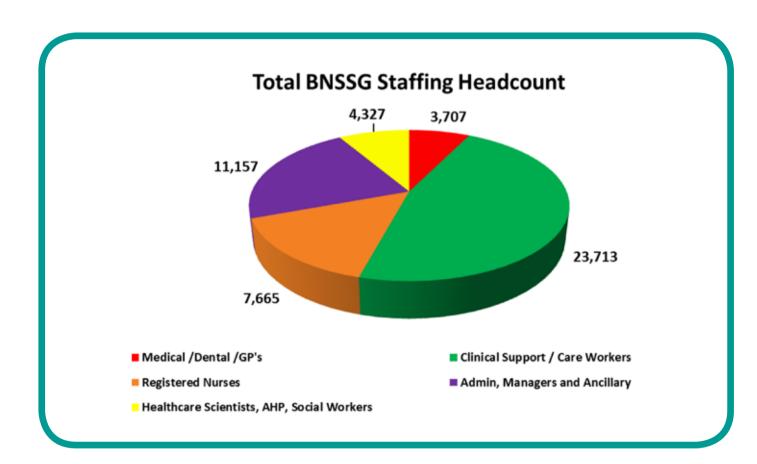
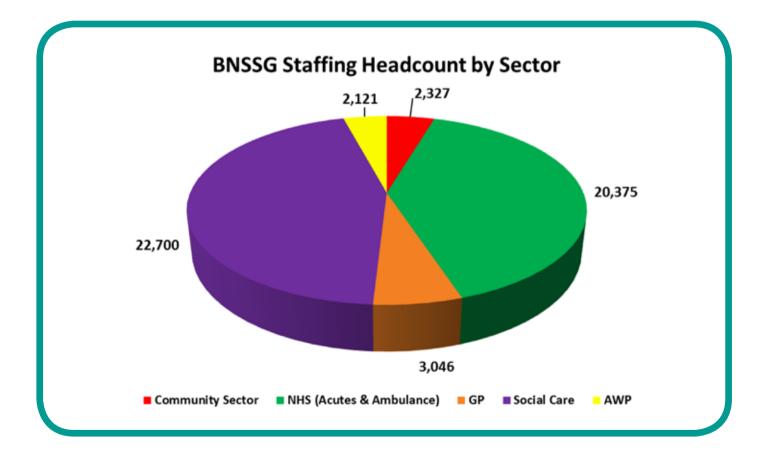
# Case for change **Workforce**

### **Our challenges and opportunities**

Bristol, North Somerset and South Gloucestershire is a great place to live and work, with a mix of vibrant city life and rural countryside.

There is a strong local economy with a competitive labour market which may make it challenging to recruit and retain staff in the Health and Social Care Sector.

