



 <p>GIG CYMRU NHS WALES   Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p><b>Name of Meeting</b> Board <b>Date of Meeting</b> 29 May 2025 <b>Agenda item:</b> 6.5</p>
---	--

<p align="center"><b>Education Commissioning Return for 2026-27</b></p>	
<p><b>Executive lead:</b></p>	<p>Neil Lewis, Director of People and Organisational Development</p> <p>Meng Khaw, National Director Health Protection and Screening Services Executive Medical Director</p>
<p><b>Author:</b></p>	<p>Kelly McFadyen, Learning and Development Manager, People and Organisational Development</p> <p>Emily Mayers, Strategic Workforce Planning Lead, People and Organisational Development</p> <p>Ruth Tofton, Business / Workforce Development Manager, Office of the Medical Director, Health Protection and Screening Service</p>

<p><b>Approval/Scrutiny route:</b></p>	<p>BET</p>
--	------------

<p><b>Purpose</b></p> <p>The purpose of this paper is to provide information in relation to the PHW response to HEIW education commissioning process and gain approval for our 2026-27 return.</p> <p>Each year we are required to complete the HEIW Annual Education Commissioning Return which then informs the Education Commissioning Process for the subsequent academic year through the development of HEIW Education and Training Plan.</p> <p>This annual process for all healthcare professions, is our opportunity as an organisation to ensure that HEIW takes into account our future workforce requirements as outlined in our local workforce plans. The commissioning returns</p>
---



form the foundation of this planning process and influence how the investment in education and training is deployed. Whilst this process is not a perfect science it helps all of us balance training capacity, future workforce requirements, employment opportunities, and the financial context.

**Recommendation:**

APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
--	--------------------------------------	---------------------------------------	-----------------------------------	---------------------------------------

The Board is asked to:

- **Note** the annual education commissioning return approved by the Business Executive Team.



**Link to Public Health Wales [Strategic Plan](#)**

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

<b>Strategic Priority/Well-being Objective</b>	All Strategic Priorities/Well-being Objectives
<b>Strategic Priority/Well-being Objective</b>	4 - Delivering excellent public health services
<b>Strategic Priority/Well-being Objective</b>	Choose an item.

**Summary impact analysis**

<b>Equality and Health Impact Assessment</b>	Not required at this stage.
<b>Risk and Assurance</b>	This paper links in directly to the corporate risk in relation to PHW not having the capacity or resources to be able to deliver the long term strategic plan for the population of Wales.
<b>Health and Social Care (Quality and Engagement) (Wales) Act</b>	This paper supports the implementation of the Health and Social Care (Quality and Engagement) (Wales) Act, in relation to the Duty of Quality and Candour through ensuring necessary education is commissioned and funding available to support essential development.
<b>Financial implications</b>	Not applicable at this stage.
<b>People implications</b>	Not applicable at this stage.



## 1. Purpose / situation

The purpose of this paper is to provide information in relation to the PHW response to HEIW education commissioning process and gain approval for our 2026-27 return.

Each year we are required to complete the HEIW Annual Education Commissioning Return which then informs the Education Commissioning Process for the subsequent academic year through the development of HEIW Education and Training Plan.

This annual process for all healthcare professions, is our opportunity as an organisation to ensure that HEIW takes into account our future workforce requirements as outlined in our local workforce plans. The commissioning returns form the foundation of this planning process and influence how the investment in education and training is deployed. Whilst this process is not a perfect science it helps all of us balance training capacity, future workforce requirements, employment opportunities, and the financial context.

## 2. Background

A letter was sent by email from HEIW to all NHS Wales Chief Executives on 10 October 2024 explaining the education commissioning process for 2026-27 (appendix 1). Given the direct link to investment in education and training, HEIW require that returns are approved by Chief Executives prior to submission to ensure that it reflects all professional portfolios as well as your strategic plans.

Therefore, the process set out included that we submit:

- Draft education commissioning numbers by 31 January 2025 via the SharePoint Site
- Final board approved education commissioning numbers by 31 March 2025 via the SharePoint Site

It was agreed that People and Organisational Development and Office of the Medical Director work together on the PHW submission.

