

Health Education England (HEE) (East Midlands)

Workforce Transformation and 5 Year Forward View Programme Board

Briefing Number 1 – August 2016

This is our first Workforce Transformation and 5 Year Forward View Programme Board briefing. Thank you for taking time to read. We hope you will find the information useful and informative. We will continue to supply such briefings following each of our programme board meetings.

Our Purpose

Workforce Transformation and 5 Year Forward View has been identified as one of the five strategic aims agreed by the East Midlands Local Education and Training Board (LETB).

Support will be given to the seven units of planning five year transformation programmes ensuring a future workforce is fit to support the new care models and pathways. Identifying good practice across each East Midland vanguard and Transformation Board and supporting action to transform services in local communities. Developing and implementing innovative workforce solutions to the challenges faced by Health and Social Care providers across the East Midlands ensuring adoption and spread at scale and pace.

Our Aims

The Workforce Transformation and 5 Year Forward View programme board will together:

- ✓ Oversee an ambitious series of initiatives to transform the workforce across the East Midlands ensuring that organisations work together collaboratively to address the challenges and deliver the solutions.
- ✓ Ensure that the work undertaken by the HEE Local Office, the Local Workforce Action Boards, the Transformation Steering Groups and Vanguard sites on the workforce agenda are aligned.
- ✓ Agree and define the programme of work streams that will include the need for a clear workforce strategy or plan to deliver high quality patient services; grow some areas of the workforce at scale and pace; support nationally and locally to potential contractual and employment terms and conditions issues; promote better us of

workforce intelligence and modelling tools and information; develop recruitment and retention strategies for health and social care; whole system approach for solutions identified with all stakeholders working collaboratively to support quality patient care.

Our membership

Each county is represented by a nominated County Transformation Board Lead, East Midlands Vanguard Lead alongside representation from Public Health England, NHS England New Care Models Team, Clinical Networks and Senate and our Third Sector Governing Body Lead and AHP Lead. HEE Postgraduate Dean, HEE Executive Lead for Transformation and Innovation for East Midlands and the HEE East Midlands Locality Partnership Managers are also members of the Board.

The Programme Board is chaired by David Farrelly, Regional Director for HEE, Midlands and East. Amanda Battey, Locality Partnership Manager – Derbyshire and Nottinghamshire at Health Education England, is the Programme Support for this area of work.

Work of the Board agreed so far

HEE support to Workforce Transformation: Informing and confirming that the HEE national transformation offer will support the work of the developing Local Workforce Action Boards (LWABs) that will principally support the Workforce agenda for the Local Sustainability and Transformation Plans (STPs). The aim is to have the LWABs in place from August onwards following submission of the STPs in June.

LWAB development: Update on national and local LWAB developments have been clarified with an agreed core membership and nationally agreed terms of reference. It is expected that the membership will include commissioners and providers, HEIs, Arm's Length Bodies as well as locally determined stakeholders including private, voluntary and independent sector providers. Further development of LWABs will take place in August that will focus on the future operating model and associated development needs.

Focus and update on National New Care Models: Work is happening at pace with the national new care models and movement is being made on multidisciplinary teams and medical indemnity. Legal advice is being taken on how barriers to working can be overcome. Additionally there have been emerging common components from the new care models and there is a national framework built on the 5 intensive support sites for Multispecialty Community Providers (MCP) have been identified:

Stockport Together
West Wakefield Health and Wellbeing Ltd
Dudley MCP
Southern Hampshire

Encompass (Whitstable, Faversham, Canterbury, Ash and Sandwich)

National discussions are taking place on a single contract, single organisation model. EU Procurement is a challenge and the aim is to have the contract awarded within 2016-2017. More frameworks will follow for Integrated Primary and Acute Care Systems (PACS), Care Homes which will be released in the autumn.

Focus on sharing good practice: The Board have received an overview and shared learning from the HEE Transformation Clinical fellows. Interprofessional Shared Governance & Compassion in Medicine, Nurse Leadership for the Five Year Forward View and Graduate Rotation Programme have proved to support our workforce retention and attraction and it is necessary for us to spread the outcomes of this work once completed and evaluated.

At the recent Board in July the Principia Vanguard shared their journey. Alternative models of care have been used with a Community Matron identifying with the patient on joint ward rounds in the Hospital setting. Learning from this was being presented to the Royal Geriatrics Association in October, as well as being added to a monthly bulletin and Journal publication.

Resources to Support Workforce Transformation: The Board have agreed to support the allocation of the investment of £1.5mil to apportion to each East Midlands STP footprint (£300k). LWABs have determined how the funding will be utilised and this has been agreed at the Board in July.

For further information about anything within this briefing, please contact Amanda Battey. Locality Partnership Manager – Derbyshire and Nottinghamshire at Amanda.battey1@nhs.net.