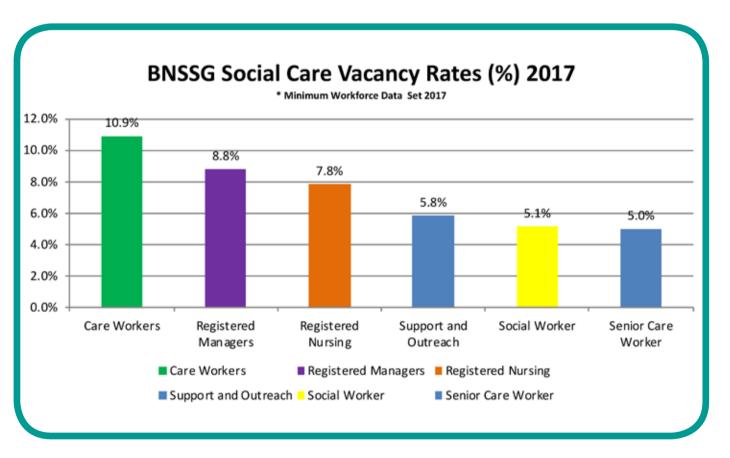




### Key workforce facts

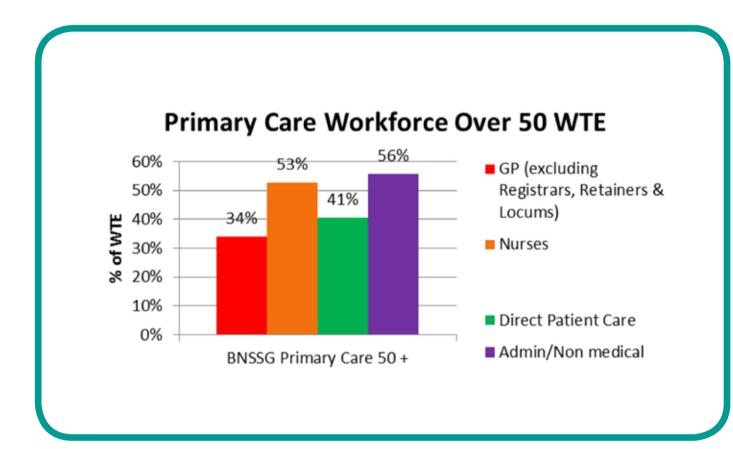
#### **Social Care**

- BNSSG Social Care has the highest vacancy rate in the South West
- There are 1,300 care worker vacancies (10.9%)
- One third of direct care workers leave every year (37.5%)
- 1.9% of the care worker workforce are agency staff
- 19% of all care worker roles are from outside of the UK, including 9% from the European Economic Area (EEA)
- 59% of independent sector care workers have no social care qualification
- Care home workers have an average pay rate of £16,100



#### Acute, Community and Mental Health

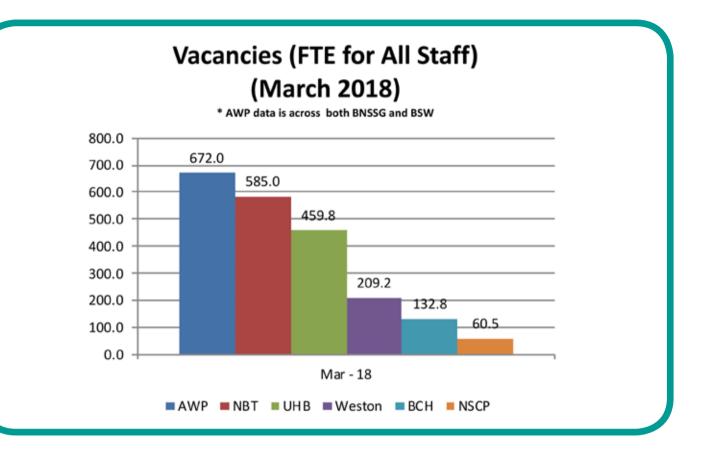
- There are 768 whole time equivalent (WTE) registered nursing vacancies (excluding primary care and social care)
- 29% of all NHS and community staff are 50+

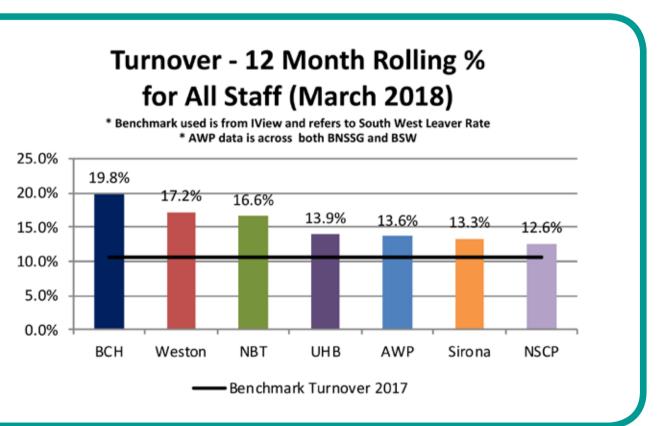


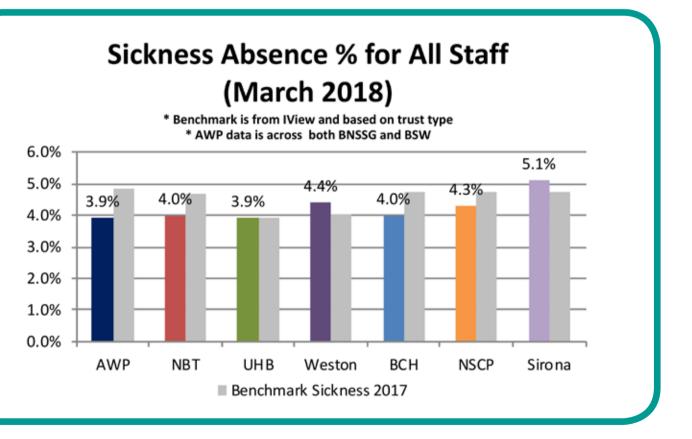
#### **Primary Care**

- As of March 2017 there are 3,104 people working in general practice
- 19% of general practice staff are GPs
- Between 2015 and 2017 there was a reduction of 28 WTE GPs from across our area
- Our BNSSG GP age profile is in line with the national average
- North Somerset has an older GP workforce compared to the rest of our area









