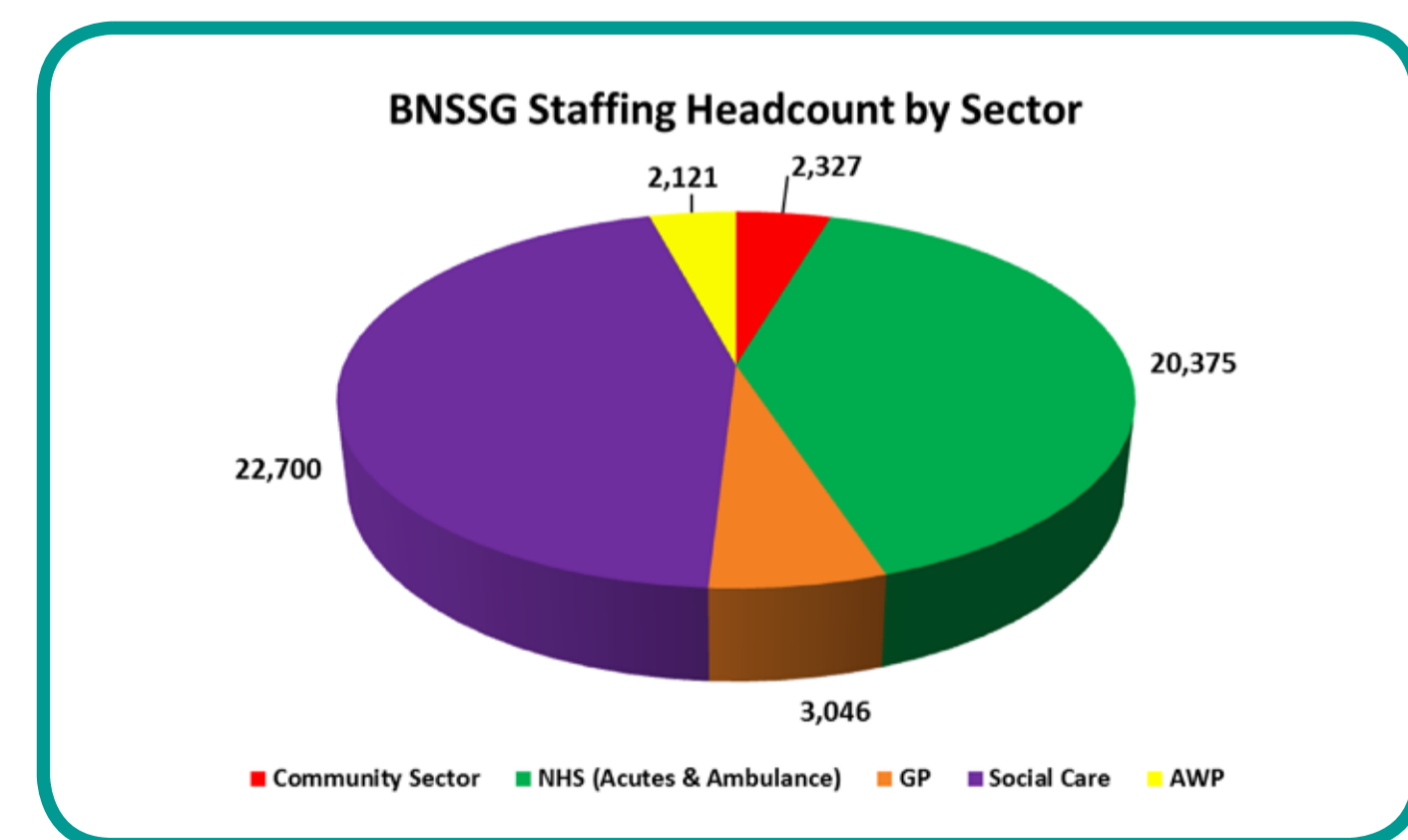
