

Lancashire Workforce Action Board Key Communications - 31 May 2018

The Lancashire Workforce Action Board (LWAB) ensures that decisions about the NHS and social care workforce across the Lancashire and South Cumbria take place in the right place at the right time with the right people. The LWAB works closely with the health and social care providers and commissioners around the workforce elements of moving toward an integrated care system for Lancashire and South Cumbria (L&SC). These key communications are from the Lancashire Workforce Action Board held at St Catherine's Hospice on 31st May 2018.

1. Welcome and context

Karen Partington, Chief Executive, Lancashire Teaching Hospitals NHS Foundation Trust, stated how delighted she was to be the new LWAB co-chair and thanked her predecessor Heather Tierney-Moore for her support to the LWAB since its establishment.

2. Membership

The outcome of a recent survey sent to existing LWAB members about membership representation was discussed and it was agreed to produce a proposal for changing the scope of future membership.

3. The L&SC Cancer Workforce Plan

Kathy Collins, Cancer Alliance Lead for Lancashire and South Cumbria, presented an update regarding the cancer workforce plan, with Neil McLauchlan Local Director HEE, outlining identified workforce implications. Key points included:

- The Cancer Alliances were established nationally to transform 7 key workforce groups; Histopathology, Gastroenterology, Clinical Radiology, Diagnostic Radiography, Medical and Clinical Oncology, Therapeutic Radiography and Nursing.
- The Lancashire and South Cumbria Alliance are funded £3m to lead on delivery of transformation pathways and are supported by a core team of 5.0 WTE, including a Project Manager, Coordinator and Board representation.
- In Q3, L&SC waiting time performance was below the required 85% of patients referred and this has reduced national funding in the region by circa £350k. Workforce capacity (in particular radiology and pathology) has contributed to this performance.
- The highest cancer workforce group at risk in L&SC is Clinical Radiology, both reporting and intervention and this is recognised as an issue nationally. There are also growing concerns with Radiography because of the need to maintain recruitment onto programmes.
- Macmillan has published the nursing census for the workforce plan. This focused on specialist nurses and showed around 19% vacancies but with an ageing workforce.
- This transformation work will form part of the L&SC Workforce Strategy

4. Workforce strategy

Paula Roles, Workforce Lead for Healthier Lancashire and South Cumbria, provided an update on the development of a Lancashire and South Cumbria workforce strategy and plan. To help establish the workforce strategy the following was highlighted:

- The LWAB is liaising closely with the Lancashire and South Cumbria Integrated Care System (ICS) to identify the workforce requirements for the various clinical change portfolios. This will help inform the Workforce strategy.
- The LWAB is working with each of the five Integrated Care Providers (ICP's) in the Lancashire and South Cumbria region, to understand the workforce implications locally, and any new models of care being developed.
- A 'knowledge repository' is to be developed to enable anyone working in the health and care system share best practice and research in workforce initiatives

5. Workforce Strategy Event

A 'Workforce Strategy Event' hosted by the LWAB is taking place at Brockholes Nature Reserve, Preston on 3rd July 2018, to share views and ideas to inform the content of the strategy. A link to the event is available at <https://www.eventbrite.co.uk/e/workforce-strategy-event-tickets-45969853068>

6. The Northwest Streamlining Programme

The workforce streamlining programme has been developed in the North West to reduce duplication across the health workforce, creating a more efficient and collaborative service. The North West region has been working on streamlining for several years, initially with a key focus on Core Skills (statutory and mandatory training) and on implementing a 'Lead Employer Model' for junior doctors. Paula Roles advised that the Project Manager for this initiative is to produce a report on objectives for year 3 of the programme. On the basis that three STP areas are applying their own approach, Paula is working on a Memorandum of Understanding to support staff movement around the region.

7. Career Engagement Hub

In the North West there are five local 'Career Engagement Hubs'. The purpose of these hubs is to promote health career and employment opportunities within the health economy which is both sensitive to local priorities but also helps contributes to and strengthens current career engagement developments and capacity supported by NHS organisations and the wider health economy. The Hubs are funded by Health Education England. Paul Roles provided an update on progress of the Lancashire and South Cumbria Hub for 2018/19 priorities. Paula advised that initial scoping of the work programme has been undertaken and the intention is to appoint a Project Manager to take the work forward. This will include ensuring the Hub is more sustainable in the longer term.

8. Apprenticeships

Paula roles advised a working group representing NHS providers and Local Authority in Lancashire & South Cumbria, has been established and are refreshing a combined Apprenticeship Strategy. Additionally the working group is reviewing proposals for how best to utilise unspent Levy payments, to support Third Sector Workforce requirements. A proposal to develop an approach to 'passporting' the levy is being developed with Trusts and Local Authorities.

9. Life Centre

Paula Roles confirmed the launch of the Life Centre at Chorley and South Ribble Hospital which the LWAB has invested in. A video is currently in production highlighting the life centre work. This will be shared to the LWAB when finalised.

10. LWAB Annual Report 2017 /2018

A report is available to LWAB members and other interested parties, providing an overview of the LWABS main areas of focus and investment for 2017-18, including initiatives in areas of:

- Primary Care
- Mental Health
- Leadership and Organisational Development
- Pharmacy
- Urgent and Emergency Care
- New Roles i.e. Physician Associates and Advanced Clinical Practitioners

A copy is available by emailing paul.meadows@hee.nhs.uk or mike.burgess@hee.nhs.uk

Date and Time of future meetings

2.00 pm to 4.00 pm in The Garden Room at St. Catherine's Hospice on:

- 26th July 2018
- 27th September 2018
- 29th November 2018