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| WEST WALES INTEGRATED PROGRAMME DELIVERY BOARD | Item 9a |

# 30 JUNE 2017

**Regional Workforce Update**

**Purpose**

1. To update the Board on regional developments in relation to workforce.

**Background**

1. The five strategic priorities identified by the Regional Partnership Board are underpinned by a commitment to developing a regional, cross-sector approach to workforce development. A Regional Workforce Strategy Group is in place and will oversee delivery of this approach, which will include development of a regional workforce strategy and incremental ‘regionalisation’ of the Social Care Workforce Development Programme (SCWDP).

**Regional workforce strategy**

1. In early 2017 the Institute of Public Care (IPC) was commissioned to undertake an initial phase of work which involved engaging with a range of stakeholders regarding the feasibility and potential benefits of a regional workforce strategy. This work recommended that:

* A regional workforce strategy is needed to address the changing focus, practice and skills of the health and social care workforce as driven by legislative and policy requirements
* The strategy will need to meet the requirements of national grants and be overseen by appropriate regional governance
* The strategy will need to be underpinned by a significantly improved collective data bank
* The strategy should cover workforce analysis, planning and development across health and social care and form the basis of all workforce planning across the region
* An options appraisal should be undertaken for future configuration of workforce analysis, planning and development across the region

1. Following discussion at the Regional Workforce Strategy Group on 22 June, it was agreed in principle to begin work on the development of a strategy. It is suggested that early activity should include (1) establishing a robust data set for workforce, drawing on and rationalising existing data and (2) taking forward focused collaborative pilots in one or more of the following areas:

* Analysis, planning and development of shared direct care workforce pathways including domiciliary, residential, auxiliary nursing and nursing, including apprenticeship initiatives, which would facilitate flexible working between sectors
* Mental health workforce development, including piloting a ‘generic worker’ model
* Leadership and management development

1. This first phase of work will then inform development of a longer-term strategy. Work on the strategy will be overseen by the new Regional Workforce Programme Manager, who will start in post in mid-July.

**Governance**

1. As mentioned above, a Regional Workforce Strategy Group has been established and is chaired by Sue Darnbrook as Regional Workforce Lead. The Regional Workforce Programme Manager, local authority Training Managers and Assistant Director of Workforce and Organisational Development for Hywel Dda UHB sit on the Group. It has been agreed that, to ensure alignment with practice, a Head of Adult Services and Head of Children’s Services be invited to join the Group. Nominees are sought from the IPDB.
2. A Regional Workforce Engagement Group is also in place as a means of engaging with the independent and educational sectors.

**Recommendations**

That the Board:

1. Notes regional developments in relation to workforce as outlined in the paper
2. Nominates a Head of Adult Services and Head of Children’s Services to sit on the Regional Workforce Strategy Group