

Workforce for the future: Portfolio careers to address workforce Gaps

October 2014

Inside this issue

What the project is about

Strategic context

Project scope and work streams

Meet the project team

How you can get involved

*We want to encourage
people to positively
choose this area to work
in*



NHS Partners:

NHS Greater Preston CCG

NHS Chorley & South Ribble CCG

*Lancashire Teaching Hospitals
Foundation Trust*

Lancashire Care Foundation Trust

Health Education North West

What is the project about?

Welcome to this first edition of the stakeholder briefing for this project.

This edition will introduce the project and the project team, and will be followed bi-monthly with an update on progress.

This project is a piece of research to find ways of creating portfolio careers across the Lancashire health and social care economy that will help us to address existing and predicted workforce gaps.

This health and social care economy (comprising both commissioners and providers) has identified significant challenges to the workforce across many specialties and disciplines.

We struggle to compete with Manchester and Liverpool to attract and retain the best medical and nursing graduates to this area despite the quality of training at our local acute provider ranking as one of the best available.

On top of this we have a legacy of under investment in the primary care workforce and premises in comparison to other areas of Lancashire. We are also a 'City Deal' area with an expected increase in our population of 14,000 residents in the next five years. This poses an obvious challenge and a need to focus on modernising our workforce and the services we provide across social and health care settings.

We want to encourage people to positively choose this area to work in, offer interesting and imaginative opportunities for staff and to provide the support needed to retain skills and capability locally.

Strategic context

The five year strategic plan of NHS Chorley and South Ribble and NHS Greater Preston Clinical Commissioning Groups has at its heart '*care closer to home*' and a shift in emphasis away from hospital based care.

This project with the workforce as its priority is a key element of delivering this strategy. The project will embed different ways of working across the local health and social care economy.

We need to address the workforce challenges that exist today. In particular focus needs to be on the gaps in the clinical and social care workforce and the difficulties we have in recruiting to and retaining expertise in key clinical and social care posts.

We need to 'future proof' our clinical workforce across the local health economy (within primary, secondary and acute care). This will require transformational activity to tackle organisational cultures that may act as barriers to the introduction of a more flexible workforce across organisations.

Overall, we must ensure that we have the right levels and range of skills available to deliver our plans over the next five years, whilst ensuring we can sustain this over at least the next 10 to 15 years.

Project scope

The project is funded by Health Education North West. Working together, we will undertake a piece of research across the local health and social care economy. The research will consist of two key Work Streams.

Work Stream 1

Largely focuses on a quantitative analysis to identify the specific skills gaps that exist within the system and how this compares nationally.

Work Stream 2

Largely focuses on a **qualitative** analysis to identify the specific skills gaps that exist within the system and how this compares nationally.

The Work Streams are inter-related. Work Stream 1 will help to identify specific areas where any piloting work could be undertaken to achieve some 'quick wins' and the biggest impact.



We need to 'future proof' our clinical workforce across the local health and social care economy



Meet the project team

This Project is a partnership across the Lancashire health and social care economy. Key contacts are shown below:

NHS Greater Preston and NHS Chorley & South Ribble CCG: Project Manager

Joanne Platt
joanne.platt@chorleysouthribbleccg.nhs.uk

Lancashire Teaching Hospitals Foundation Trust:

Karen Swindley
Karen.SWINDLEY@lthtr.nhs.uk

Lancashire Care Foundation Trust:

Damian Gallagher
Damian.Gallagher@lancashirecare.nhs.uk

Lancashire County Council:

Jane Thompson
jane.thompson2@lancashire.gov.uk

Terry Mears
Terry.Mears@lancashire.gov.uk

Health Education North West:

Mike Burgess
Mike.Burgess@nw.hee.nhs.uk

HR Lead and Project Manager for Work Stream 1:

Tracy Boustead
tracy.boustead@chorleysouthribbleccg.nhs.uk

Clinical Lead and Project Manager for Work Stream 2:

Dr Mohan Kumar
mohan.kumar@nw.hee.nhs.uk

How you can get involved

This is a really exciting research project that will help us to understand how we can address the workforce challenges facing us now and in the future.

If you would like to get involved in the qualitative research, please contact mohan.kumar@nw.hee.nhs.uk.