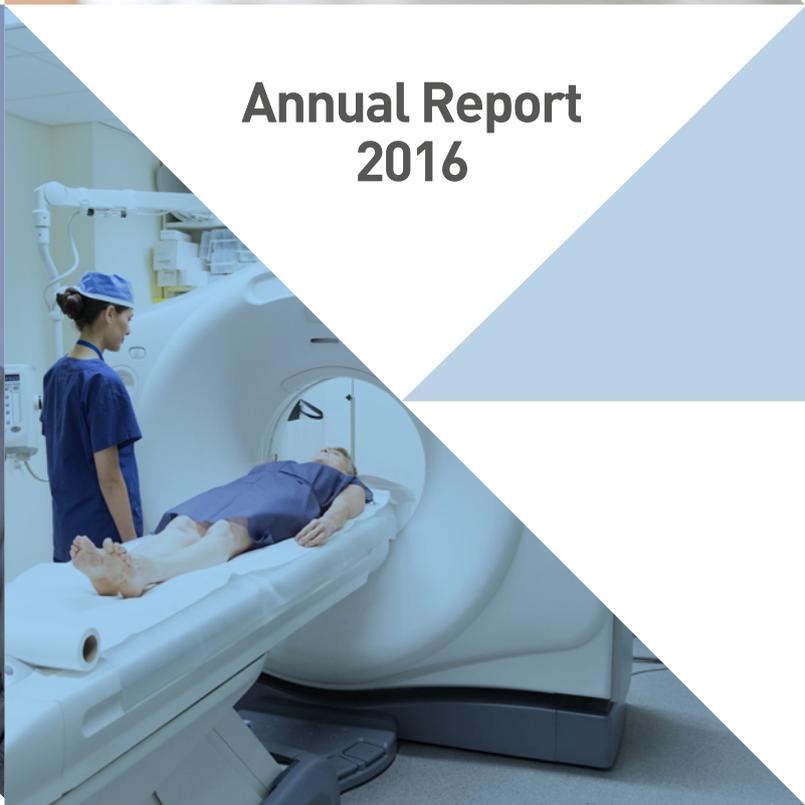




Annual Report 2016



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Foreword

Looking back over the past year, I am sure that none of us could have predicted the scale of political change that has formed the context in which both health and higher education policy will operate for years to come. We are yet to see the full ramifications of the decision in June to leave the EU, something that will put the health workforce in both the NHS and social care even more firmly under the spotlight and pose major challenges for the political settlement between the UK's home nations. Dramatic cuts to education and training funding for nurses, midwives and AHPs in England, despite ambitious strategies that depend on it, have also been a particular concern this year and are only likely to continue.

In the midst of these challenges, the Council has continued to take a leading role in articulating the voice of our sector and bringing members' expertise to bear across a wide range of policy discussions, from funding reform to the vision for the future of nursing education, apprenticeships, research and students raising concerns.

At the end of the year we welcomed a new Executive Director and announced a new Chair-Elect. As I start work with them, I would like to thank both the Council's Executive Team and the wider membership for their consistent support and challenge over the past three years.

Professor Dame Jessica Corner,
Chair, Council of Deans of Health

Director's Letter

2016 has seen the culmination of many aspects of the Council's work over the past few years. With the support of members, we have expanded the Council's team significantly, giving us a much stronger platform to serve members, represent our part of the sector and influence policy over coming years. This has allowed us to start to draw in other sources of income that will strengthen our work, with our new partnership with the Burdett Trust the first fruit of that work.

We have also completed the restructure of the Council's Executive Team, aligning the roles on the Executive much more closely with the strategic objectives of the Council. This has also included strengthening our succession planning through by introducing a six-month Chair-Elect period for the Council's new Chair – something we hope will bear fruit in the transition next summer.

All this has happened against the backdrop of immense policy change in both health and higher education across the UK, not to mention the EU referendum. There has never been a greater need for health higher education to have a strong, respected voice and for the expertise and leadership that our sector can offer.

It has been a great privilege to work with both members and wider stakeholders over the past five years and I am enormously grateful for the generosity and commitment that I have met at almost every turn. As I hand over to my successor, I have every confidence that the Council will continue to go from strength to strength over coming years, despite the challenges ahead.

Elisabeth Jelfs

Director, Council of Deans of Health

Mission

The Council of Deans of Health is the representative voice of the UK's university faculties engaged in education and research for nurses, midwives and allied health professionals.

We are the definitive voice for nursing, midwifery and AHP higher education and research. Operating across the UK at the heart of policy and political debate, we aim to lead policy at national and UK level, promoting the essential contribution of our members to health and social care.

