

INTEGRATED CARE PARTNERSHIP

07 February 2024

ITEM 07

Report sponsor: Linda Garnett, Interim Derby and Derbyshire Integrated Care Board (ICB) Chief People Officer

Report author: Linda Garnett, Interim ICB Chief People Officer
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Developing a Health and Care Workforce Approach

Purpose

- 1.1 The purpose of this report is to seek a mandate from the Integrated Care Partnership (ICP) for a shared programme of work to contribute to the development of the Health and Care Workforce.
- 1.2 To affirm the importance of further strengthening the collaborative approach with County and City Councils, Voluntary, Community and Social Enterprise (VCSE), and GP Alliance in the development of workforce plans.
- 1.3 To seek support for the establishment of a new Workforce Partnership Group.

Recommendations

- 2.1 The ICP is recommended to give commitment to engagement and involvement as necessary to progress the joint work programme and support the establishment of the Health and Care Workforce Partnership Group.
- 2.2 The ICP is recommended to acknowledge the Health and Social Care Workforce Charter and support the principles of the pledge.

Reasons

- 3.1 To enable People Services Collaborative to support the strategic objectives:
 - To deliver the ten People functions for an Integrated Care System (ICS)
 - To enable the ICS to develop a Health and Care Workforce Strategy

- To increase productivity and achieve efficiencies through delivering services at scale
 - To improve quality and performance through sharing and spreading good practice and innovation.
- 3.2 Achieve our potential as Anchor Institution/address inequalities across our system, addressing workforce challenges across the system and supporting solutions for social and economic development.

Supporting information

- 4.1 This proposal builds on the work of the ICS Anchor Development Team (known as Joined Up Careers) which is funded by the Better Care Fund, to continue to lead on a wide range of system wide projects in 2024/25 including:-
- Anchor projects aimed at widening access to careers and focusing on inclusion [eg Leaving Care Covenant, Step Into Work, BME and Refugee inclusion, partnerships with Department for Work and Pensions, Pathways to Health and Social Care].
 - Scaling up system wide recruitment campaigns to contribute to the shortages and requirements by supporting all providers across Joined Up Care Derbyshire to work collaboratively, including [e.g. engagement with Schools, local HEI's/Colleges to grow our own local workforce supply, collaborative recruitment and the hosting of system-wide careers recruitment events].
- 4.2 A Health and Social Care Workforce Charter has been developed as a commitment to improving the wellbeing and overall workplace in order to recruit and retain new staff into the sector.

Public/stakeholder engagement

- 5.1 The People Services Collaborative is a partnership formed of stakeholders committed to collaborative working through an agreed operating model.

Other options

- 6.1 None.

Financial and value for money issues

- 7.1 More effective and efficient ways of working are expected through the People Services Collaborative. No value for money issues identified at present.

Legal implications

- 8.1 None identified.

Climate implications

9.1 None identified.

Socio-Economic implications

10.1 In the short-term this programme of work will provide employment outcomes for local people from economically active and inactive demographics. In the longer term this will influence the health and wellbeing across communities.

Other significant implications

11.1 None identified.

This report has been approved by the following people:

Role	Name	Date of sign-off
Legal Finance Service Director(s) Report sponsor Other(s)	Linda Garnett, Interim Derby and Derbyshire Integrated Care Board (ICB) Chief People Officer	24/01/2024

Background papers:	Presentation - Developing a shared Health and Care Workforce agenda for the ICS
List of appendices:	Appendix 1 - Health and Social Care Workforce Charter