

# HOT TOPIC: CHESHIRE & MERSEYSIDE FORERUNNER FUND BIDS

Health Education North West (HENW) has been able to set aside £1m for each local workforce and education group (LWEG) to develop local programmes that support transformational and developmental projects within their respective area. Each LWEG may establish its own principles and process in agreement with HENW officers, on the basis that the requirements of HENW as the accountable organisation are met

## The core principles for the Forerunner Fund

Forerunner fund (FF) allocation is consistent with Health Education England (HEE)'s strategic objectives and HENW's priorities.

- a. FF is for funding transformational and developmental projects. 'Business as usual' activities (e.g. increasing nurse commissions) should be dealt with by normal HEE processes
- b. At least 50% of FF should be for funding workforce and education initiatives relating to the existing workforce
- c. FF must not be used to increase HENW running costs
- d. Application should demonstrate if/how alternative sources of finance have been pursued
- e. FF should benefit the local NHS economy, and each LWEG should consider a justifiable overall balance within the £1m total possible allocation between primary/secondary/tertiary care, medical/non-medical, MH/acute/community, etc.
- f. HEE retains intellectual property rights in the work funded by the FF and reserves the right to share knowledge more widely
- g. FF funded projects must avoid duplicating work within HEE, and other LWEGs and LETBs
- h. FF allocation must be fully allocated with clear, detailed spending plans by 31 October 2014 and utilised by bidders within the financial year. If there is remaining FF allocation by 31 October 2014, which is either unallocated or for which there are not clear spending plans, this will be returned to HENW for allocation at its discretion

For the Cheshire & Merseyside LWEG (C&M LWEG) the decision was made to spend the allocated money on one proposal. This proposal introduces an ambitious initiative to support local and national agendas to work differently and deliver care closer to home. The aim is to undertake a strategic review of the whole workforce for Cheshire & Merseyside which includes an assessment of commissioning intentions, mandate requirements and individual provider plans and the impact on workforce planning and development. The strategic review will define the workforce case for change and inform the development of an intelligent whole system workforce strategy, whilst identifying key stakeholders across health and social care economy.

Ultimately the aim is to deliver a sustainable health economy wide workforce which is able to flex and adapt to deliver high quality care now and in the future. This initiative proposes the steps necessary to develop our workforce to work differently in order to optimise improved population outcomes.

To improve the health and wellbeing of our populations, we require a health economy view of our workforce demographics and the vision for managing health and social care in the future. We can then overlay the skills competencies, attitudes and behaviours we need across our workforce to deliver improved outcomes. This will enable us to commission bespoke programmes based on staff development, mind set and leadership attributes needed for improved population outcomes.

Margo Kane has been appointed as Project Director for this work and is reporting back at each C&M LWEG on her developments.

For more information contact:

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