

HEALTH AND WELLBEING BOARD		AGENDA ITEM No. 10
23 MARCH 2017		PUBLIC REPORT
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CAMBRIDGE AND PETERBOROUGH INTEGRATED WORKFORCE STRATEGY

RECOMMENDATIONS	
FROM : Cambridge and Peterborough Sustainable Transformation Programme	Date : 23 rd March 2017
<p>The Health and Wellbeing Board are asked to:</p> <ol style="list-style-type: none"> 1. Review the Cambridge and Peterborough Integrated Workforce Strategy; 2. Provide feedback on its core Ambitions: improving supply, improving retention, new role development, setting up new ways of working and up-skilling, and leadership development 3. Consider how the Board can further support the implementation of this system strategy 	

1. ORIGIN OF REPORT

1.1 This report is submitted to the Board from Cambridge and Peterborough Sustainable Transformation Programme (STP), led by the Workforce Committee (Local Workforce Action Board) in conjunction with Health Education England and health and care providers across Cambridge and Peterborough.

2. CONTEXT AND PURPOSE

2.1 Improving the shape and size of our current and future workforce is crucial to closing the gap in relation to health and wellbeing, care and quality, and finance and efficiency. Across the local health and care system there are the following challenges; high vacancy levels, skills gaps across all professional groups, difficulty moving staff and resources across traditional organisational boundaries to address workforce needs.

2.2 In order to deliver the new models of care being described by the STP, a new vision for the local workforce is required. This strategy sets out the following:

- National and local workforce context setting out a case for change.
- The emerging national workforce priorities for health and care staff, up to 2020.
- An overview of the local health and care workforce
- A series of workforce ambitions for the system

2.3 Members of the Committee are asked to review Cambridge and Peterborough Integrated Workforce Strategy and provide feedback on its core Ambitions: improving supply, improving retention, new role development, setting up new ways of working and up-skilling, and leadership development. As well as consider how the Board can further support the implementation of this system strategy.

2.4 This report is for Board to consider under its Terms of Reference No. 3.9

To keep under consideration, the financial and organisational implications of joint and integrated working across health and social care services, and to make recommendations for ensuring that performance and quality standards for health and social care services to

children, families and adults are met and represent value for money across the whole system.

3. CONSULTATION

3.1 The Cambridge and Peterborough Integrated Workforce Strategy has been reviewed and agreed by the following:

- STP Workforce Committee (Local Workforce Action Board) 8th December 2017
- Health and Wellbeing Board Cambridge 19th January 2017
- Health and Wellbeing Board Peterborough - TBC

3.2 Once reviewed by the above committees, the Strategy will be shared with the Health Care Executive for the STP (CEO forum) for formal sign off.

4. OUTCOMES AND NEXT STEPS

It is anticipated the Strategy will provide a joined up vision for the health and care workforce across Cambridge and Peterborough, of which all employers will be signed up to. Following sign off of the Strategy a revised Workforce Delivery Plan will then be created to ensure ambitions are translated into specific actions for each of the New Models of Care being developed by the STP. This will then be governed by the Workforce Committee (Local Workforce Action Board) within the STP.

5. BACKGROUND DOCUMENTS

6. APPENDICES

Appendix 1 - Cambridge and Peterborough Integrated Workforce Strategy.