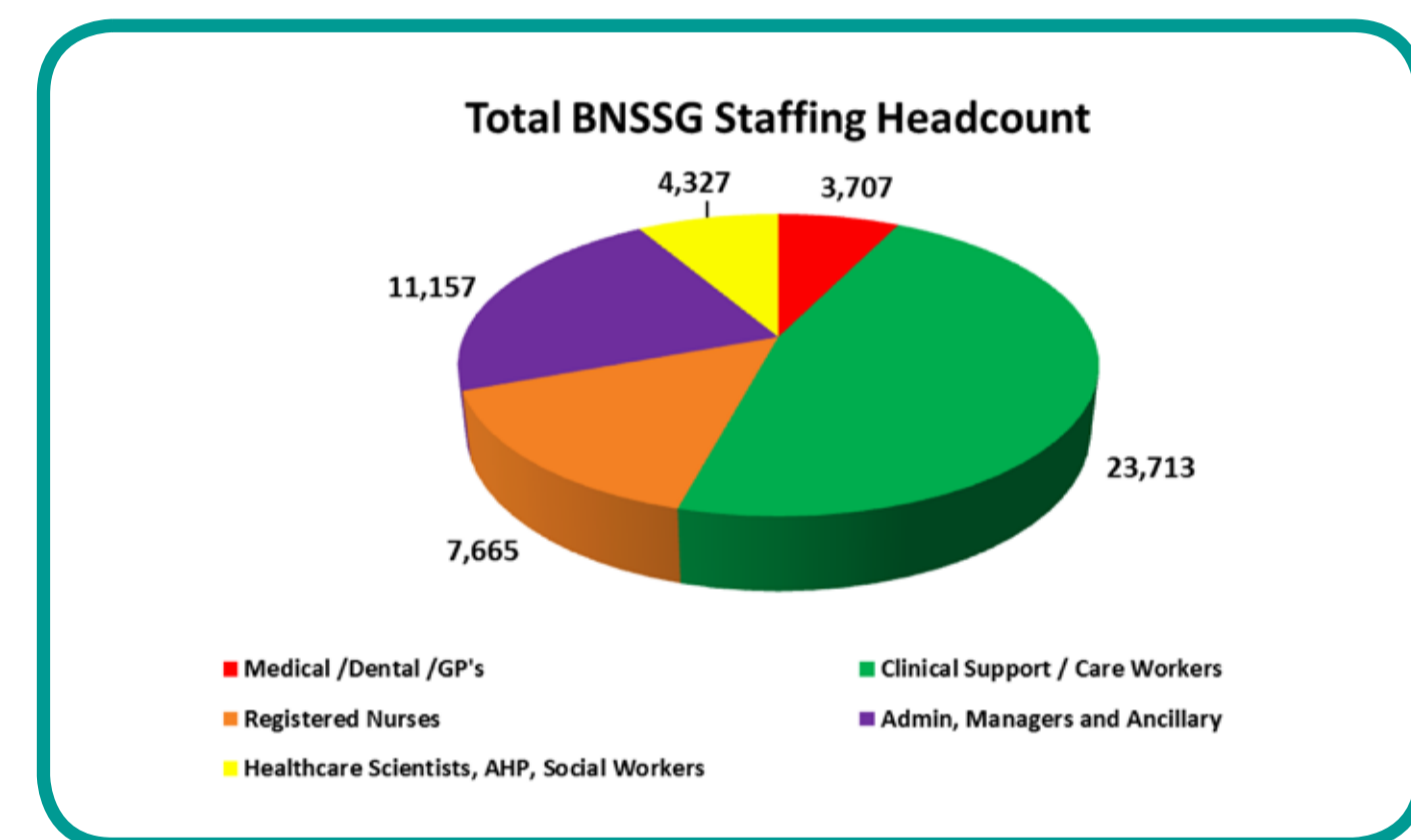


