

## **Responses to matters raised at Cabinet 9<sup>th</sup> November 2022 in relation to Health Visitors**

At the cabinet meeting on 9<sup>th</sup> November 2022, a statement was made regarding the understaffing of HV in the north and plans that no further staff would be recruited to, we understand this may cause anxiety to staff and families in the area so have provided an update on the Public Health Nursing Service workforce position in November 2022

The vacancies for health visitors totalled: 7.64 **WTE** Band 6 for the 0 -19 Service with 2 in the North.

The Public Health Nursing service has faced significant challenges across all areas in recruiting to vacant positions. Due to the requirement for Health Visitors and Public Health School Nurses to hold a Specialist Community Public Health Nursing (SCPHN) qualification and a national shortage of professionals, Band 6 vacancies have been especially difficult to recruit to. However, the service has developed and implemented a robust workforce development plan and plans to recruit to all current vacancies. The aim is to grow the team through recruiting a number of Band 5 nurses and offering the Specialist Community Public Health Nursing training.

Specifically, the service has recently recruited 5 x Band 5 nurses who have commenced the SCPHN training. These roles will fill all remaining vacancies in 2023 and are providing vital support to the teams during their training (3 Health Visitor students and 2 Public Health School Nursing students). The service has also recently recruited to 6 Health Visitor vacancies, with 5 of those positions being filled by Health Visitors who had previously left and are returning to the Trust, which is a positive sign of the progress underway.

The service has also reviewed the previous workforce structure and has created and recruited to 2 new 'Professional Development Lead' roles which has provided opportunity for existing staff to develop into a Band 7 role. These roles will support teams across Shropshire, Telford and Wrekin to develop a staff training matrix and to support the teams with their continued professional development.

Workforce position as of September 2022

(Please note positions that have been recruited to, will not be included in these figures as they have yet to commence their roles):

**Health Visiting:** vacancies for health visitors totalled: 7.64 **WTE** Band 6 for the 0 -19 Service. This was broken down into the localities as follows:-

- North = 2 WTE Band 6
- South = 2.43 WTE Band 6
- Central = 3.21 WTE Band 6

### ***School Nursing***

Current vacancies: vacancies for school nurses totalled band 6 = 3.21 WTE and band 5 = 1.58 WTE. Support staff = 1.28 WTE

**FNP** Vacancy: Band 8a = 0.5 WTE