

Lancashire Workforce Action Board

Key Communications – 22nd November 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 22nd November 2018.

LWAB Constitution and Operating Principles

The LWAB has ratified a new constitution and set of operating principles reflected in a revised Terms of Reference. This will widen membership by establishing core members and wider membership and improve decision-making via changes to the quorate process. Existing and new members will be contacted to confirm the changes and receive invitations for future meetings.

LWAB Funding for 2018/19

The LWAB was recently allocated £500k for 2018/19 to fund system wide workforce initiatives and an additional £150k to fund workforce 'upskilling' initiatives. The LWAB invited bids for these funds and received 25 proposals from a wide range of providers within the region. Members have committed £425k of the funds, so far, to approve six projects, which will commence shortly.

L&SC Workforce initiatives

Paula Roles L&SC Strategic HR Lead, provided an update to members on workforce initiatives taking place under the workforce enabler for the ICS clinical portfolios:

Strategic Resourcing - Alison Smith has now joined as the Strategic Resourcing Lead, working on recruitment and retention and linking in with the Global Health Exchange Programme

Careers Hub - Ruth Keeler is in post as the Strategic Lead ICS Careers and Engagement and is mapping out the work involved in creating a hub and spoke model for L&SC

Stroke - A recent stroke workforce event took place which was well attended from stakeholders around the region, the feedback from which is helping to inform the workforce plans moving forward

Diagnostics – An event is being planned to look at the workforce issues

Mental Health – The Mental Health Workforce Steering Group is reviewing the national submissions which focused mainly on adult health. This workstream remit includes children and young people, learning disabilities, autism and the Transforming Care Partnership. The working group is looking at the national plan to disaggregate the workforce numbers to establish who owns that element of the workforce across the system

Primary Care – Work is ongoing with modelling the primary care workforce to help inform priorities for the ICS

Social Care - A national Social Care recruitment campaign is to take place in the new year and L&SC stakeholders are being asked for ideas and initiatives to support the campaign

Workforce Strategy and Delivery Plan

Paula Roles provided an update to members on the draft Workforce Strategy and Delivery Plan developed from a stakeholder event at Brockholes Nature Reserve in July 2018. Members discussed the workforce priorities to further develop the Strategy and Delivery Plan and the following actions were identified:

Key Programmes of work - The Delivery Plan to identify a small number of key programmes of work that will address the workforce priorities at scale.

Knowing the costs of resourcing - The Delivery Plan to indicate the cost of resourcing for each key programme of work and possible sources of funding

Business Plans - To have business plans ready for key programmes of work where funding not immediately available, to attract funding as it arises

Workforce Planning - To consider a blended approach to workforce planning, including external resource, obtaining dedicated resource and the role of IT

Leadership and Organisational Development Work-stream Update

Dianne Mardell, Associate Director for the NHS North West Leadership Academy, provided members with an update on Leadership and OD initiatives within the region:

L&SC Leadership and OD senior role - Utilising funding through the North West Leadership Academy (NWLA) a senior Leadership & OD Support Role is being recruited that will support the development of L&SC's Leadership and OD strategy. The 18-month post will be hosted within the ICS with one day a week working at the NWLA.

Regional Talent Boards - To support the development of the national strategy to establish Regional Talent Boards, a band 8c Project Management role is being introduced for each STP / ICS and for L&SC this role will be recruited on a fixed term basis until 31st March 2020. The post is currently being advertised and will report to both the ICS and LWAB. A North Regional Project management team has also been established and a vision document with key objectives will be published shortly.

Post Holders – A reporting mechanism will be in place for the Leadership and OD and Talent Board Project Lead post holders to report progress to the LWAB so that the LWAB members can help guide and influence this work

Trainee Nurse Associates

Jenny Cavalot, Local Director for Health Education England (HEE) and Co-Chair of the LWAB, reminded members of the importance for the north region to achieve its target of recruiting 1500 students for this year and to achieve targets for next year. Members agreed they will continue to do all they can in supporting the initiative. Details of the programme include:

Programme Start - The first Trainee Nursing Associates (TNAs) began training in January 2017 and is a new support role that sits alongside Healthcare Support Workers and fully qualified registered nurses to deliver hands-on-care for patients.

Career Opportunity - The new role provides an access route to nursing and a career ladder for the support workforce, strengthening opportunities to create a "home-grown" workforce

Study Programme The programme consists of a two-year training programme taken via the apprenticeship route

Future Cohorts - The next cohort of students is at UCLan in January 19 (enrolment is Dec 18).

HEE Funding - Funding is available from HEE to support the student. The standard funding is £3,200 to support the employer with mentorship, supervision and quality assurance. An enhanced offer was made available in autumn 2018 for any TNA's commencing before 31st December. These were £4000 per trainee or £7900 for a trainee who spends 50% of their time in LD services.

Further Information - For further information on TNA's and current funding, contact christina.hawkins@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, Preston on:

31st January 2019

28th March 2019

30th May 2019