Case for change Workforce

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.

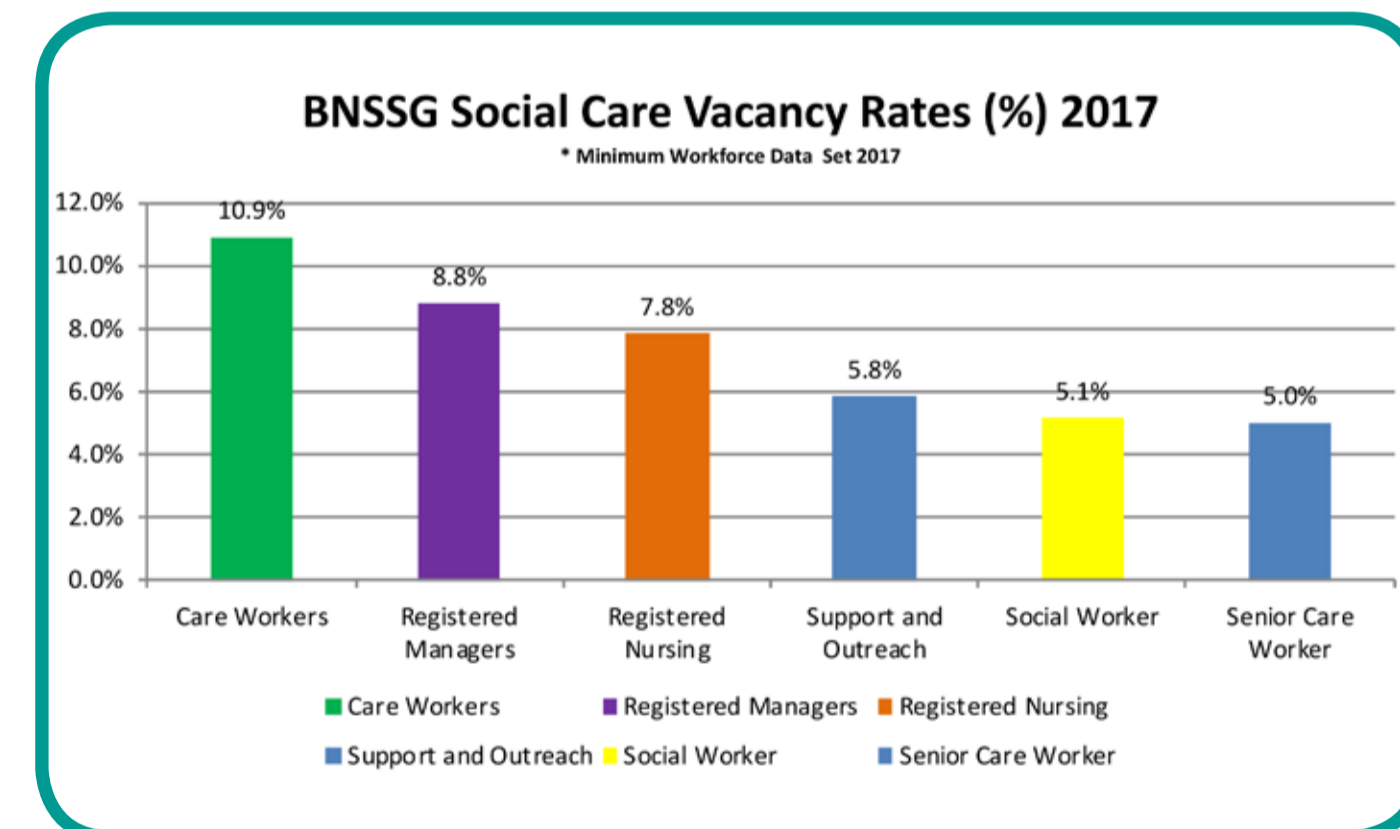
There is a strong local economy with a competitive labour market which may make it challenging to recruit and retain staff in the Health and Social Care Sector.



