

Lancashire & South Cumbria Local Workforce Action Board (LWAB) Key Communications – 30th May 2019

The Lancashire & South Cumbria (L&SC) LWAB, supports the Integrated Care System (ICS) across a broad range of workforce activity to ensure the workforce element of the clinical change portfolio is delivered. The LWAB is also responsible for the local delivery of the HEE mandate from the Department of Health (DH) and other key workforce priorities in line with national and regional policies. These key communications are from the Lancashire Workforce Action Board held at St Catherine's Hospice on 30th May 2019.

L&SC Workforce Delivery Plan

Members discussed the output from the LWAB workshop that took place on 28th March, which asked a wide range of clinical and social care leaders from the region to provide radical ideas and proposals for workforce initiatives. The aim was to identify the key programmes of work to be included as the delivery plan for the *Lancashire and South Cumbria Workforce Strategy*.

There emerged 8 distinct programmes of work, which were discussed in detail by LWAB members:

1. Providing wider access to employer-provided training
2. A review of flexible working across the health and social care sector
3. L&SC Branding and Employment Offer
4. Ongoing develop of a 'Careers Hub' and 'Clearing House'
5. Recruitment of apprenticeships to an L&SC ICS hub
6. Undertaking skills-based pilots to consider what care needs to be provided
7. Recruitment at scale for key shortage areas e.g. supporting entry routes for graduates
8. Creating capacity to care by increasing use of technology and reducing duplication

Members agreed to provide immediate funding to some of the initiatives linked to the above programmes, which were;

- Developing a 'learning skills passport' that allows health and social care staff to have prior learning recognised as they moved around employers
- Introducing an 'On Boarding' portal for new staff which provides new employees with vital information about their employer before starting and facilitates smarter induction including linking up with mentors raising awareness of wellbeing and performance support and general orientation.
- Providing sustained investment for the L&SC Careers Hub, which is currently broadening its scope of work beyond providing work experience and increasing activity in schools/colleges.

The remaining programmes of work are to be discussed in more detail at the July LWAB when decisions will be made about short term, medium term and longer-term investment, taking account current workforce priorities and return on investment factors.

Nursing and Midwifery Supply in Lancashire and South Cumbria

Ray Walker, Regional Chief Nurse & AHP Lead at Health Education England, provided members with an update on his portfolio of work as Nurse lead for the North Region. This focused on Trainee Nurse Associates and Pre-registration Nurse students. The key points highlighted and subsequently discussed by members were:

- **TNA Adoption** - The L&SC region has contributed well to achieving national recruitment targets in 18/19 but data indicates some employers in the region are planning on recruiting less in the

coming year. Members are working with employers to understand the support required for continued adoption of this role in the region.

- **Nurse Training** - There is a national target of an additional 5000 pre-registration nurse students required to be placed on programme for this coming year. Universities in the North Region have indicated they can accommodate these numbers and members will seek assurance from the system that sufficient planning around recruitment and clinical placement expansion is being undertaken.
- **Student Attrition** –The national REPAIR programme (Reducing Pre-registration Attrition and Improving Retention) aimed at tackling this, is in Phase 2 and members are encouraging L&SC providers to take an active part.

LWAB Collaboration with the Innovation Agency

Members received an update on the progress of three programmes of work which has seen the LWAB and the Innovation Agency collaborate in key workforce improvement areas:

- **Understanding what will make the L&SC an attractive place to work** - The project is developing a strategy for a new career offer by understanding and acting on what young people are saying about their career desires. The intelligence being captured will help to harness career route opportunities
- **Improving career routes in Psychology** – Attracting more Psychology graduates to the NHS by developing an improved career structure. This is in recognition that these graduates are a large pool of future employees into mental health
- **Primary Care Mental Health / LD Workforce Model Toolkit** - To use workforce modelling / planning techniques and innovations in technology, to help design integrated health and care roles for Mental Health and Learning Disabilities services

As final reports for the programmes are due in late July, members will consider the recommendations in the July LWAB meeting, pending the reports being available.

Leadership and Organisational Development Work in the region

Members were updated on Leadership and OD activities taking place in the region to support leadership and workforce improvements:

- **Northern Regional Talent Board strategy** – The North West Talent Board has produced a Strategy Document entitled 'Aspire Together' which includes plans for creating a talent pool.
- **Leadership Development Opportunities in Primary Care** – The North West Leadership Academy continue to provide a comprehensive range of leadership programmes. The Academy are piloting a number of leadership development programmes for aspiring and talented primary care clinicians. This includes a programme in leading in Primary Care Networks and a Practice Manager Development Programme.

HEE Workforce Development Fund

Members were informed of the arrangements for Health Education England's annual funding to Trusts / Primary Care for non-medical staff workforce development. This funding is being paid directly to Trusts this year but the LWAB will directly manage the Primary Care element. Members will be asked to agree a method of allocation for the funding in due course.

Date and Time of future meetings in 2019

2pm to 4pm in The Garden Room at St. Catherine's Hospice, Preston on 25th July 2019
Further meetings are: 26th September 2019, 28th November 2019 and 30th January 2020