



Date: Thursday, 8 December 2016

Time: 9.00 am

Venue: Council Chamber, Shirehall, Abbey Foregate, Shrewsbury, SY2 6ND

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HEALTH AND WELLBEING BOARD

TO FOLLOW REPORT (S)

6 SYSTEM UPDATE (40 Mins) (Pages 1 - 6)

- a. System Update – Karen Calder (15 minutes).
- b. STP Neighbourhoods Update – Mel Duffy (10 minutes).
- c. Workforce Planning - (15 minutes).

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Workforce Planning Health and Wellbeing Board 8 December 2016

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Proud To **Care**
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We Value **Respect**
Together We **Achieve**

Current state

- Workforce challenges – across system.
- Critical for sustainability of services for our communities.
- Demand outstrips supply for a number of roles.
- Fragility of services.
- Need to develop new roles and ways of working.

Approach

- Understanding the future models of care -How will we be delivering care in the future?
- Skills, knowledge and behaviours needed.
- System planning – Frail and elder
- Workforce work stream (STP)
- Shropshire Local Workforce Action Board (LWAB)

Workforce plan – acute services

The workforce will increasingly be:

- Treating higher acuity patients on the emergency/ acute site as a matter of routine
- Working more autonomously and delivering a more complex case load to patients in community settings/shared care
- Working in more flexible ways across traditional professional groups
- Developed to support new roles required
- Smaller in numbers Up-skilled to take on extended roles
- Required to use new technology to deliver clinical care and non-clinical services
- More routine working new patterns of employment e.g. 24/7 on site presence, 7-day working and delivering routine services in the evening and at weekends



Action

- Workforce Work stream running along side value streams of STP.
- Opportunities for collaboration – Apprenticeship Levy.
- Our offer
- System plans by pathway.
- LWAB to support STP
- Engagement and involvement of providers, communities and education providers.

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