Key workforce facts

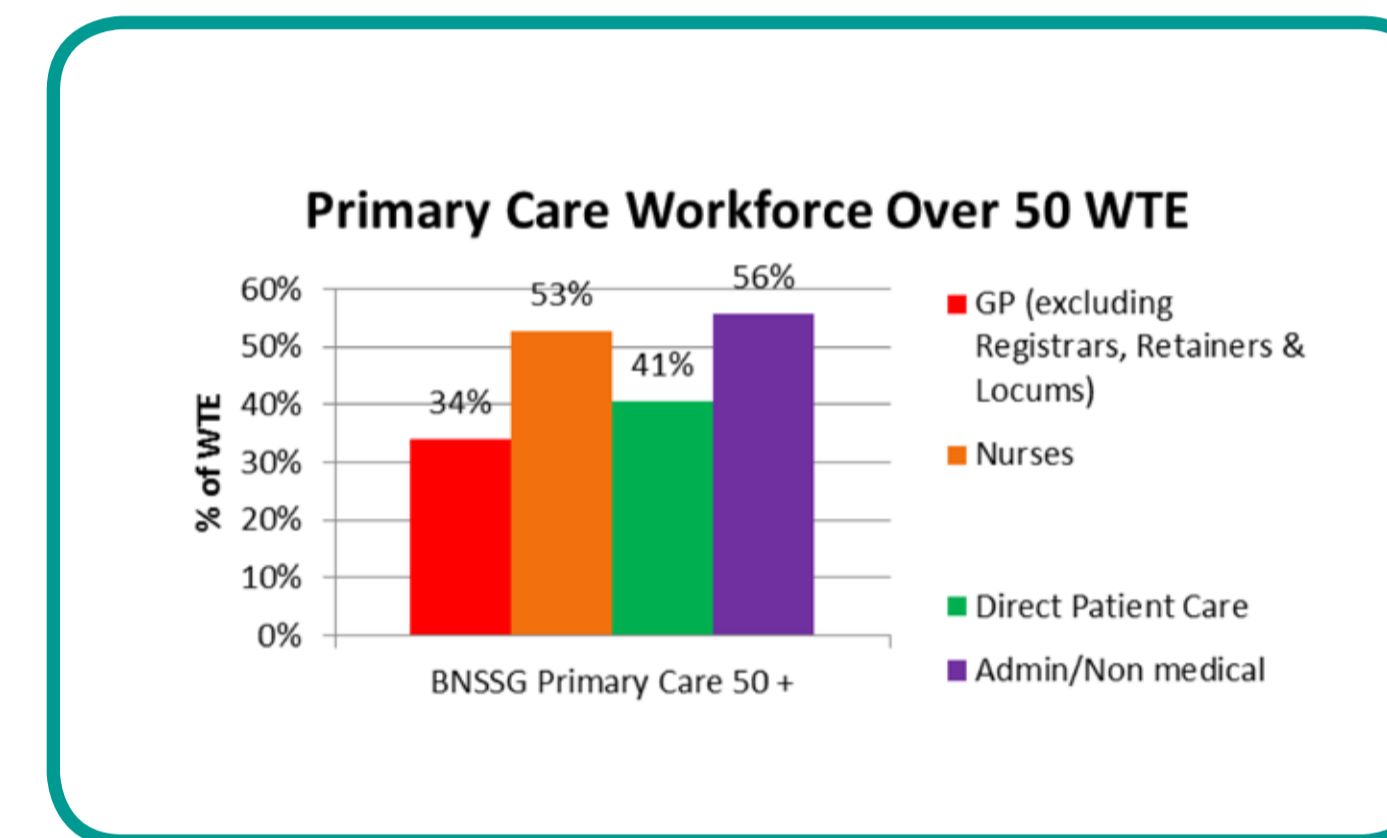
Social Care