Our strategic priorities:

- A new settlement for health higher education
- Increasing research investment and capacity
- Promoting the global reach of health higher education
- Supporting a new cadre of academic leaders



2016 Highlights

Delivering education funding reform in England

The Spring was dominated by the Department of Health's consultation on education funding reform in England. We gathered members' views through a dedicated seminar in May, in writing and over the course of our Summit. The Council submitted a 48 page consultation response highlighting particular risks around postgraduate pre-registration courses and placement expenses. During the consultation period we discussed our submission extensively with professional groups and were able to align our key messages. In its response, the Department of Health made some key concessions around postgraduate funding and dependants support, reflecting members' concerns. We have had ongoing engagement with policy makers on all matters relating to the reforms, developing Council policy on placement arrangements through discussion with members. We held a joint workshop with HEFCE in September to discuss vulnerable subjects and strategic growth and we have been involved in early planning for the KPMG costing study.

In addition to the policy work in England we have undertaken sustained communications activity to support members in informing prospective students about the new funding system. Our briefing pages on the Council's website have had 80,000 users and over 105,000 page views. We also launched The Funding Clinic, a dedicated microsite providing information on the changes; since its launch the site has attracted over 27,000 users and over 81,500 page views.

Continuing Professional Development funding

With the announcement of cuts of up to 45% to CPD funding for nurses, midwives and AHPs in England we undertook research aimed at building the first comprehensive national picture of CPD issues. The report, *A false economy: Cuts to Continuing Professional Development funding for nursing, midwifery and the allied health professions*, highlighted the risk posed to the NHS by the funding cuts and called for the Department of Health to lead a discussion to address the disconnect between the funding decisions and national strategic priorities.

Developing future nurse proficiencies and the NMC's wider strategic programme of change for education

The Council's UK wide Future Nurse Advisory Group has continued to lead work to inform and influence the NMC's development of new pre-registration proficiencies for the future nurse. Professor Jan Draper, Chair of the Advisory Group is the Council's representative on the NMC's Future Nurse Sponsoring Board and Professor Trish Livsey, the Council's Executive Team member for regulation, represents the Council on the NMC's Thought Leadership Group. In March we held a successful joint roundtable discussion with the NMC focussed on the future of nursing education and later in the year we published *Educating the Future Nurse – a paper for discussion* setting out our initial views on the key outcomes of the future registered nurse education. Looking ahead we plan to hold another joint roundtable meeting with the NMC in February to shape their formal consultation on the new standards, expected in Spring 2017, and to influence their wider education strategic programme. This includes development of an education framework setting out the requirements for institutions delivering nursing and midwifery education programmes, and an independent review to inform the future model for the NMC's quality assurance processes. In parallel to this a CoDH Scotland working group developed and published a position paper on pre-registration nursing and midwifery provision in Scotland.

Promoting research capacity

With a new post on the Council's Executive focused specifically on research and greater staff capacity to support work in this area, we have been working to strengthen relationships with funding bodies and other organisations working on nursing, midwifery and AHP research. In May the Council hosted a research dinner bringing together the Chair of Research Councils UK, two Research Council Chief Executives, the Chief Scientific Adviser for the Department of Health and a number of Council members engaged in high profile research.

New routes into the professions

The Council has become involved in the nursing associate programme this year, through its response to the initial consultation document and more recently as a member of the nursing associate implementation group. We have also been engaging in apprenticeships policy for nursing and the allied health professions, hosting a seminar in November for members and external stakeholders. We have been guided by a working group of members led by the Council's executive lead for workforce.

Welsh Assembly elections

Together with Cyngor, we developed and published a statement of priorities for members in Wales to use in influencing the new government and wider stakeholders. We have since met with Vaughan Gething, Cabinet Secretary for Health, Wellbeing and Sport, and will continue to have discussions with politicians and key officials.

Growing leaders

Our continued collaboration with the Florence Nightingale Foundation has seen a second cohort of scholars complete the programme and a third cohort being recruited to commence the programme in 2017. We are also co-funding new research with the Leadership Foundation for Higher Education, looking at the distinctive challenges of leadership in health higher education. The project will raise the profile of leadership in health HE, help leaders understand their role in influencing the senior leadership team and institutional strategy and generate interest at institutional level in the most effective ways of supporting and developing leaders in this context.

Reshaping the Council's governance

We completed the restructuring of the Executive Team around portfolios of expertise which started in 2015 with the election of Patrick Callaghan to lead on research and Cath O'Halloran as Treasurer. Nigel Harrison was elected with responsibility for strategic oversight of the Council's work on teaching and learning, Ruth Taylor for workforce development, Trish Livsey for regulation and Guy Daly will lead on international policy work. We have also introduced the role of Chair-Elect, with Brian Webster-Henderson having been elected to serve for a period of six months before taking over as Chair.

Visiting our members

This year we started a programme of member visits that has taken us to over twenty universities across the UK and has given us the chance to speak in more depth with individual members, meet the wider faculty staff, develop a greater understanding of our members' work and see the fantastic facilities in which students are being educated. We will be continuing to visit our members throughout 2017.

