South Central Review of Workforce Strategy calls for strong guiding principles

The workforce strategy critical friends have called for strong founding principles and clear signposting to the workforce of the future in their review of the first document.

The group agreed that while it wasn’t the role of the SHA to specify the exact composition of the future workforce, the strategy should give clear guidance to commissioners and providers on the shape of the workforce that will be needed to deliver broad service change within the challenging economic climate.

Workforce strategy critical friends also agreed a “slim” strategy document supported by a suite of more detailed plans, including those for the care areas (care pathways). Consultation at the Health and Social Care Workforce Strategy Workshop (see later report) also recognised an opportunity to collaborate immediately and work towards future integration of health and social care workforce strategies.

See a list of strategy critical friends and the current draft strategy online.

Final Consultation at Workforce Strategy Conference

The final consultation for the workforce strategy will take place at a conference on 7 December at Newbury Racecourse.

The event, 9.30 – 4pm, will set out the themes and structure of the strategy before asking delegates to consider how they will be implementing the strategy in their organisations. The day will comprise a mix of presentations and workshop sessions with an opportunity to guide workforce plans supporting care pathways. The event will also showcase a range of initiatives that will support the delivery of the strategy including education commissioning, HR best practice and workforce planning.

NHS chief executives, directors of HR, nursing, medical directors and directors of medical education are all invited to attend. In addition this strategy will impact on and has been developed with a range of partners including education providers, directors of social services (adults and childrens) and others who are all invited to attend.

There is no limit on numbers of delegates per organisation as we understand that the responsibility for workforce strategy lies at different levels in different organisations and have left it to organisations to co-ordinate attendance.

Strategy Timetable

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 Sept</td>
<td>Strategic Education Partnership Meeting, Oxford</td>
</tr>
<tr>
<td>15 Sept</td>
<td>AHP Forum</td>
</tr>
<tr>
<td>16 Sept</td>
<td>Directors of Nursing Forum</td>
</tr>
<tr>
<td>28-29 Sept</td>
<td>Workforce Summit</td>
</tr>
<tr>
<td>30 Sept</td>
<td>Mental Health Commissioners</td>
</tr>
<tr>
<td>30 Sept</td>
<td>Maternity and Newborn Workforce Workshop</td>
</tr>
<tr>
<td>7 Oct</td>
<td>Workforce Strategy Update (1)</td>
</tr>
<tr>
<td>13 Oct</td>
<td>Strategic Education Partnership Meeting, Portsmouth</td>
</tr>
<tr>
<td>22 Oct</td>
<td>Pharmacy Network</td>
</tr>
<tr>
<td>22 Oct</td>
<td>Directors of Nursing Forum</td>
</tr>
<tr>
<td>28 Oct</td>
<td>HR Directors’ Forum</td>
</tr>
<tr>
<td>2 Nov</td>
<td>Workforce Strategy Reference Group review first draft of strategy.</td>
</tr>
<tr>
<td>6 Nov</td>
<td>Mental Health Workforce Workshop</td>
</tr>
<tr>
<td>12 Nov</td>
<td>Regional Health and Social Services Workforce Workshop</td>
</tr>
<tr>
<td>16 Nov</td>
<td>3rd draft sent to Chief Executives</td>
</tr>
<tr>
<td>18 Nov</td>
<td>Workforce Strategy Update (2)</td>
</tr>
<tr>
<td>24 Nov</td>
<td>Association of Directors of Social Services</td>
</tr>
</tbody>
</table>

End Nov: 4th and pre-conference draft complete

7 Dec: Shaping the Future – the Workforce Strategy Conference

11 Dec: Chief Executives Meeting

16 Dec: Workforce Strategy Update ( 3 and final

Jan: Final Draft strategy to all NHS Boards in South Central

March: Final Strategy to SHA Board

May: Chief Executives’ held to account for implementation

Register online now!
HEALTH AND SOCIAL CARE WORKSHOP LOOKS TO MORE INTEGRATION ON WORKFORCE STRATEGY AND PLANNING

On 12 November, the SHA hosted the first joint regional health and social care strategy and planning workshop with the Audit Commission, Government Office of the South East (GOSE) and South East Employers (SEE) which represents local authorities and public sector bodies.

As well as a consultation on the NHS South Central workforce strategy, delegates considered the first steps to developing a framework for aligning health and social care workforce planning. A major outcome of the event was that Debbie Ward, Director of Housing and Community Care, Reading Borough Council, offered to present and champion the workforce strategy at the Association of Directors of Social Services (adult) at their November meeting.

The event highlighted that while there are examples of integrated health and social care teams across the region, and a will for initiatives such as joint roles, aligning workforce planning at a strategic level has a number of challenges.