- 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



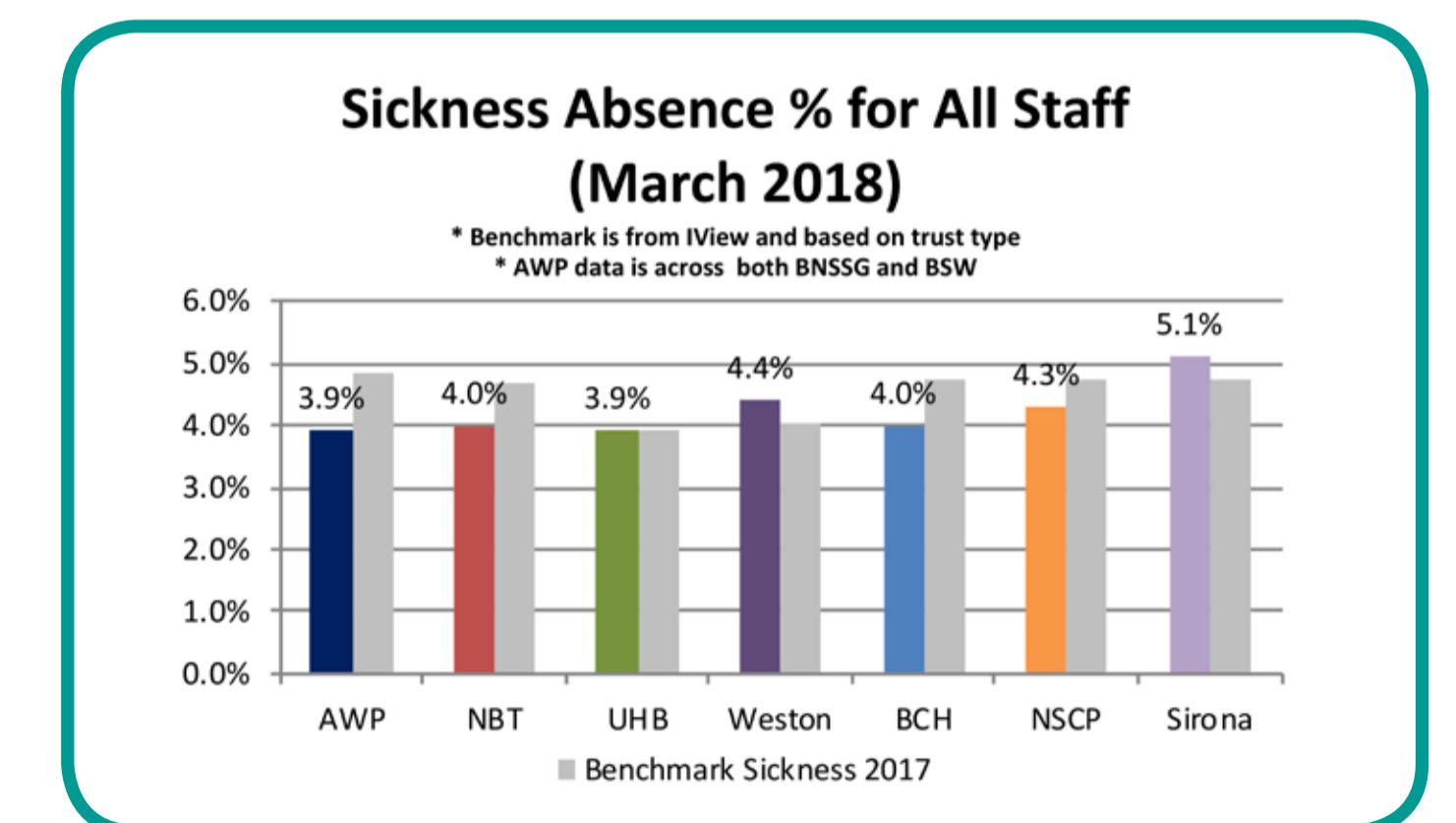
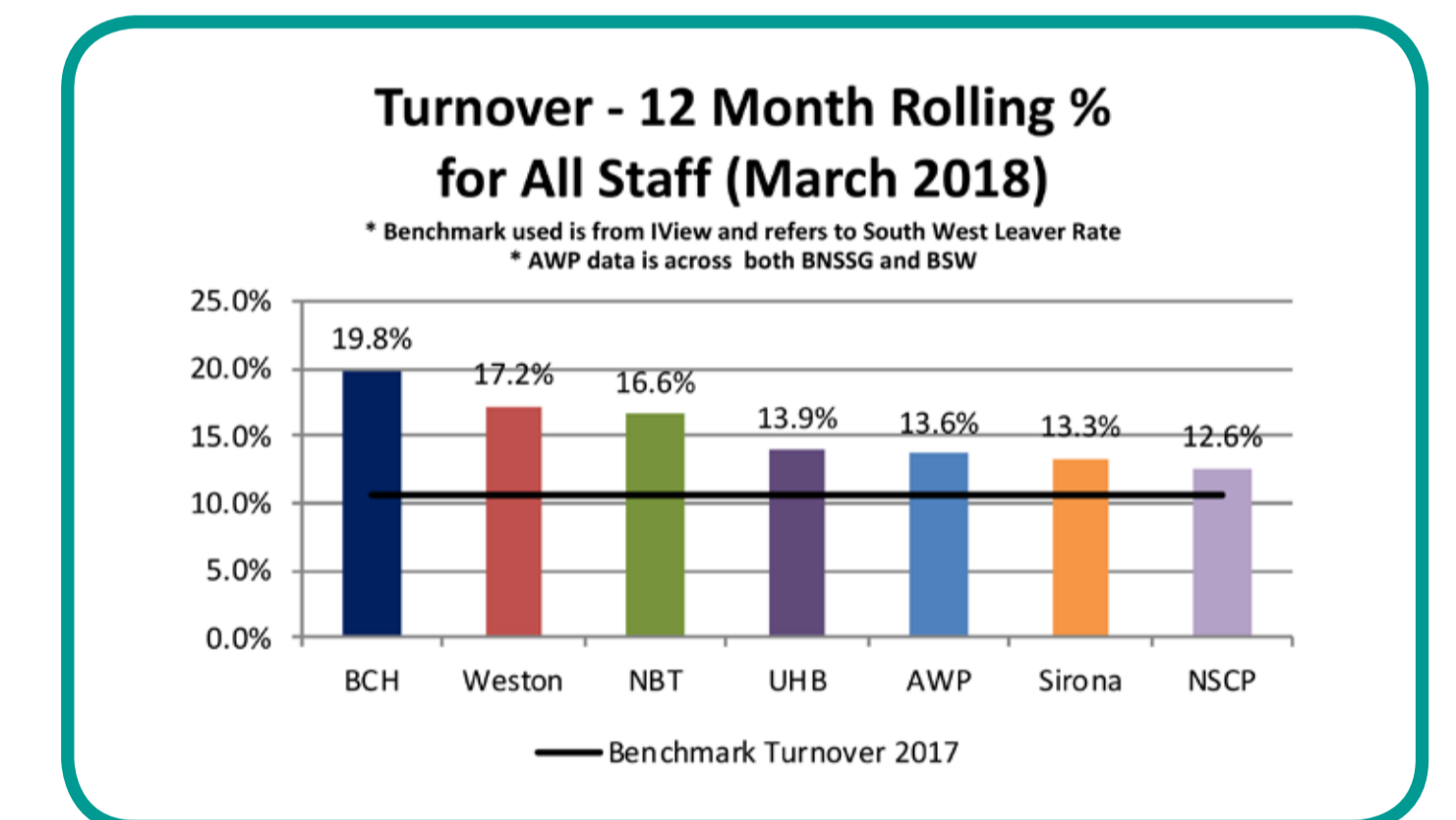
