workforce Minimum Data Set Collection Vehicle (wMDSCV)

Nick Armitage, NHS Digital

Live demonstration of the wMDSCV…

- Internal administration website:
  http://admin.wmdscv.digital.nhs.uk/

- External data submitter website: https://wmdscv.digital.nhs.uk/

Outputs – how the data will be used

Outputs – how the data will be used

- Official Statistics published twice a year as <u>Independent Healthcare Provider Workforce Statistics</u> – aggregate data, no identification of individuals

- New and developing publication with enhancements dependant on thorough assessment of DQ / Completeness, including:
  - Currently national level figures only – considering regional or organisation level detail;
  - Detailed footnotes and caveats – avoid misinterpretation;
  - Characteristics of the workforce – full time / part time, age / gender / ethnicity & nationality;
  - Aim to split into more detailed staff groups?
  - Desire to provide information by Area of Work?

- Vacancies / Absence information – potential future focus – key understanding the effective workforce and gaps in current workforce deserving of additional focus.

- Data to be shared with HEE to inform their workforce planning work

- We will seek the views of data providers on any significant developments / changes in use

Outputs – how the data will be used

- The NHS Digital Workforce Statistics Team have undertaken all necessary steps to ensure that our processes are compliant with all relevant data protection legislation. In summary we have completed similar activities in preparation for the implementation of the changes to data protection legislation as has been undertaken for other data assets held by NHS Digital.

- The NHS Digital corporate response to and communications about the organisation's data protection legislation compliance are continuing to evolve to ensure they are as complete and clear as possible and appropriate for all personal data, including workforce data. However, for the time being the information which is available (though mostly focused on patient and service user information), is available here.

- As part of this developing suite of information and documentation, NHS Digital is in the process of making information from our Unified Register visible. The list available on the NHS Digital website now includes an increasing number of workforce information assets. This includes an entry for the workforce Minimum Data Set here.

- NHS Digital has taken a wide range of actions to ensure we are prepared for the new data protection law, to make sure personal data is always collected, stored, analysed and shared securely and legally.

- The changes to the data protection legislation came into effect in the UK on 25 May 2018. We are the guardians of health and care data in England, and continue to work to ensure that as an organisation are fully compliant with the requirements this has placed upon us. This means that your personal data will carry on being handled securely and in line with the regulations.

- More information will be available in due course, but in the meantime if you have any questions / concerns, please contact the team via workforcemds@nhs.net

13:00 – 14:00 Working Lunch and networking

To cover topics including:

Questions from the day;
Frequently asked questions;
IG, GDPR, Data protection concerns;
Avoiding additional data collections;

Close, thanks, final questions / wrap-up

Debbie Hilder, Health Education England

Close, thanks, final questions / wrap-up

- Increasing interest in workforce information – especially for Mental Health.

- Need for consistent and available data to support meaningful change, but wish to avoid burden on individual organisations.

- Information is only as good as the data which is input and the systems and standards which are used to capture it – we can work together to get the most out of what we have!

- Please get involved and help improve workforce planning for Mental Health Services

- Thanks for listening / participating!

- Safe Journey home….

33

NHS Digital

www.digital.nhs.uk

🐦 @nhsdigital

enquiries@nhsdigital.nhs.uk

0300 303 5678

Information and technology
for better health and care