For many, the major benefit of the event was an opportunity to work with colleagues. “It was very useful to meet with people in my opposite PCT and begin to reflect on what needs to be done,” said Keiron Shortt, Oxfordshire County Council. Terry Butler, SHA non-executive director, agreed adding: “It’s an excellent turnout of colleagues, both in terms of the numbers and quality of people attending.” Sian Cambell, SEE added: “This event is very timely and necessary in terms of the political agenda and the economic climate.”

Colleagues also commented on the challenge to join up workforce strategies: “It’s a bold vision, but this event has exceeded my expectations and raised our ambitions. We now need some demonstrable action,” said Bulraj Bassral from Milton Keynes PCT.

See the list of speakers and delegates (right). Presentations and outputs from this workshop are online.

More information online

The top team leading the development of the workforce strategy are Katherine Fenton, Director of Clinical Standards and Workforce; Allan Jolly, Associate Director for Workforce and Education and Ruth Monger, Head of Workforce Strategy.

If you would like to contact Ruth Monger on the development of this strategy, please email: ruth.monger@southcentral.nhs.uk or call 01635 275541.

Full reports from our major consultation events, Workforce Strategy Update newsletters and registration for the final consultation conference is all online at: http://www.nesc.nhs.uk/about_nesc/workforce_strategy.aspx

 Speakers and Delegates

Speakers:
* Allan Jolly, Associate Director Workforce and Education, NHS South Central SHA (Chair)
* Elizabeth Hale, Comprehensive Assessment Lead, Berkshire; Audit Commission
* Amanda Joyce, Head of Systems Transformation, Community Services Directorate, West Berkshire Council
* Bob Deans, Chief Executive, Southampton City PCT
* Nadia Chambers, Clinical Director, Long Term Conditions, South Central Strategic Health Authority
* Judy Curson, Director, NHS Workforce Review Team
* Ruth Monger, Head of Workforce Strategy, NHS South Central SHA

PCT delegates;
* Bulraj Bassral, Assistant Head of HR/DD, Milton Keynes PCT
* Jane Brewer, Integrated Workforce Planning & Information manager, Community Health Oxbridge
* Anne Brierley, Planning and Development Manager, Oxfordshire PCT
* Jane Dudley, Director of HR, Buckinghamshire PCT
* Alyson Dunbar, Director of HR and Organisational Development, Community Health Services, Berkshire East PCT
* Raffelina Huber, Head of HR/DD, Milton Keynes PCT
* Heather Imber, Interim HR Operational Lead, Berkshire West PCT
* Simon Phillips, Programme Manager for People Development, Hampshire PCT
* Dawn Schubert, Workforce Planning and Information Manager, Island of Wight PCT

Local Authority delegates;
* Melanie Edridge, Social Care Transformation Manager, Royal Borough Windsor and Maidenhead
* Jo Elsey, Children’s Trust manager, Royal Borough Windsor and Maidenhead
* Maureen Graham, Workforce Strategy Manager, West Berkshire Council
* Nikki Griffiths, Strategic Learning & Development Manager, Hampshire County Council
* Mark Howell, Acting Director of Community Services, Isle of Wight Council
* Pat Jones, Head of Commissioning and Development, Wokingham Borough Council
* Sarah Knapp, Training and Development Manager, West Berkshire Council
* Rita Lally, Strategic Director Adult Social Care, Buckinghamshire County Council
* Keiron Shortt, HR Business Partner, Social & Community Services Directorate, Strategic HR and OD, Oxfordshire County Council
* Linda Smith, Senior HR Advisor (Community Wellbeing), Milton Keynes Council
* Julie Waldman, Strategic Lead for Children's Workforce Development, West Berkshire Council
* Debbie Ward, Director of Housing and Community Care, Reading Borough Council
* Paul Young, Head of HR, Adult Social Care and Health, Bracknell Forest Council

Strategic and Partnership Organisations
* Karen Ashton, Associate Director, Long Term Conditions, South Central SHA
* Richard Balf, Children’s Services Advisor, Government Office of the South East
* Terry Butler, Non-Executive Director, South Central SHA
* Sian Cambell, Development Consultant, South East Employers
* Clare Messenger, Associate Director, Children & Young People, South Central SHA
* Lucy Sutton, Associate Director, End of Life Care, South Central SHA
* Katie Tester, Senior Information Analyst, Workforce Review Team
* Beth White, Children’s Health and Workforce Development Lead, Government Office of the South East

Chris Wrintle, Regional Manager, Skills for Health

* Workforce Strategy Critical Friends