

# Workforce Planning Health and Wellbeing Board 8 December 2016



Proud To **Care**  
Make It **Happen**  
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.