



West Yorkshire and Harrogate Local Workforce Action Board (LWAB)

Comms Briefing 18th April 2017

The sixth meeting of the West Yorkshire LWAB, co-chaired by Dr Ros Tolcher and Mike Curtis, took place on the 18th April. The chairs acknowledged the recent publication of *Next Steps on the Five Year Forward View* from NHS England and the resulting need for the STP and LWAB to ensure alignment. Attendees were pleased to see that the importance of workforce is stressed throughout the document.

Tim Gilpin and Chris Mannion provided an update on the LWAB workforce 'strategic framework' and described the engagement that has taken place so far with work streams and at place level. Following discussion the group agreed that the final strategy must;

- Be evidenced-based and quantified
- Not be just an NHS document but reflect all sectors relevant to health and social care
- Be easy to read, accessible and relevant to local employers and place-based plans
- Shape and inform what happens locally and drive change
- Describe activity that can take place at an LWAB level, regionally across Y&H and nationally

As part of his registered workforce work stream Phillip Marshall described the forthcoming work that will take place with HEE to identify advanced clinical practice demand across organisations, with some support being provided to help develop these roles. Chris Mannion highlighted the project group he is chairing within WYAAT (the West Yorkshire Association of Acute Trusts) to consider the development of a collaborative medical bank. Chris particularly noted the high levels of engagement within this group and the positive connections that have been built; currently the project group are considering models for how a bank would work functionally and structurally.

Dr Andrew Sixsmith provided an update on the work of the primary care work stream, especially noting the importance of investing in prevention to lessen the load on general practice. Andrew also queried ways in which the new roles described in his investment paper can be achieved, with developing the infrastructure to support the roles and considering appropriate leadership being particularly important. Chris Mannion described some recent thinking around a primary care staff bank, which is working well in other areas such as Lewisham and could reduce the demand for locum and agency staff.

Sandra Knight took members through a non-registered staff baseline data report that was provided by HEE, noting some key issues such as high levels of sickness and turnover and a lack of understanding about why staff in these roles leave organisations and where they go to. There is the potential for organisations to collaborate on issues of retention, plus for the NHS to support other sectors in recruiting to support staff roles. LWAB colleagues have recently been working on a survey to be circulated to organisations to aid development of the work streams and ensure a focus on some key issues and solutions. This is an important next step and organisations are urged to engage with this survey where appropriate.

The next meeting of the LWAB is on 27th June 2017. For any queries, including regarding the survey mentioned above, please contact lwabs.yh@hee.nhs.uk.