



THE SCOTTISH OFFICE

National Health Service in Scotland  
Management Executive

Dear Colleague

**FUTURE MANAGEMENT AND RESOURCING OF  
PRE-REGISTRATION NURSING AND MIDWIFERY  
EDUCATION**

**Summary**

1. The work of the joint HHD/ED group set up to examine the broad range of options available for the future management and resourcing of nursing and midwifery education has been completed and a copy of its Report is enclosed.

2. Ministers have accepted the Report's recommendations and the Secretary of State has today announced that, in September 1994, the Management Executive will be inviting institutions in the tertiary education sector to tender for the provision of pre-registration nursing and midwifery education. Expressions of interest in tendering are being invited from such institutions by 1 July 1994 and these are to include proposals to employ CNM staff and to make use of CNM buildings and equipment. A copy of a summary of background and decisions of the Secretary of State is at Annex A.

3. A Project Management Group will be set up within the Management Executive to take forward the decisions of the Secretary of State. An advisory group of representatives of the service and other interested parties will also be established to provide advice and guidance to the Management Executive.

**Action**

4. Health Boards will continue to be responsible for managing the CNMs until such time as alternative arrangements are in place.

5. The Management Executive will be writing to Trusts and Health Boards' Directly Managed Units in June 1994, about their staffing needs to obtain a forecast to inform the numbers requiring to be trained.

<b>COMMON SERVICES AGENCY</b>	
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16 May 1994

**Addressees**

**For action:**  
General Managers,  
Health Boards

Chief Executives  
NHS Trusts

Directors of Nurse  
Education/Principals

**For information:**  
General Manager, CSA

General Manager,  
State Hospital

General Manager,  
Health Education Board  
for Scotland  
Executive Director,  
SCPMDE

Copies to Unit General  
Managers for  
information

**Enquiries to:**

Miss M Marshall  
Room 74  
St Andrew's House  
EDINBURGH EH1 3DG  
Tel: 031-244-2471

OR

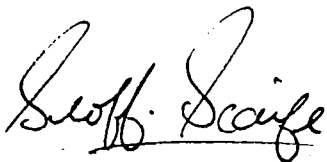
Mrs C M Clark  
Room 61  
St Andrew's House  
EDINBURGH EH1 3DG  
Tel: 031-244-2487  
Fax: 031-244-2837

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*107998*

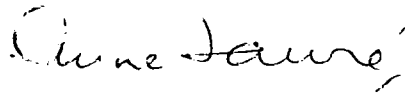
6. Health Boards, CNMs and Trusts are now invited to submit their views, separately or jointly on which educational institutions might most appropriately associate themselves with nursing and midwifery education. Such views should be submitted to Miss M M Marshall, Management Executive, Room 74, St Andrew's House, Edinburgh EH1 3DG by 1 July 1994.

7. The Management Executive and the Scottish Higher Education Funding Council or The Scottish Office Education Department, as appropriate, will then undertake discussions with institutions, with a view to issuing invitations to tender in September 1994. The views of the National Board for Nursing, Midwifery and Health Visiting for Scotland will be sought.

Yours sincerely



Chief Executive



Chief Nursing Officer

**FUTURE MANAGEMENT AND RESOURCING OF NURSING AND MIDWIFERY EDUCATION IN SCOTLAND**

Summary of Background and Decisions of Secretary of State for Scotland - May 1994

1. The Government have decided to introduce revised arrangements for the provision of pre-registration nursing and midwifery education in Scotland.

**Background**

2. In September 1992 Ministers announced that an investigation was to be carried out jointly by officials of The Scottish Office Home and Health Department and The Scottish Office Education Department of the options available for the future management and resourcing of nursing and midwifery education in Scotland. The remit given to the Review Group was:

"To assess the educational and financial implications of the broad range of options for the future management and resourcing of nursing and midwifery education in Scotland, with particular reference to the roles of the NHS and further and higher education institutions."

The Review Group's Report was completed in December 1993 and submitted to Ministers in March 1994. A copy of the Report is attached.

**The Review Group's Conclusions**

3. The Group identified 4 options for the future management and resourcing of nursing and midwifery education.

Option 1 - the status quo

Option 2 - "stand alone" Colleges of Nursing and Midwifery (CNMs)

Option 3 - purchaser/provider contracts between the NHS and Higher Education Institutions (HEIs) or Further Education Colleges (FECs)

Option 4 - provision by HEIs or by FECs or provision shared by HEIs and FECs.

Nursing and midwifery education would continue to be funded from the Health Programme under Options 1-3 but from the Education Programme under Option 4.

4. The Review Group recommended that **Option 3 should be pursued**. The Secretary of State has carefully examined the reasons for this recommendation and has concluded that it should be accepted. In reaching his decision the Secretary of State noted that:

4.1 The pre-registration qualification for nursing and midwifery under the proposed NHS contracting arrangements set out in the following paragraphs would be at the current level (Diploma in HE)

and that the standard period of preparation for initial registration would remain at 3 years;

4.2 Students undertaking pre-registration courses in nursing and midwifery which are funded under the NHS contracting arrangements would continue to be eligible for Project 2000 bursaries; and

4.3 The National Board for Nursing, Midwifery and Health Visiting for Scotland (NBS) would continue to have responsibility for satisfying itself that the educational institutions are able to provide courses which meet the requirements of the United Kingdom Central Council for Nursing, Midwifery and Health Visiting.

