**Q1 Why is there not a consistent approach to HALO recruitment for NQPs? In some areas NQPs can apply and in others they can't?**

Yes, this is one thing we are picking up on at the moment. So, two questions/ two areas within that.

One is a standardised approach to HALOs which we have asked our commissioners to be involved in because they are ad-hoc and they are slightly different. Internally- job description, role brief, trainee package and what we need people to do is being looked at because I am conscious there are some differences. There are some differences where the principle is 80/20 for me. It is 80% core and 20% might be slightly nuanced such as the layout of the emergency department, the estate pathways and all these things but fundamentally, the training, the approach to it and the recruitment should be open, transparent, consistent and fair. So, we will communicate that further very shortly but absolutely, I am completely with you on this one. We cannot have a difference that sits behind that. I am conscious that I know that some of that has been from a NQP perspective supporting elements of the consolidation of learning, but I think the risk is it has the potential for mixed messages and doesn’t provide some of that equity and consistency in areas.

So, I will take that one, because we have already clocked this and moving through.