



West Yorkshire and Harrogate Local Workforce Action Board (LWAB)

Comms Briefing 20th December 2016

The fourth meeting of the West Yorkshire LWAB, co-chaired by Dr Ros Tolcher and Mike Curtis, took place on the 20th December. The meeting considered updates on the following work programmes:

1. Primary Care
2. Non-registered staff
3. The registered workforce
4. Workforce flexibility

Dr Andrew Sixsmith and Dr Mark Purvis described the primary care work stream and the intention to bring skills into general practice to enhance capability and capacity, building a workforce that moves towards integrated delivery. The three baseline pieces of work for this work stream involve good information and data, the education and training infrastructure and system leadership.

Sandra Knight presented the non-registered roles work stream and the development of the region's Centre of Excellence; the group considered potential priorities around the expansion of apprenticeships, piloting of new roles and the need to support new and emerging models of care. The programme will recognise the need for different strategies for different learner groups and the fact that implementation may vary from patch to patch.

Phillip Marshall is leading the first registered workforce work stream and brought two initial priorities to the meeting around the STP footprint developing co-ordinated 'tie in' approaches with universities that commits to recruiting and employing trainees post-graduation; this would ensure that offering clinical placements can ultimately benefit an organisation and that trained staff are retained in West Yorkshire and Harrogate. The second is the establishment of a College of Advanced Practice across the patch to develop a coordinated infrastructure for the training and employment of advanced clinical practitioners. There was widespread agreement across the LWAB regarding both these aims.

Jo Carr led a discussion on the initial priorities for the workforce flexibility and resilience work stream. Key areas that will be considered further include the flexible movement of employees across boundaries and the standardisation of recruitment practice along with HR passports, some work around social prescribing and health coaching and the potential development of a regional primary care staff bank to reduce locum and agency spend.

A key next step for the LWAB is the production of a strategy briefing document for stakeholders and staff defining the full workforce profile across West Yorkshire and Harrogate, identifying a future vision and describing how the above work streams and other activities aim to get there. In addition, an engagement event is being planned for early 2017 to enable a wide range of stakeholders to feed into work streams and priorities. More information will be published about this in due course.

The next meeting of the LWAB is on 14th February 2017
For any queries, please contact lwabs.yh@hee.nhs.uk