


# *STPs, ACPs and Commissioning Challenges*

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**Transformation**

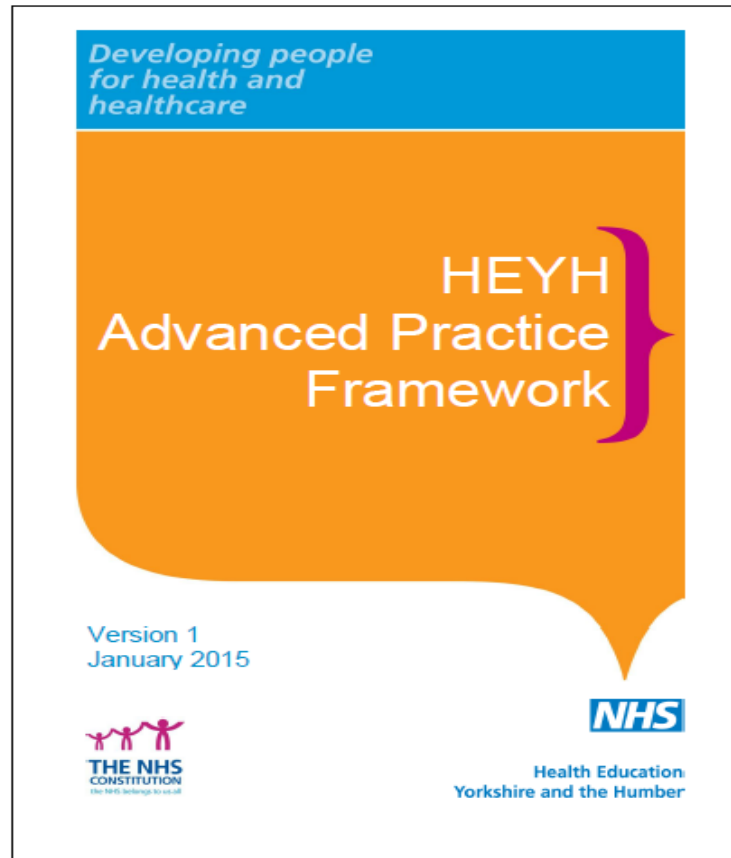


Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)

# The Y & H Story So Far

- **Service led**
- **Developed 264 ACPS since 2013**
- **Budget spend since 2013 stands at over £11m**
- **Developed a Y&H Framework – service led**



**But what next ?**

**STPs describing area service plans  
and highlighting workforce needs**



## **Sustainability & Transformation Plans (STPs)**

- Area based plans
- Headline themes, urgent care , mental health etc
- Developed with wide stakeholder involvement
- October 2016 submission reviewed with ALBs
- Next Steps – consultation, development of plans, new governance arrangements emerging

***Workforce Challenges run throughout the STP's***

## **Local Workforce Action Boards (LWABs)**

- Service led - mix of stakeholders
- Focusing on the STP workforce themes
- Developing workforce solutions/strategies
- LWABs have also developed overarching headline objectives  
sustainable primary care, career frameworks,  
excellence centres
- Focus on existing staff for many of the solutions