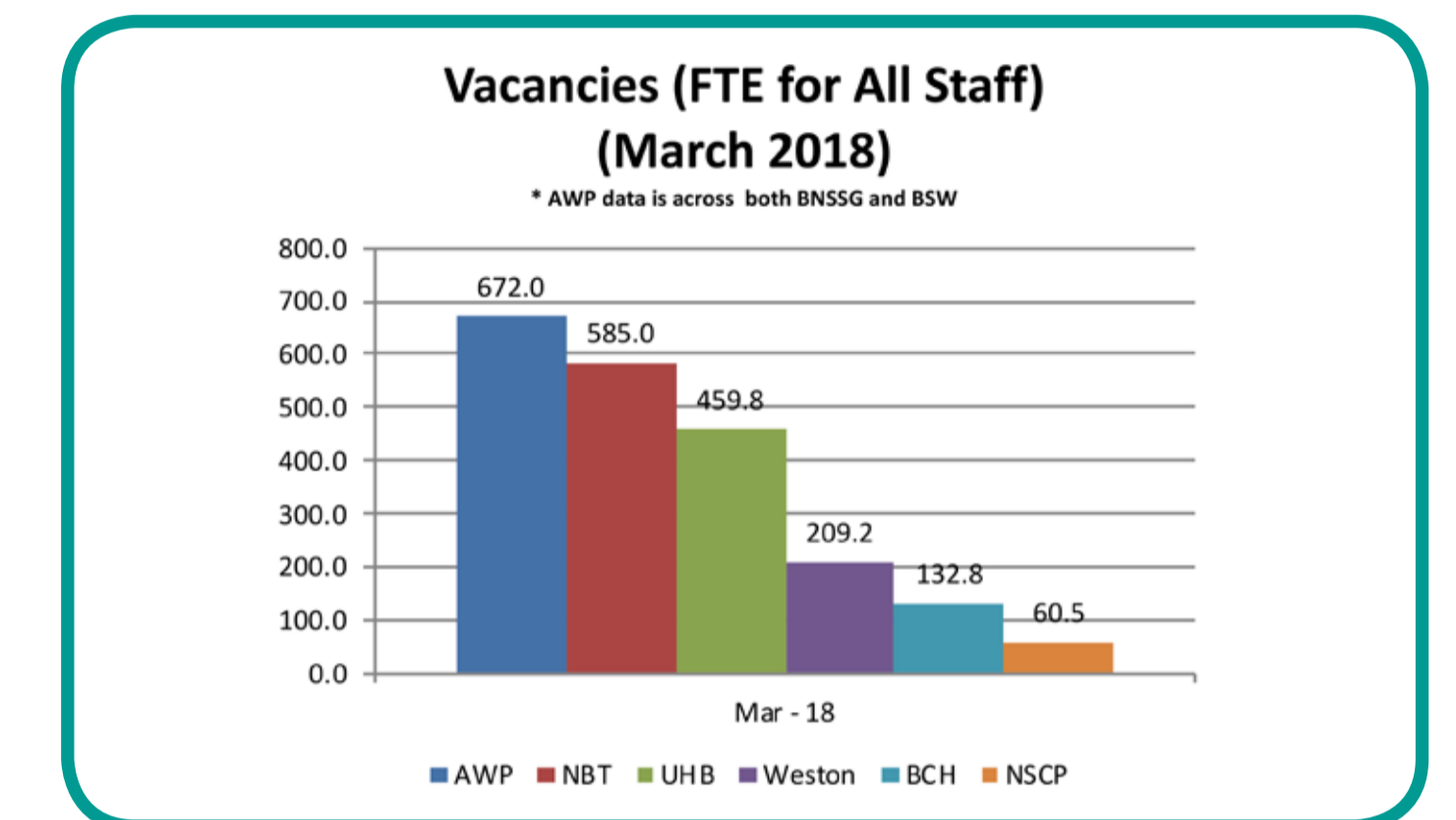
Acute, Community and Mental Health

