London Workforce Programme Update
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There are a number of different workforce perspectives for a pan-London Workforce programme to consider - we need to understand each as they will inform which workforce priorities we will deliver in the future.

Workforce Perspectives

- Local Health Economy
- Transformation Programmes
- Current vs Future Modelling
- FYFV – New London Models of Care
- International Models (e.g. ChenMed)
- National & London Priorities (e.g. the Lord Carter Review)
- Embedding Consistent Delivery
- Strategic Drivers, Barriers & Enablers

As part of this work we will also be focusing on particular workforce groups, such as nursing.
**Workforce Strategic Framework outline**

The primary objective for the Workforce Programme this financial year is to deliver an agreed pan-London Workforce Strategic Framework. By gaining consensus with stakeholders across London on the key workforce priorities for London, clarity will be achieved on what actions need to be taken in the short-term (1 – 2 years) and beyond (3 – 5+ years).

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<tbody>
<tr>
<td><strong>Summary</strong></td>
<td>Summary of London’s current workforce challenges</td>
<td>Workforce priorities from a National perspective,</td>
<td>Workforce priorities from a Pan-London perspective</td>
<td>Workforce priorities from a local SPG and Commissioner perspective</td>
<td>Existing barriers and available enablers to deliver London’s transformed workforce</td>
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<td>The short and long-term actions required to resolve identified Workforce priorities</td>
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DRAFT FOR DISCUSSION
Workforce Programme

Workforce Methodology
Introduction to Workforce spheres of influence

- Workforce has been identified as a key enabling programme to support the transformation agenda of the Healthy London Partnership due to the significant changes proposed to the future models of care and how they are delivered.

- The following model provides a framework to determine the workforce implications of future models of care, and identify where actions to support implementation can be most effectively taken.

- This will be used to identify and prioritise groupings of workforce activities across the programmes to inform the strategic framework, on a 1 to 2 year timeframe and on a 3 to 5+ year timeframe.

Workforce spheres of influence structure

Workforce segments

The assessment wheel has six segments to structure and group the workforce implications of a new model of care, for example, governance includes contract management and recruitment.

Spheres of influence

There are four spheres across which the components are assessed, from national commissioning groups, for example, regulators and HEE, to regional and local groups, and finally employers.
Workforce Programme
Key Findings
Workforce findings

1. Retaining and recruiting the best staff
   Ensure that there are sufficient high quality staff to deliver health and social care services by addressing London’s professionally and personally demanding environment. This affects all professions and especially lower paid staff.

2. Supporting staff to collaborate across organisational and professional boundaries
   The increasingly complex needs of the population mean there is a requirement to support staff to work across organisational and professional boundaries to develop and deliver new models of care, to integrate services around the patient and to increasingly work as part of multidisciplinary teams.

3. Supporting workforce versatility to adapt to the multiple needs of patients
   There is a need to meet increasingly complex care needs of patients through encouraging a much greater versatility in the workforce. This is both as individuals and through working effectively in multi-disciplinary teams. To achieve this, there will need to be an better balance of generalist and specialist skills.

4. Supporting workforce agility to respond to change
   The NHS will continue to change and transform for many years to come. There will be a need for greater agility to be able to respond to repeated change.
The NHS is facing significant financial challenges. Improving productivity is regarded as a key area. Workforce is a substantial proportion of NHS resources and cost. Therefore Workforce effective practices are a driver of productivity.

To manage the increased volume and pace of change in a complex and interdependent environment, there is a need to identify, encourage, develop and support clinical and non-clinical leaders and managers to ensure they deliver outcomes, efficiently and effectively.

Build the capability and capacity of our commissioners to lead transformational change in a complex environment with changing boundaries.

Many of the proposed transformation activities require primary and community services to operate in a different way. The combined impact of this is significant. A particular focus on the primary care and community services workforce is required. Coordinated workforce development plans to deliver the workforce capacity and capability required to mitigate this combined impact are required.