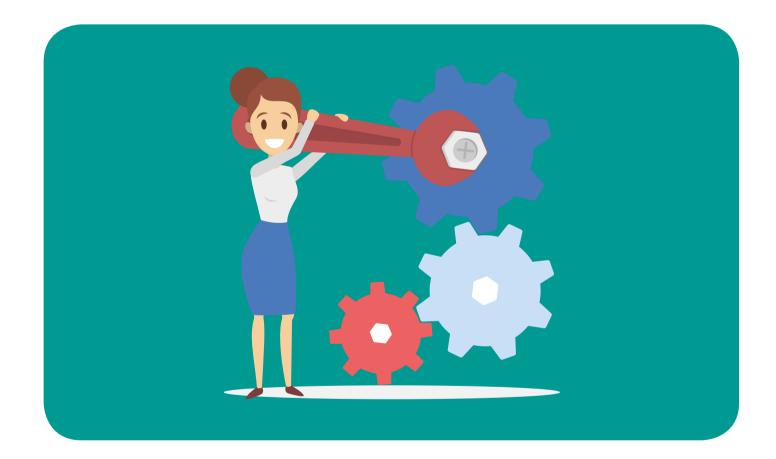


# Vision for 2028 Workforce

#### We are thriving not just surviving, attracting, supporting and developing a workforce that is skilled, committed, compassionate and engaged, and enabled to deliver exceptional care every day.



1. Working together to maximise the potential benefit for patients, staff and the system



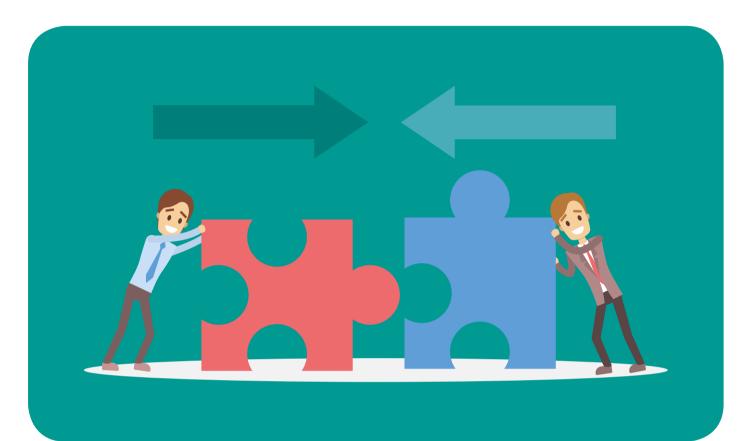
2. Workforce planning to ensure we have sufficient staff with the right skills delivering care in the right place, both now and in the future

**3.** Collaborative training and development providing consistent quality training at scale through our Learning Academy



**4.** Primary care workforce development through multi-disciplinary teams at locality/cluster level to reduce the burden on GPs





5. Joined up health and social care workforce improved career pathways, reduced vacancies and more integrated services through joint working



