



HEALTH AND WELLBEING BOARD PAPER

FORMAL PUBLIC MEETING

Report of: Jane Ginniver

Date: 17th September 2019

Subject: Sheffield Accountable Care Partnership (ACP) Workforce Strategy

Author of Report: Jane Ginniver

Summary:

This draft workforce strategy is presented for consultation prior to its planned presentation at the ACP Board for approval in October. Workforce has been identified by the ACP Board as its greatest priority, and we need to ensure that the implementation of this strategy drives the required changes across the system. This consultation period is therefore critical to ensure that all partners across Sheffield engage with and support the strategy, with the belief that it represents and addresses their workforce-related system priorities.

Questions for the Health and Wellbeing Board:

Does the Sheffield ACP Workforce Strategy cover all the most critical considerations around workforce for the city, either directly or through work with other bodies (eg the South Yorkshire and Bassetlaw ICS)?

Background Papers:

The Sheffield ACP Workforce Strategy

Which of the ambitions in the Health & Wellbeing Strategy does this help to deliver?

All aspects of the strategy

Who has contributed to this paper?

Staff and members of the public from across Sheffield have been involved in developing this strategy, from December 2018. The draft Workforce Strategy was available for consultation from 25th July to 6th September 2019. This was circulated widely for feedback to individuals and groups, including:

- those involved in workshops to develop the strategy
- members of partner executive or workforce-specific groups / committees
- staff-side union representatives
- the LMC
- members of ACP workstreams
- the ICS workforce hub

A large amount of feedback has been received, which was all constructive, overwhelmingly positive and in support of the strategy. Much of the feedback has been integrated within the revised strategy, which is attached to this paper.

Sheffield ACP Workforce Strategy

1.0 SUMMARY

1.1 This draft workforce strategy is presented for consultation prior to its planned presentation at the ACP Board for approval in October. Workforce has been identified by the ACP Board as its greatest priority, and we need to ensure that the implementation of this strategy drives the required changes across the system. This consultation period is therefore critical to ensure that all partners across Sheffield engage with and support the strategy, with the belief that it represents and addresses their workforce-related system priorities.

2.0 HOW DOES THIS IMPACT ON HEALTH INEQUALITIES IN SHEFFIELD?

2.1 This strategy is developed to underpin and enable the Shaping Sheffield Plan, which is driven by the need to address health inequalities in the city.

2.2 MAIN BODY OF THE REPORT

2.3 Extensive feedback through the formal consultation period has informed this version of the workforce strategy. The key feedback points made are highlighted in the table below.

Feedback:		Changes Made:
1.	That the importance of Primary Care as an ACP priority was not prominent enough within the document. In particular, while there are recruitment activities underway outside the Sheffield ACP that we do not want / need to duplicate, there is a requirement to ensure that we make Sheffield as attractive as possible for potential new recruits, to ensure that we maximise recruitment from the various initiatives underway elsewhere.	Incorporated an action around Primary Care into the 2019-20 priorities, specifically adding an action to develop a 'Brand Sheffield'; a shared narrative that all partners across the ACP are able to use to attract the best talent to Sheffield. The immediate priorities have also been re-drafted to be more operational with timescales attached.
		Added information about the Primary Care Strategy and the implications this will have on the Primary Care workforce.
2.	The priorities for 2019-20 were not specific enough around what we plan to do and when	Re-drafted all of these priorities to make more

	we plan to do it.	tangible.
3.	The parity of importance between children and adults was not appropriately represented.	Additional data on children has been sourced, and sections have been re-structured to follow a lifeline approach.
4.	The narrative often conflated the roles and contributions of Carers and volunteers.	Information about the Young Carers, Parent and Adult Carer Strategy has been included. Greater clarity has been provided to distinguish between Carers and volunteers.
5.	Feedback from various occupational groups, children, primary care and the voluntary sector that the strategy needed to be more specific about how it would support them.	Strengthened the wording in paragraph 5 to reinforce the concept that everything in this strategy is assumed to apply to all those who contribute to health and social care across Sheffield, and to capture that this is a whole workforce and cross system strategy. Particular groups / parts of the sector will only be mentioned by exception.
6.	Feedback that the themes outlined in Section Two should be re-ordered, as culture is critical in shaping the environment for all other actions to be successful.	Re-ordering of the themes within the implementation plan

3.0 QUESTIONS FOR THE BOARD

3.1 Does the Board feel that the amendments made to the strategy address the points raised?

3.2 Are there additional points that the Board feels need to be included in the strategy.

4.0 RECOMMENDATIONS

4.1 The Board is asked to support this system workforce strategy.