

To: South Kent Coast CCG Health and Wellbeing Board, 20 September 2016

Report: Local Workforce Action Board

From: Tristan Godfrey, STP Workforce Programme Manager (Kent and Medway), Health Education England

## Summary

This report sets out how Health Education England, working across Kent, Surrey and Sussex (HEE KSS) will support and enable the delivery of the Kent and Medway Sustainability and Transformation Plan (STP) through a corresponding Local Workforce Action Board (LWAB).

### 1. Background

- a) In May 2016, the Kent Health and Wellbeing Board set up a Workforce Task and Finish Group because workforce had been identified by all stakeholders as a priority area that needed addressing.
- b) The Task and Finish Group met from October 2015 to March 2016 and involved representatives from health and social care. The Groups' final report was presented to the Kent Health and Wellbeing Board on 25 May 2016.
- c) Five priority areas were identified and pursued in depth during the meetings. These are:
  - existing and emerging gaps
  - new models of care
  - productivity
  - recruitment and retention
  - cross-cutting – 'the Brand of Kent';
- d) An allocation of £200,000 from HEE KSS has been agreed with Kent County Council to support the implementation of these Task and Finish Group actions.
- e) During the period of the review, the announcement about the Sustainability and Transformation Plans (STPs) was made. The STPs are intended to be the first step in a shift from planning on the basis of an individual organisation to planning as a system. The Workforce Task and Finish Group main finding is the need to make the same shift in workforce planning.
- f) In a guidance letter published on the STPs (16 February), it was explained that 'Health Education England has agreed that they will establish a local Workforce Advisory Board to coordinate and support the workforce

requirements for each STP footprint.’ Detail around what are now known as Local Workforce Action Boards (LWABs) began to come through subsequently. They are to be supported by the local teams of Health Education England. Health Education working across Kent, Surrey and Sussex (HEE KSS) is responsible for Kent and Medway.

- g) Four specific projects have been identified nationally as appropriate for the LWAB to deliver to support the STPs across England:
- A comprehensive baseline of the NHS and social care workforce in the relevant labour market;
  - A scenario based high level workforce strategy;
  - A workforce transformation plan to support the STPs broader service ambitions;
  - An action plan, which will include identifying investment need, to deliver the STP.
- h) The LWAB for Kent and Medway is currently under development and will build in part on the work of the Workforce Task and Finish Group.
- i) Each LWAB is to be chaired by the HEE Local Director and a senior leader from the STP footprint. These will be Philippa Spicer and Hazel Carpenter respectively. The Terms of Reference, including membership will be agreed with the STP Leadership Group.
- j) An allocation of £1.3 million has been identified by HEE KSS to support the implementation of the LWAB action plan.
- k) HEE KSS has additionally allocated funding through Medway Council, to support public health work across the whole of KSS, primarily to deliver Making Every Contact Count (MECC). This is being reviewed alongside the needs of the STPs with Public Health and therefore should be targeted where STPs require. This year’s funding was £480k.
- l) Funds have also been allocated to the Community Education Provider Networks (CEPNs). These funds are to provide a primary care focus, although the additional STP funding can be spent in a service area including additional funding into primary care.

<b>CEPN Group</b>	<b>Funding</b>
East Kent	£175,000
West Kent	£120,000
North Kent - DGS/Swale	£90,000
North Kent - Medway	£75,000
<b>Total</b>	<b>£460,000</b>

- m) This is in addition to this year's workforce development monies distributed to the system, and the agreed spend on the Skills Development Strategy Programmes for 2016/17, which benefit the whole of Kent, Surrey and Sussex and will support the STPs.
- n) HEE KSS has been working across the region through our Skills Development Strategy to develop new roles, up skill the existing workforce, improve the education, training and experience of trainees and students to enhance the quality of care and experience of our patients and population. HEE KSS is able to provide a range of support for the STPs. For example:
- Workforce Modelling
  - Up-skilling and Leadership
  - New Roles
  - New Ways of Working
  - Recruitment and Retention

### **3. Recommendations**

The Health and Wellbeing Board is asked to note this report.

#### **Lead officer contact**

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#### **Appendices**

Workforce Task and Finish Group Report to Kent Health and Wellbeing Board

#### **Background papers**

None.