Publications and Events

January

- Response to Department for Business Innovation and Skills Consultation – Fulfilling Our Potential: Teaching Excellence, Social Mobility and Student Choice
- Response to the Health & Care Professions Council's (HCPC) Consultation on Revised Guidance on Conduct and Ethics for Students
- 2016 Annual General Meeting

February

- Briefing: Proposals for the development of a new 'nursing associate' role
- Revalidation workshop

March

- Response to Health Education England consultation on nursing associates – Building capacity to care and capability to treat
- Response to Lord Stern's review of the Research Excellence Framework call for evidence
- Briefing: Health Education Funding in England from 2017/18
- Examining the student support system in Scotland
- Joint CoDH/NMC Roundtable: The Future Focus of Nursing Education

April

- Response to the Quality Assurance Agency (QAA) for Higher Education Subject Benchmark Statement Consultation – Paramedics
- Briefing: Migration Advisory Committee report on nursing shortage
- Briefing: 2016 Devolved Administration Elections - Health and Higher Education Policies
- Joint CoDH/RCN/NMC Mentorship Summit

May

- Launch of The Funding Clinic microsite
- Briefing: Health Education England's response to 'Raising the Bar: Shape of Caring'
- Cyngor: Priorities for health education and research in Wales
- Seminar: Funding reform in England
- Research dinner
- Council Summit

June

- Briefing: The EU Referendum – Implications for CoDH Members
- Council Summer Reception

July

- Literature review: Supporting nursing, midwifery and allied health professional students to raise concerns with the quality of care
- Briefing: An Independent Review of the Research Excellence Framework
- Briefing: The Government's response on education funding reform in England – the key points

August

- Report: Educating the Future Nurse – a paper for discussion
- Report: Pre-registration nursing and midwifery provision in Scotland
- Briefing: Apprenticeships in nursing, midwifery and the allied health professions

September

- Joint workshop with HEFCE on strategic growth
- Report: A false economy: Cuts to Continuing Professional Development funding for nurses, midwives and Allied Health Professionals in England

October

- Full Council

November

- Apprenticeships seminar
- Workshop on aptitude testing in student recruitment
- Report: Innovation in Teaching and Learning: Case study analysis

Looking Ahead to 2017

Broadening our policy work

We look forward to building our work in 2017 around the new executive team leads. Increased staffing capacity will allow us to increase our output this year, particularly around research and international policy. Our first task in 2017 will be to respond to the consultation on the second REF.

As ever, workforce will be central to our work in 2017. We will continue to engage in policy around support workers, apprenticeships, postgraduate and post-registration education, including advanced practice. Our new data analyst will allow us to strengthen our policy work with quantitative and qualitative research. We will be using this capacity to help the Council of Deans of Health Scotland to develop its position on postgraduate education provision.

Funding reform

The Council will continue to work to secure the best possible system in England following the funding reforms of 2017/18 and associated changes from 2018/19. We will be monitoring application rates closely, engaging in debate about the role of workforce planning in a more marketised system and working to help ensure that all policy decisions deliver stability and support sector growth. We will also support members in the other UK home nations to respond to their distinctive challenges on education funding.

Developing future midwife proficiencies

Following the NMC's announcement that they will develop new pre-registration proficiencies of the future midwife, we have formed a UK wide Future Midwife Advisory Group to help us set out our vision for the future of midwifery education. Over the coming year we will be working closely with the NMC and with Mary Renfrew who has been appointed by the NMC to advise on development of the new standards.

Student Leadership

In addition to continuing our work on leadership with the Florence Nightingale Foundation and the Leadership Foundation for Higher Education, we are launching a new two-year project working with the Burdett Trust for Nursing that will focus on developing and promoting students' leadership capacity.

Council of Deans of Health 20th anniversary

2017 will mark the Council's 20th anniversary and we will be using this opportunity to celebrate the work and raise the profile of the Council and its members.

Meeting Dates 2017

AGM: Tuesday 24 January, Edinburgh

Summit: Wednesday 17 – Thursday 18 May, Warwickshire

Full Council: Thursday 12 October, Bristol

Finance

The Council is funded principally by membership subscriptions. This supports a staff team based in London and Edinburgh, our membership events and other activities. The Council is governed through an elected Executive Committee made up of members and since 2012 has had a formal link with Universities UK as one of its associated organisations.

Income and expenditure from 1 August 2015 to 31 July 2016 are shown below. Our turnover grew significantly in the year and as planned, we delivered a small surplus in line with our reserves policy. We plan to continue to gradually build reserves as the overall turnover of the organisation increases, aiming to deliver a modest surplus in 2016/17.

Income & Expenditure	31 July 2016	31 July 2015
Income	530,365	388,923
Expenditure	515,151	429,902
Surplus for the year	15,214	
Capital and Reserves		
Funds brought forward	280,430	321,409
Retained income for the year	15,214	(40,979)
Funds carried forward	295,644	280,430

Staff Team

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