

Lancashire Workforce Action Board Key Communications – 26th July 2018

The Lancashire Workforce Action Board (LWAB) ensures that decisions about the NHS and social care workforce across Lancashire and South Cumbria happen in the right place at the right time and 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 26th July 2018.

Membership

Following a recent survey sent to existing LWAB members about membership representation, a proposal has been put forward about changing the scope of future membership and the Terms of Reference. This includes increasing membership for Integrated Care System (ICS) representatives, placed based care representatives, Local Authority Directors and the Voluntary Sector. Members have been asked to endorse the changes.

LWAB Funding for 2018/19

Each LWAB in the North West has now been allocated £500k for 2018/19. Additionally, a further £150k has been allocated for workforce 'upskilling' in 2018/19. These additional funds are specifically to support system wide initiatives for upskilling the workforce. Members have been asked to endorse a new process for managing these funds.

Nursing Workforce across the North

Ray Walker Regional Chief Nurse and AHP Lead in the North for Health Education England, presented to the members and informed them of the areas of focus of the national Nursing Workforce Supply Boards, which have been set up nationally to review the nursing workforce priorities. The Key points outlined via this presentation were:

- **Future Supply** – This will include providers working more closely with their local Higher Education Institutions to identify what their nursing requirements will be going forward and national and regional funded campaigns, to raise the profile of nursing.
- **Recruitment** - A national review is being undertaken on nurse recruitment and the barriers to overcoming this. This will include a review of the use of Trainee Nursing Associates (TNA's) and Advance Clinical Practitioners (ACP's).
- **Workforce Transformation** – This included a national review of Community Nursing and the role of District Nurses.
- **Retention and Leadership** – There is significant work being undertaken in these areas and the groups that will drive this will have representatives from each of the LWAB areas.

The new Medical School at Edge Hill

Clare Austin Associate Dean of Edge Hill University provided an update for members on the progress and aspirations for this new Medical School in the North West. The Key points outlined via this presentation were:

- Edge Hill is one of only five new NHS Medical Schools and the only one in the North West.
- They have a background entrenched in widening participation and about 40% of students come from those backgrounds. This will continue with a new programme called widening access to medical studies (WAM) aimed at students from local 6 form colleges who might want to go into medicine and foundation year for medicine that will target schools for students who are below national attainment with their GCSE.
- Their Undergraduate Medical Programme, will commence in Sep 19 and the student placement circuit will be ambitious with early placements in the first and second year, provide a consolidation week and use placements to ensure students become embedded in the work of their local community

Physician Associates (PA's)

Judith McGregor, Physician Associate Lead for the North Region, provided an update on the introduction of the new role in the North and highlighted the following points:

- The PA programme has been running since January 16 and 478 students have started the programme in the North with nearly 50% of students coming from outside the region.
- Initially the funding models have supported students with either a salary or covered all their academic fees. From Jan 19 students will receive £5k over two years paid directly to them via the universities as a grant towards travel to placements.
- The two year placement tariff for PA's in acute and primary care has been set, although further national/regional discussions are ongoing relating to the funding for placements from 2019 onwards.
- Discussions are taking place with the universities to co-fund a placement coordinator who will manage all the placements.
- The first students who graduated started employment in March 18 resulting in 103 brand new PA posts for the North Region (21% in L&SC)

Global Health Exchange

Jonathan Brown, Chief Operating Officer, Global Engagement, HEE provided an update on the work being undertaken by this HEE directorate and the following points were highlighted:

- **The Global Health Exchange** is an NHS foreign exchange programme giving healthcare professionals the chance to gain experience and knowledge of different care settings abroad.
- The Secretary of State has set targets for the amount of inwardly migrated staff via the exchange. This is 500 nurses and 120 Clinical Radiologists by 2021 and 50 emergency medical doctors each year. Within L&SC the exchange has an ambition to establish a 'Centre of Excellence' in this area
- **Outward Migration to-date** has included to date NHS staff working in South Africa in primary care settings as a fourth year add on to a three year fellowship programme.
- **The exchanges role is also to** develop mutually beneficial workforce partnerships internationally. For example, Leeds Teaching Hospital are working with Jamaica to assist with their gap in critical care provision by Nurses visiting hospitals in Jamaica to help train the staff, build the faculty and improve the curriculum. In response 12 nurses from Jamaica are brought into Leeds Hospital for six months and placed in critical care wards.

L&SC Workforce initiatives

Paula Roles L&SC Strategic HR Lead, provided a brief update on a number of workforce initiatives:

- **L&SC Workforce Strategy Event 3rd July 18**– The event saw over 90 attendees, four exhibitors and captured lots of ideas for developing the L&SC Workforce Strategy
- **Local Talent Board** – Discussions are now taking place locally amongst HRD's on how that will operate in L&SC. Allocation for the North West is circa £150k.
- **Apprenticeships** – HRD's and Local Authority are working on a framework for collaboration on use of apprenticeships including pass-porting of 10% levy funds.
- **Health and Wellbeing at Work** –Lancashire and South Cumbria, in partnership with Lancashire County Council held the first Well@WorkLSC workforce event. The event brought together professionals from across L&SC to look at how a sustainable workforce can be created which is well now and for the future.

Life Centre

The new LIFE Centre at Chorley and South Ribble Hospital opened on the 27th April 2018. A new promotional video is now available: <https://vimeo.com/269593147>

Date and Time of future meetings

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

27th September 2018

29th November 2018

31st January 2019