- 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



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

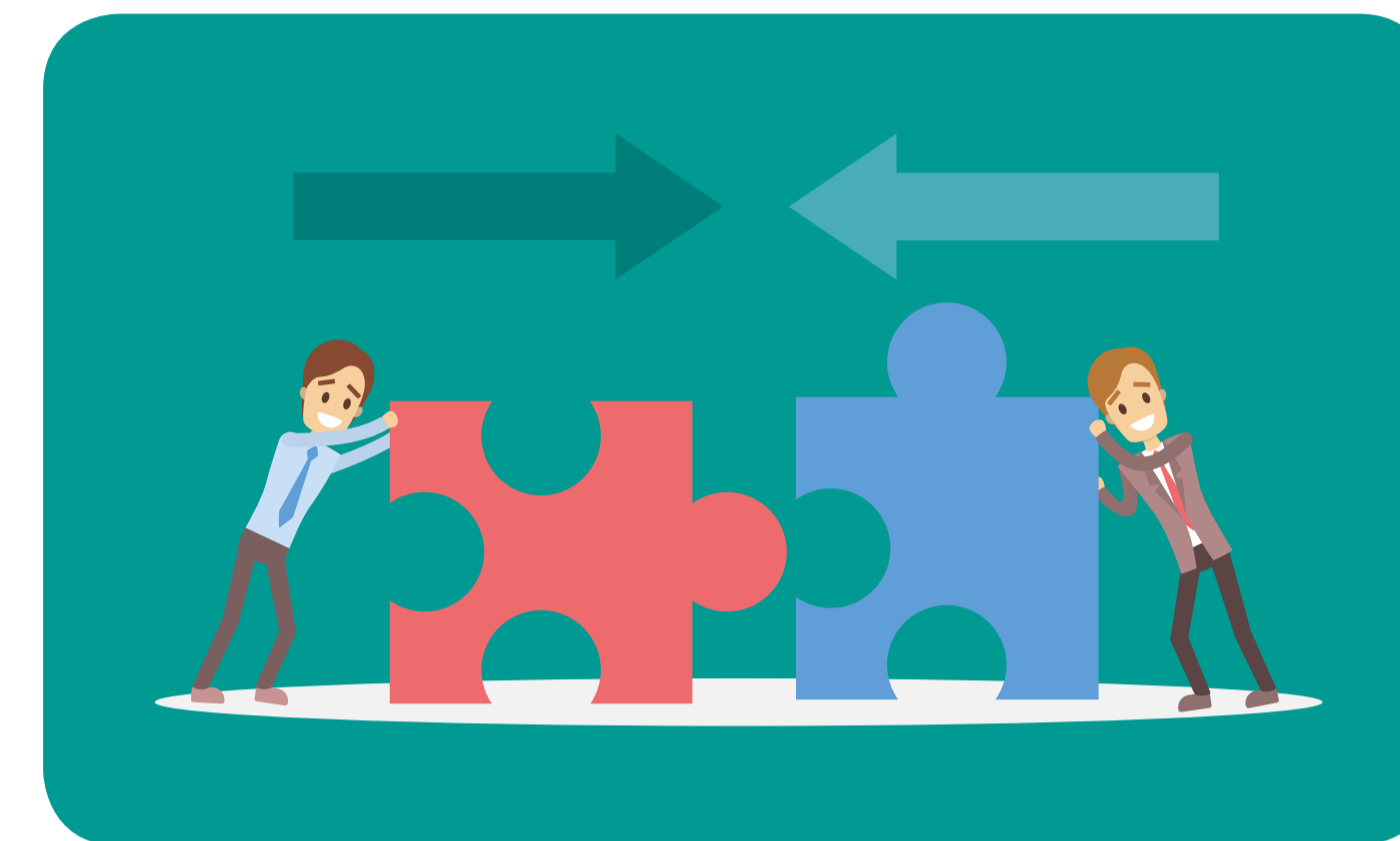


2. Workforce planning to ensure we have sufficient staff with the right skills delivering care in the right place, both now and in the future

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, cost-effective staffing options



Progress

Workforce



Our journey so far



- 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

2016 2018 2028



Roadmap Workforce



Our Goals 2018-202/21