**Responsibility for taking forward the Workforce Solutions is a system wide responsibility not just HEE**

# What's different



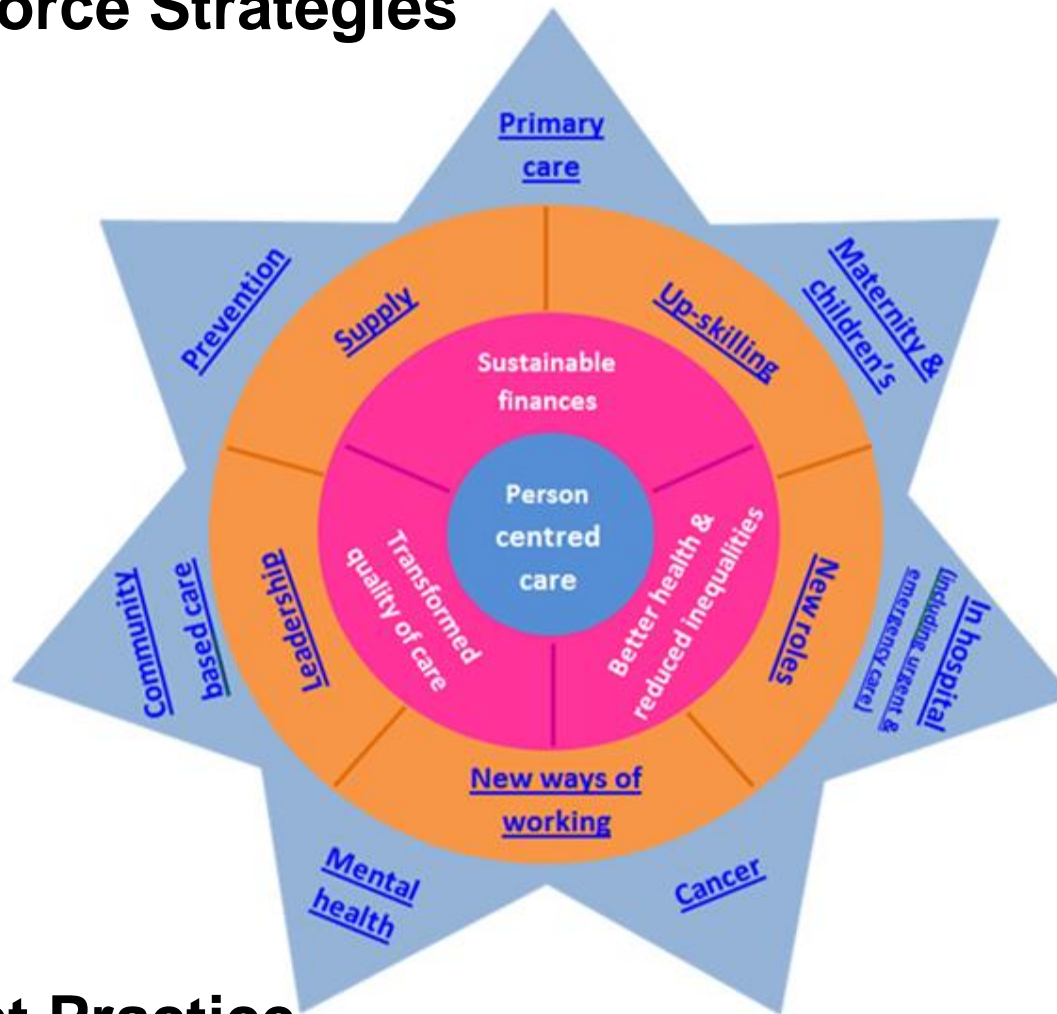
Health Education England

## What needs to be different about LWABs

LWEGs & Partnership Councils (From)	LWABs (To)
Organisational focus	Place focus (STP)
HEE remit	Health and care system remit (ALBs)
HEE led	STP led
WFD plans to secure funding	WFD plans to drive transformation
Advisory (no repercussions)	Action (LWAB accountable for plan, Providers for WFD delivery)
Competing for HEE resources	Collaborative and innovative uses of investment from a range of sources
Not fully aligned with local transformational partnership	Fully integrated and accountable to STP
Different models of working	Consistent and simple operating framework



# Workforce Strategies



## The Star

Share Best Practice

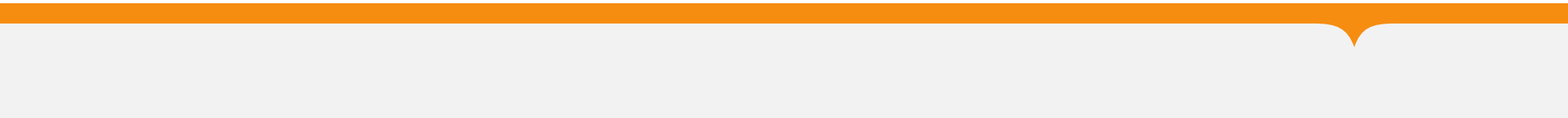
# Emerging themes for education and training