In order to collate our draft education commissioning numbers, we engaged all directorates through POD Partners and took a more focussed approach with Health Protection and Screening Services (HPSS) and Nursing, Quality and Integrated Governance (NQIG) due to the process being focussed on registered healthcare professionals. Specifically, the following actions were taken:



- Scoping of requirements from across the three HPSS divisions via workforce/training and development leads within Health Protection, Infection and Screening Services
- Engagement with specific job family representative for areas including nursing and allied health professionals
- POD Partner engagement at directorate level
- Analysis of directorate workforce plans.

Further engagement with teams across PHW informed our organisational response to HEIW's workforce planning questions which provide rationale/context for our return.

Draft education commissioning numbers were submitted via the HEIW SharePoint site by the 31 January 2025. HEIW then shared NHS Wales education commissioning data back to us in dashboard format on the 3 March 2025 which then needed to be refreshed as it did not represent all our requirements detailed in the draft submission. The refreshed dashboard was sent us on the 13 March 2025. This is filterable and gives us the data to support Board sign off in the lead up to the final submission date of 31 March 2025. This information is presented in section 3 (Description/Assessment).

### 3. Description/Assessment

The below represents an overview of our education commissioning requirements for our healthcare professions in 2026-27:

- 2 x Physician Associates
- 3 x SCPHN (Public Health Nurse)
- 4 x Biomedical Science (Infection Sciences) - Healthcare Science PTP
- 2 x Biomedical Science (Infection Science, Part time employed) - Healthcare Science PTP
- 4 x Biomedical Science (Infection Science modules) - Healthcare Science PTP
- 88 x Advanced Practice Education, including:
  - 9 x Certificate of Competency in Mammography
  - 6 x Advanced Practice in Radiography
  - 6 x MSc in Public Health
  - 12 x Patient Safety & Clinical Risk NRT073 & Professional nursing/midwifery advocate programme
- Work-based learning education, including:
  - 35 x NHS Wales Healthcare Support Worker Induction - Core (Accredited)

- 45 x Level 3 Diploma in Fundamentals of Health Screening (accredited)
- 8 x Healthcare Science (IBMS Certificate of Achievement Part 1 = 5 Learners; IBMS Certificate of Achievement Part 2 plus IBMS membership for duration of study = 3 learners)
- 5 x Level 4 Diploma in Screening Mammography (Accredited)
- 13 x Essential skills qualification
- 9 x Level 3 Diploma in Screening Pathway Administration (Lung) (Accredited)
- 2 x BSc (hons) Biomedical (life science part-time)
- 1 x Biomed Online (Top-up to IBMS)
- 3 x Diploma in Healthcare Science
- 5 x Level 3 Diploma in Newborn Hearing Screening
- 4 x Level 4 Certificate in Coaching and mentoring in Newborn Hearing Screening (Accredited)
- 5 x Level 4 Diploma in Bowel Screening Wales
- 7x Level 4 Diploma in Diabetic Eye Grading
- 7 x Level 3 Certificate for Diabetic Eye Screening Assistants (Accredited)
- 10 x Level 4 Diploma in Diabetic Eye Photography (Accredited)
- 3 x Top up to IBMS qualification by undertaking designated units from London Metropolitan University via Distance learning
- 5 x Level 4 Diploma in Abdominal Aortic Aneurysm Screening (Accredited)
- 10 x Level 4 Diploma in Lung Screening (Accredited)
- 10 x Level 4 Diploma in Lung screening risk assessment
- 10 x Level 3 Diploma in Screening Pathway Administration
- Work-based learning resource and staff requests also captured in the return

### 3.1 Well-being of Future Generations (Wales) Act 2015

Hirdymor



Long Term

Support for the provision of education and training to meet the future needs of healthcare professions within PHW will ensure that PHW is able to secure capacity or resources to be able to deliver the long-term strategic plan for the population of Wales.