The following paragraphs consider the consequences of this decision and indicate the steps which will now be taken to ensure its implementation.

#### **Contractual arrangements for the provision of pre-registration nursing and midwifery education**

5. The NHS as purchaser will contract with educational institutions as providers to supply nursing and midwifery education for the number of students required to meet the needs of the NHS and other employers of nurses and midwives in Scotland. A contracting system of this nature has existed between Health Boards as purchasers and CNMs as providers since April 1993. The disadvantage of this arrangement has proved to be that Health Boards are increasingly purchasers of health services and no longer have the need for skills to carry out workforce planning or educational contracting. Nor are they in a position to take a view on the national implications of their individual decisions. Accordingly the invitations to tender and subsequent letting of contracts with educational institutions will be carried out centrally by the Management Executive of the NHS in Scotland based on an assessment of the needs of NHS Trusts and other providers of health services as set out in paragraphs 6 and 7.

#### **Requirement for Nurses and Midwives**

6. The numbers of students commencing study each year for entry to the various parts of the UKCC Register will be estimated using an updated version of the model which has been used to calculate the number of students entering Project 2000 courses. In June 1994 the Management Executive will ask Trusts and Health Boards' Directly Managed Units to provide in confidence, within given assumptions, their existing and expected staffing levels. The Management Executive will also invite the views of the Scottish General Medical Services Committee (in respect of general medical practitioners) and the Registered Nursing Homes Association (in respect of the independent nursing home sector) on their expected demand for nurses and midwives.

7. The Management Executive will then analyse these data in August 1994 to obtain a forecast on a three-year rolling basis of the numbers of students required to begin studying nursing and midwifery in the academic years 1995-96, 1996-97 and 1997-98 with due allowance being made for the number of the undergraduate nursing and midwifery students. These figures will also be used in the determination of the financial resources likely to be required to educate this number of nurses and midwives. This forecasting exercise will be repeated annually.

## **Timetable**

8. The intention is to introduce purchaser-provider contracts with a view to the first courses commencing at the start of academic year 1995-96. The necessary steps to achieve this will be first, obtaining expressions of preliminary interest, secondly, the bidding process and finally, decisions on the particular contracts.

## **Expressions of Preliminary Interest**

9. In order to establish the extent of interest among educational institutions in providing nursing and midwifery education, individual educational institutions are invited to submit an expression of interest to Miss M M Marshall, NHS Management Executive, Room 74, St Andrew's House, Edinburgh, EH1 3DG by 1 July 1994. It is important that educational institutions submit as much information as possible about their likely proposals - particularly in terms of proposed location, means of delivery and current and prospective collaboration with the health service, particularly existing CNMs. The formal case in support of proposals, however, will not be required until the tender stage.

10. Expressions of preliminary interest will also help to inform the funding bodies for educational institutions about the likely scale and configuration of involvement and enable them to give preliminary consideration to the criteria they might wish to suggest for formal clearance/monitoring/approval of firm tenders by relevant institutions. The views of the NBS as the regulatory body in Scotland for nursing and midwifery education will also be sought at this stage.

11. CNMs, Health Boards and NHS Trusts are also expected to have views on which educational institutions might most appropriately associate themselves with nursing and midwifery education. CNMs, Health Boards and Trusts are accordingly also invited to submit their views, separately or jointly, to Miss Marshall by 1 July 1994.

## **Formal Tender Stage**

12. In September 1994 the Management Executive will issue a detailed invitation to tender to those educational institutions which have expressed an interest in the provision of nursing and midwifery education. Costed bids will be expected to be submitted by 4 January 1995 with a view to first courses beginning in Autumn 1995. In evaluating these bids, the Management Executive will seek to ensure that the bids are educationally and financially sound, that arrangements have been made for the necessary clinical placements for students to be available at no cost throughout Scotland and that an appropriate geographical spread of educational facilities is involved.

## **Criteria for Tenders**

13. The tender process will therefore have a number of different elements. The cost of tuition per student will be crucial but will not be the only consideration. The quality of the courses and teaching staff will also be important as well as the synergy with other courses and staff of educational institutions. The tender process will assume that those making bids have cleared lines with their respective funding bodies, SHEFC for designated higher educational institutions and SOED for FECs, and that the funding bodies are satisfied about the compatibility of the

formal bids with the mission, estate and other corporate plans and financial viability of the institutions.

14. Educational institutions will be expected to indicate what arrangements they propose to make to employ CNM staff and to make use of CNM buildings and equipment. Most education and training of nurses and midwives currently takes place in 12 CNMs. Staff of the CNMs are employees of Health Boards. The buildings (including student accommodation) are held by the Health Boards, which also own the capital equipment within the CNMs.

#### **Post-registration education**

15. This is an important responsibility currently carried out by CNMs with funding provided partly by Health Boards and partly by employers. Educational institutions expressing an interest in pre-registration education should therefore confirm that they are also interested in providing post-registration education funded through contracts with individual employers of nurses and midwives.

May 1994