*Health Education England*

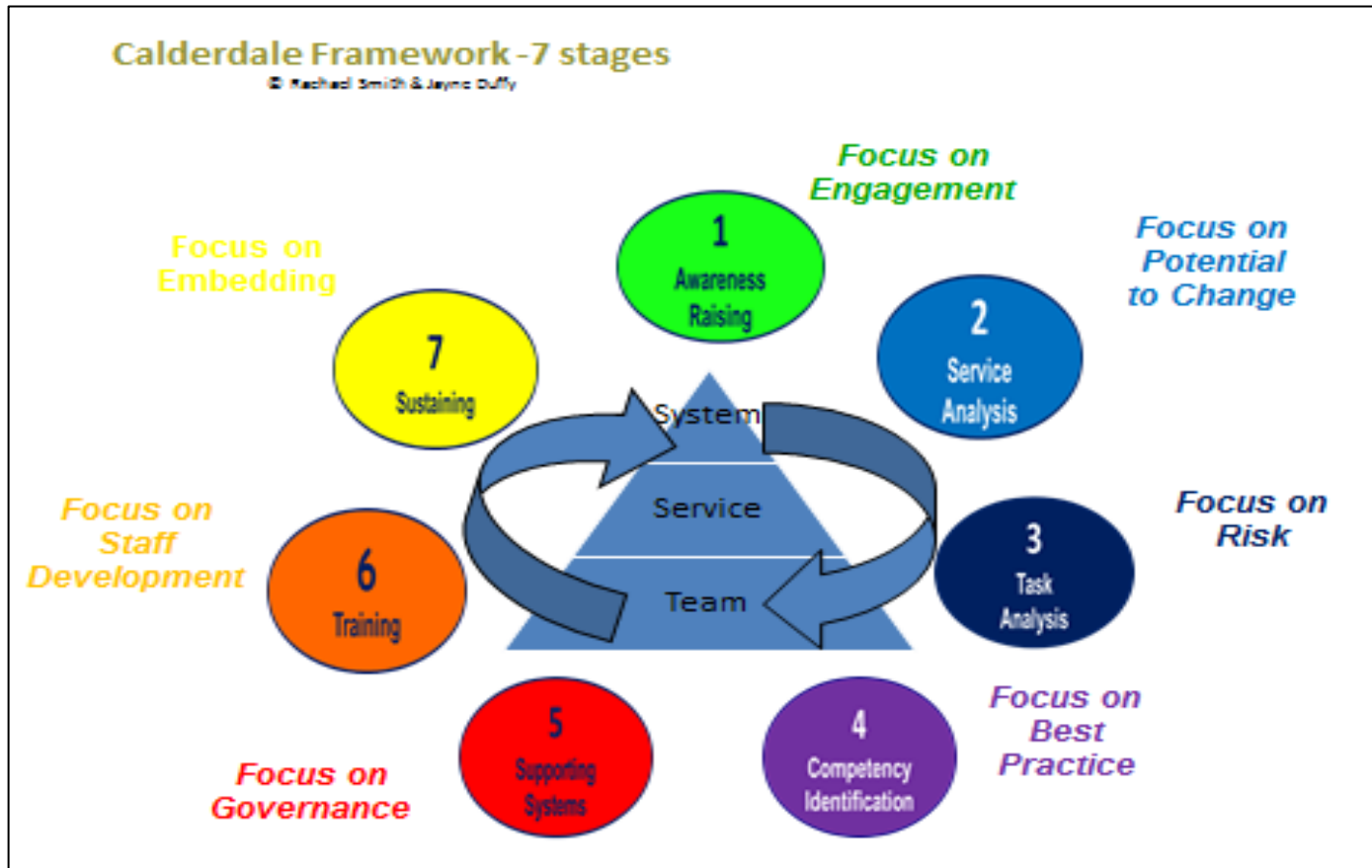
Categories	Examples
Supply	<ul style="list-style-type: none"><li>• Developing a LWAB workforce plan</li><li>• Workforce modelling capacity</li></ul>
Upskilling	<ul style="list-style-type: none"><li>• Focus on existing workforce to support shift from acute to primary care</li><li>• Advanced skills development in primary care</li></ul>
New ways of working	<ul style="list-style-type: none"><li>• Workforce integration to deliver efficiencies</li><li>• Changes to ways of working and culture as important as upskilling</li></ul>
New roles	<ul style="list-style-type: none"><li>• Primary care skill mix to meet GP recruitment challenge</li><li>• Holistic and hybrid roles/new and extended CPA's, Care Coordinators &amp; Care Navigators</li><li>• Increase clinical pharmacy model</li><li>• Health &amp; Wellbeing coaches</li></ul>
Leadership	<ul style="list-style-type: none"><li>• Implementing an OD plan to embed workforce change</li></ul>

## **New Role/Ways of Working examples featuring within STPs**

- Urgent & Emergency Care
  - Integrated Care roles
  - Primary Care
  - Mental Health
  - Diagnostics – Endoscopy, Radiography
  - New Care Models work
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## **The Calderdale Framework**

A systematic, objective method of reviewing skills, roles and service design, ensuring safe, effective and productive patient centred care



## **ACP Local Workforce Strategy**

- How should we organise ourselves nationally and locally to meet the ACP challenge?
- What are the headline local challenges?
- What should the local strategy address?
- What are the top 5 ACPs roles for development?

**Any other points you wish to make ?**