Atal



Prevention

Ensuring a workforce of healthcare professions and development pipelines will support the vision of working together for a healthier Wales.



The commissioning returns form the foundation of a planning process and influence how the investment in education and training is deployed. It helps all of us balance training capacity, future workforce requirements, employment opportunities, and the financial context. Integrating with other healthcare professions within NHS Wales.



The commissioning returns form the foundation of a planning process and influence how the investment in education and training is deployed. It helps all of us balance training capacity, future workforce requirements, employment opportunities, and the financial context. Supports collaboration across the healthcare system in Wales



The commissioning returns form the foundation of a planning process and influence how the investment in education and training is deployed. It helps all of us balance training capacity, future workforce requirements, employment opportunities, and the financial context.

#### 4. Recommendation

The Board is asked to:

- **Note** the annual education commissioning return approved by the Business Executive Team.



## Appendix 1



Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

Addysg a Gwella Iechyd Cymru (AaGIC)  
Health Education and Improvement Wales (HEIW)  
Tŷ Dyggu, Cefn Coed,  
Nantgaw CF15 7QQ  
Ffôn | Tel: 03300 585 005  
E-bost | Email: [helw@wales.nhs.uk](mailto:helw@wales.nhs.uk)  
Gwefan | Web: [aagic.gig.cymru/](http://aagic.gig.cymru/)  
[helw.nhs.wales](http://helw.nhs.wales)

Our Ref: AH/lb

Date: 10 October 2024

Sent by email  
NHS Wales Chief Executives

Dear Colleague

### Annual Education Commissioning Return - Education Commissioning Process for 2026-27

We have had a number of discussions about the education commissioning process over recent months, particularly in the context of Physician Associates. As we prepare for the next iteration of this annual process for all healthcare professions, we are requesting the completion of the annual education commissioning return to inform the development of the 2026-27 HEIW Education and Training Plan.

The commissioning return is your opportunity as an organisation to ensure that HEIW takes into account your future workforce requirements as outlined in your local workforce plans. The commissioning returns form the foundation of this planning process and influence how the investment in education and training is deployed. Whilst this process is not a perfect science it helps all of us balance training capacity, future workforce requirements, employment opportunities, and the financial context.

This year with development support from the All-Wales Workforce Planning Network we are launching the new digital template. The SharePoint site (permission controlled) below not only contains the template but provides a range of intelligence to support you with your education commissioning requirements, these include:

- Historical training place trends
- New supply and demand modelling (limited professions)
- Sense making resources and data dashboards via the Workforce Observatory

[Education Commissioning and Training SharePoint Site](#)

Given the direct link to investment in education and training we would be grateful if this return could be approved by yourself as Chief Executive prior to submission to ensure that it reflects all professional portfolios as well as your strategic plans.

Cadeirydd | Chairman: Dr Chris Jones  
Prif Weithredwr | Chief Executive: Alex Howells  
Pencadlys HEIW | HEIW Headquarters, Tŷ Dyggu, Cefn Coed, Nantgaw CF15 7QQ  
Ffôn | Tel: 03300 585 005

Similar to last year we kindly request that your organisation submits:

- **Draft** education commissioning numbers by **31 January 2025 via the SharePoint Site**
- **Final board approved** education commissioning numbers by **31 March 2025 via the SharePoint Site**

This approach will help with more robust modelling to support the recommendation setting and facilitate scenario planning as part of the process.

If you have any questions or need any support, please contact:  
[HEIW.Planning&Performance@wales.nhs.uk](mailto:HEIW.Planning&Performance@wales.nhs.uk)

Yours sincerely

**Alexandra Howells**  
Chief Executive

CC:

Directors of Workforce and Organisational Development  
Executive Directors of Nursing  
Executive Medical Directors  
Executive Directors of Finance  
Executive Directors of Therapies & Health Science  
Directors of Planning  
Chief Operating Officers  
Assistant Directors of Planning  
Workforce Planning Network  
Eye Care Wales Committee Clinical Subgroup  
Directors of Pharmacy Group  
Welsh Government Policy Leads