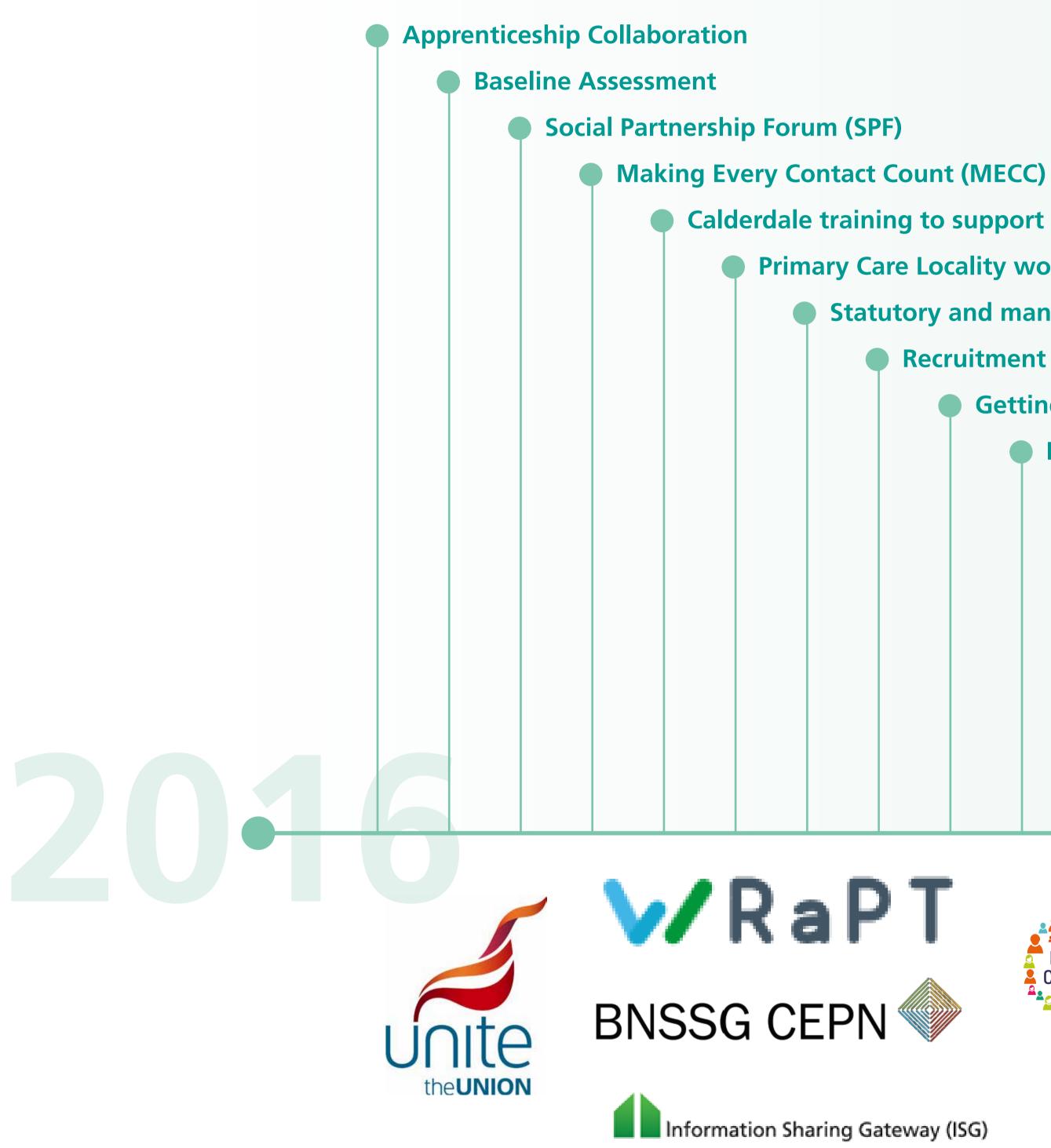
6. Collaborative temporary staffing, training and support functions offering flexible, costeffective staffing options



### Healthier Together

### Progress Workforce

### Our journey so far



### Calderdale training to support workforce redesign Primary Care Locality workforce development **Statutory and mandatory training passport Recruitment passport** Getting our leaders to work together Information Sharing Agreement and "WRAPT" training Learning Academy scoping Workforce planning and modelling Mental Health First Aid Training Workforce strategy development Workforce Metrics Dashboard



### Healthier Together

#### **GOAL 1**

A sustainable pipeline of highly skilled, motivated and flexible entry-level health and social care workers, recruited and developed at scale and across providers

#### GOAL 2

Considerable/sizeable expansion of the numbers of B5 registered clinicians both in post and in the pipeline

#### GOAL 3

Significant increased capability and capacity in Advanced Practice skills

## Roadmap Workforce

#### **Our Goals 2018-202/21**

#### **CURRENT WORK** PACKAGES

Support primary care **locality working Overseas GP** recruitment, develop physicians associates and paramedics

**Develop workforce** models to enable multidisciplinary primary care teams to reduce GP workload with CCG/CEPN/One Care, and upskill practice teams in mental health, stroke, etc

#### Prevention

Significant numbers trained in Make Every Contact Count/Mental Health First Aid to reduce numbers needing secondary care

#### Streamlining

Stat and man passport for health care/Skills academy / Recruitment passport

#### GOAL 1

A sustainable pipeline of highly skilled, motivated and flexible entry-level health and social care workers, recruited and developed at scale and across providers

