

A Healthier Future for Hertfordshire and west Essex – workstream news

July
2018

Workforce Workstream

This update is to let you know what's been happening in the STP workforce workstream, so you can keep colleagues in your organisation well informed.

The workforce workstream priorities for 2018/19 include:

- HR services and back office review
- Workforce planning and supply modelling
- Attraction, recruitment, retention and temporary staffing
- Workforce redesign and development
- Leadership and 'Organisational Development'
- Temporary staffing

Work in progress:

- An STP workforce attraction strategy is being developed
- The development of a consistent pre-registration student offer across the STP to promote the Hertfordshire and west Essex area as a great place to study, qualify and then stay to work
- The advanced care practitioner (ACP) training allocations have been approved for the STP
- The second cohort of nursing associates are currently being recruited to start in October 2018
- A proposal for opportunities for HR service collaboration across the STP has been drafted and will be presented to the August workforce work stream meeting.
- An STP workforce profile and plan will be presented for discussion in a workshop planned in August 2018.
- The primary care workforce programme is appointing a lead nurse tutor and programme manager and the work plan is summarised below

- The development of an STP leadership academy has been agreed in principle
- Planning underway to explore the expansion across the STP of the shared staff bank approach
- The programme director and programme manager interviews for the workforce workstream are ongoing with the final interviews scheduled for August.

To deliver these priorities at scale and with pace, the reshaping of the function and membership of the LWAB and STP workforce workstream is underway.

The governance operating model below has now been agreed and the transition from the previous work programme is complete. Each workstream will have a lead HR director and/or lead director of nursing. The local authority leadership is embedded across all workstreams .

What next?

LWAB will continue to provide the partnership oversight and the workforce workstream will oversee the delivery of:

- the agreed workforce priorities
- the development and delivery of the STP workforce strategy and plan
- strengthening of the connectivity with the wider STP workstreams. The appropriate priority areas of action and delivery will be a focus of the August and September 2018 meetings

National workforce headlines

- NHSE nursing recruitment campaign now launched
- NHSI planning to focus on staff sickness reduction
- There will be a HEE led national consultation on digitalisation – preparing the workforce for digitalisation



A Healthier Future

Improving health and care in Hertfordshire and west Essex

www.healthierfuture.org.uk

Health Education England (HEE)

Three streams of funding are being released:

- Regional allocations assigned to the six national priorities:
 - Cancer
 - Urgent care
 - Maternity
 - Prevention
 - Primary Care
 - Mental Health
- LWAB (STP) allocation to support local workforce development priorities
- Provider allocation to support upskilling of the workforce. HR Directors will work together on identified areas demonstrating commonality across providers

Primary care

The STP Primary Care Workforce Workstream has benefited from continued close working relationships across East and North Herts, Herts Valley and West Essex CCGs. Initial close working on the production of the STP Primary Care Workforce Plan has strengthened relationships across the STP and enabled the development and submission of a range of further STP plans:

- The strategic development of primary care workforce plans and oversight of the delivery against them sits with the STP Primary Care Strategic Group which meets monthly.
- Local Training Hubs, led by GPs, a head of primary care workforce development manager and Nurse Tutors together with local workforce

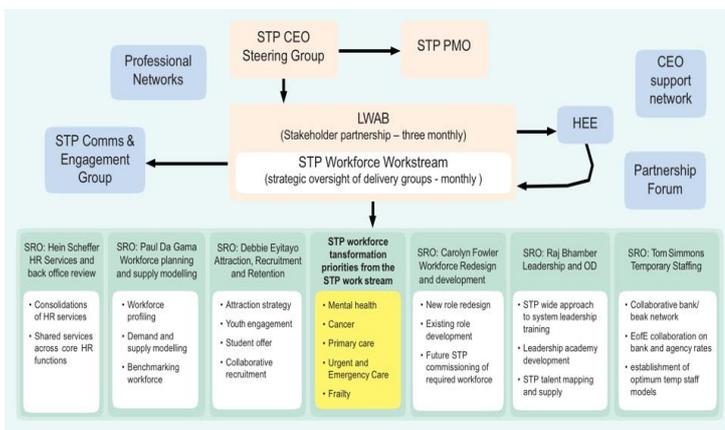
stakeholders, feed into the Strategic Group. The Training Hubs support and facilitate local delivery of STP workforce development initiatives and ensure strong local relationships.

Examples of initiatives (aligned to the General Practice Forward View and the 10 point General Practice Nursing plan) include:

- An STP International Recruitment bid for GPs
- GP Fellowships
- GP retention scheme
- Nurse mentors are being supported to enable more student nurse placements in practices
- Locality Nurse Forums have been set up to support and develop nurses across the STP
- Primary Care leads across the STP we have worked together to link into the University of Hertfordshire and Anglia Ruskin University to inform and develop curriculums for courses and find practice placements for paramedics, Physician Associates and Clinical Pharmacists, and are seeing a significant number of these roles used in general practice at practice and neighbourhood level
- Practice managers are being supported to attend Mary Seacole programmes, key business skills training and administrative staff are being offered support and key business skills training through EPIC and local GP federations

More information

Don't forget, as NHS and local authority leaders from Hertfordshire and west Essex work ever closer together, you can find the latest information about our [Sustainability and Transformation Partnership, known as the STP, here](#).



Current operating model arrangements