

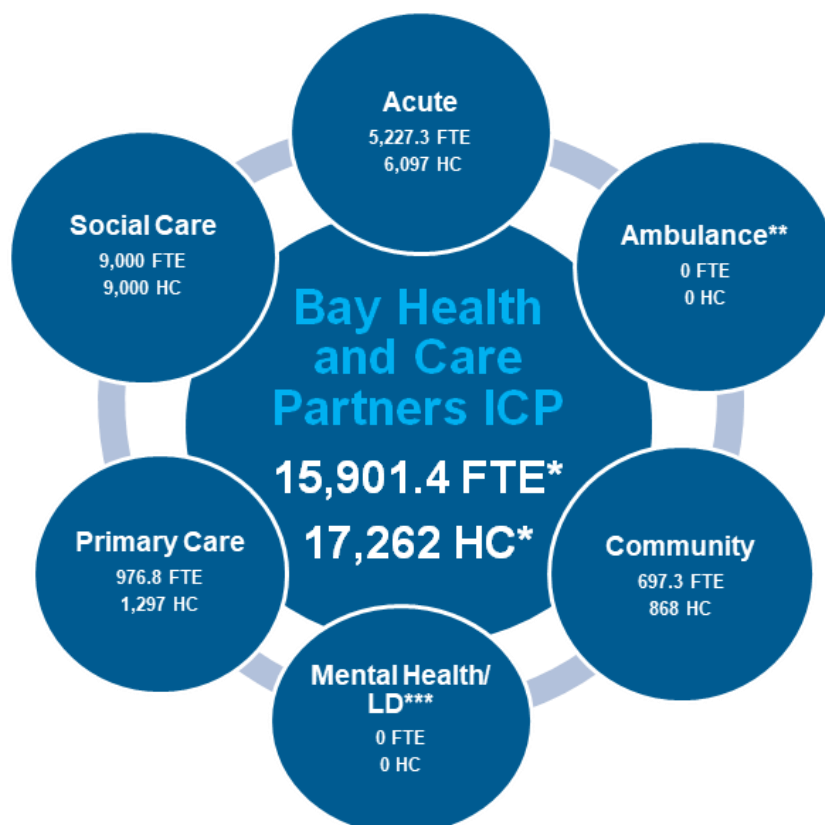
Bay Health and Care Partners new Workforce Strategy aims to build a resilient, rewarded workforce

Bay Health and Care Partner's vision of high quality, sustainable care, built around preventative care for the whole population, can only be achieved if there is a sufficiently skilled, organised, engaged and motivated workforce, available in the right numbers and at the right locations, in order to deliver it.

Our first priority for the next 12 months is ensuring the health and wellbeing of all colleagues in the patch, rolling out the "Flourish" approach across the whole place-based partnership with all partners contributing to the services and resources. Allied to this is ensuring high levels of take-up for both flu and COVID vaccinations across health and social care.

The Workforce Strategy project group has begun mapping where staff are employed, to get a sense of the numbers working in health and care and, importantly, where there are shortages or gaps in skills.

There are nearly 16,000 people working in Morecambe Bay, though that number doesn't reflect those employed in mental health or the ambulance service (as those numbers are less easy to break down to the Morecambe Bay patch). More than half, 53%, of staff in a caring role work in social care.



Rapid expansion of the services provided by local GPs will see an increase in the types of roles working in communities and neighbourhoods.

Recruitment is underway for new paramedics, clinical pharmacists, dieticians, physiotherapists and occupational therapists, roles which will support people closer to their own home, and improve access to the care people need, reducing the demand on GP appointments.

There is a balance to be struck in not 'poaching' staff from other parts of the health and care services, but to try and work collaboratively to provide services nearer communities.

Community staff will have the same clinical standards as any other part of the health system, with professional development and supervision within their specialism. The Primary Care Training Hub supports primary care staff to enhance their skills.

Technology and digital skills will play an increasing role in providing care, as staff are using the same technology as patients use in their everyday lives.

A new online recruitment hub: [Vacancies – NHS Careers NW](#) will be a single hub for recruitment across health and care. The Strategy group is also focused on ensuring local people can successfully apply for roles by developing the provision of training so that new starts are 'work ready' when they join.

By establishing links between colleges and healthcare settings, Bay Health and Care Partners is adopting a successful model from Liverpool. In order to improve local people's access to health and care roles, and ensure trainees are already working to 'industry standards' with training on patient records, digitisation and practical experience before they leave college. Partnerships have been built with colleges in Furness, Kendal, as well as Lancaster and Morecambe College.

Focused on T-level students, the scheme will support 100 placements, and offer 315 work experience hours in a health and care placement. The scheme plans to particularly encourage disadvantaged residents and support their career path.

It will reduce duplication in training as students will already be trained to use modern systems and learning in an appropriate setting, rather than starting from scratch once they join the workforce.

The programme will support 'growing our own' workforce of the future, keeping talent local, and introducing students to roles they may not have considered – using digital skills, estates and maintenance, laboratory sciences.

Allied to this, there is a Flourish group with representatives of all partners, alongside private sector partners such as Siemens and BAE. Members also include Lancashire and Cumbria county councils, Barrow and South Lakeland district councils, police and fire services.

The Flourish programme recently surveyed colleagues to identify their needs and aspirations. The issues highlighted by the survey included: stress and anxiety; support for family members; suicide and mental health; unemployment; work-life balance; bullying and workplace culture. Colleagues looked for support focused around nutrition and exercise, as well as solutions that worked within different faiths. Colleagues also sought further information on how to access the services of benefit to them.

The Flourish working group is now gathering together each employer's options for staff health and wellbeing across Morecambe Bay, focusing on initiatives to support moving more, nutrition and healthy lifestyles. By mapping the services available, the Flourish group can begin to plot gaps and which services are needed where.

Currently, the Flourish group is focused on immediate support to colleagues within and beyond the health service. This is centred on mental health, psychological safety, policies and resources such as videos from some of the private employers.

By looking at the Morecambe Bay workforce as a whole, ensuring there are training and career development opportunities, Bay Health and Care Partners aims to inspire many more people to make 'health and care' their career.