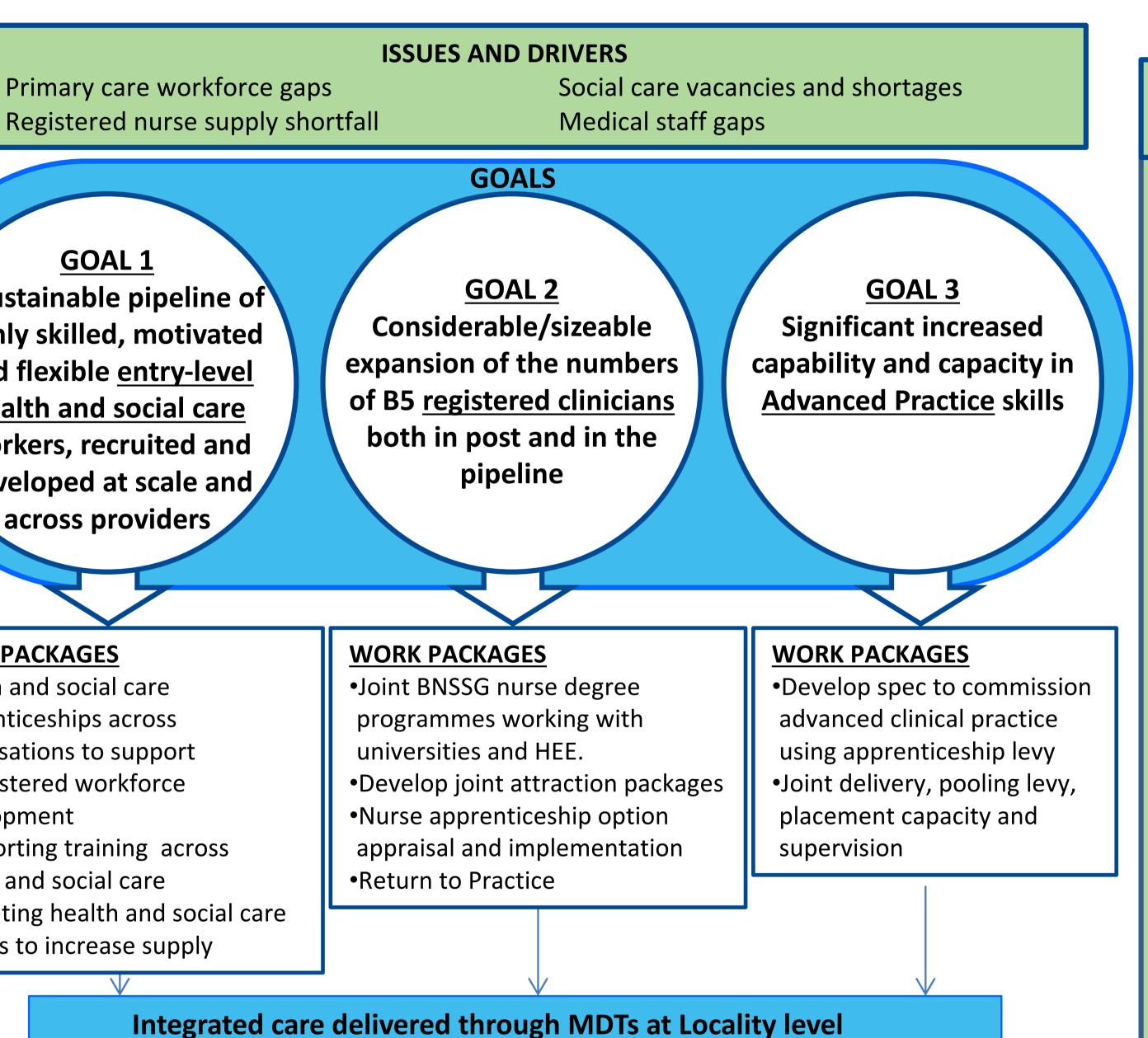
#### **WORK PACKAGES**

•Health and social care apprenticeships across organisations to support unregistered workforce development

•Passporting training across health and social care

- •Marketing health and social care
- careers to increase supply

Staff engagement - MOU to underpin joint working - OD to work better together -Workforce planning - contractual flexibility - collaborative resourcing All organisations are model employers for retention, recruitment and health & wellbeing



#### **ENABLERS**

### Healthier Together

#### **STP PRIORITIES**

Redesigned service and workforce models for the following:

Prevention & early intervention

Children's and Maternity

Healthy Weston

Mental Health

**Integrated Care** 

Acute Care Collaboration

Urgent Care

Primary Care (GP5YFV and GPN 10PP)

System Productivity

