

Lancashire & South Cumbria Local Workforce Action Board (LWAB) Key Communications – 25th July 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 25th July 2019.

L&SC Workforce Delivery Plan

As per the May LWAB, members continued to review the 8 workforce priority themes that make up the Workforce Delivery Plan for L&SC which emerged from the LWAB workshop in March 19, to decide on key areas of work for funding. The following was agreed:

- **Theme 1 - Wider access to employer provided training** - Further work to be undertaken on finalising the Business Case for a '*Learning Skills Passport*' that will allow health and social care staff to have prior learning recognised as they move around employers
- **Theme 3 - L&SC Branding and Employment Offer** – Funds to be released for an '*On-Boarding Portal*' which is a digital platform to assist new employees through the induction process and enhance the employment offer for people considering applying for vacancies / careers in the region.
- **Theme 4 - L&SC's Careers Hub** – Funds to be released for ongoing investment of this service including the development of a '*Clearing House*'
- **Theme 6 - Undertake various 'skills-based pilots' to develop alternative workforce models** – Agreement to invest in pilots to take place in Maternity and Primary Care. Scope of work to be confirmed
- **Theme 7 - Recruitment at scale for key shortage areas** – Investment to be set aside to support the establishment of a *L&SC Nursing and Midwifery Programme* and the creation of a *L&SC Regulated Care Nursing Workforce Development Programme*. Scope of work to be confirmed

Further areas of potential investment are continuing to be scoped for the other three workforce themes, which are:

- **Theme 2 - A review of flexible working across the health and social care sector** – the potential to commission research into flexible working
- **Theme 5 - Recruitment of apprenticeships to assist in workforce supply and deploy them on need across the patch** – a review of this theme to look at the wider employability agenda and explore options for how it might support social care
- **Theme 8 - Creating capacity to care by increasing use of technology and reducing duplication** - Further discussion by LWAB members regards opportunities is to take place at next LWAB

Education Tariff Reforms and HEE Education funding review

Mike Farrell, Head of Education Transformation, for Health Education England (HEE) provided members with an update on Education Tariff reforms taking place nationally within the Department of Health and some key areas of the major education reform programme underway within HEE. The key points highlighted and subsequently discussed by members were:

- **Education Tariff** - A national tariff is currently paid to employers who provide placements to NHS staff in training, including undergraduate medical and pre-registration nursing. Nationally this is valued at approximately £700m. The existing tariff was introduced in 2013 but due to receipt of improved data around the actual cost of supporting education a review of some of the tariffs are now taking place by the Department of Health and Social Care (DHSC) including looking at look at forms of tariff currencies and potential level of values for some settings, including the non-medical rate for primary care.
- **HEE Education funded schemes** - There are a number of training programmes where HEE fund tuition costs / contributions towards salary support. These schemes are being reviewed including exploring whether the purpose/level is appropriate subject to workforce need, recruitment issues, service contributions, actual costs and value and take account of other funding options such as the Apprenticeship Levy. The review will also review the Learning and Development Agreement (LDA) that HEE has with training providers to make it more transparent in showing the true value of education investment.
- **Clinical Placement Expansion / Place based approach** – HEE has responsibility in ensuring there is enough clinical placement capacity to meet anticipated clinical placement education requirements. A review is taking place to look at how more placements can be provided within the region and piloting within the North a ‘place-based’ model in allocating non-medical placement tariff for pre-registration courses in nursing, midwifery and allied health professions.
- **Response from Members** - To ensure the HEE review promotes the use of the health prevention roles e.g. by creating more clinical placements within health prevention environments and that it provides greater transparency and demonstration that the education training commissioned by HEE is aligned to the service priorities set out in the NHS Long Term Plan and the People Plan.

Interim People Plan

Members received an update on the progress of national Interim People Plan to review how closely it is aligned to the Lancashire and South Cumbria Workforce Strategy. Members agreed that the L&SC Workforce Delivery Plan needs to include further support in the following areas:

- Increasing the use of Volunteers and Carers
- Improving workplace health and wellbeing
- increasing supply and education within the Regulated Care Sector
- Commission a local survey within Primary Care to understand Pension members intentions in respect of pension tax liabilities.

HEE Workforce Development Fund

Members ratified the arrangements for Health Education England’s annual funding to Primary Care for non-medical staff workforce development. This funding is to be used for Non-Medical Prescribing, Leadership programmes and Primary Care Network Development. L&SC’s Training Hub are to manage distribution of the funds.

Date and Time of future meetings in 2019 - 2pm to 4pm in The Garden Room at St. Catherine’s Hospice, Preston on 26th Sep 2019. Further meetings: 28th November 2019 and 30th January 2020.