

**KENT AND MEDWAY
JOINT HEALTH AND WELLBEING BOARD**

19 MARCH 2019

STP WORKFORCE TRANSFORMATION PLAN

Report from/ Author

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Summary

The Kent and Medway Sustainability and Workforce Transformation Workforce Plan focuses on the commitment to work together to prioritise actions that will have the biggest impact on addressing Kent and Medway's workforce challenges. It is strongly believed that this focus will support the system-wide transformation needed to provide the people of Kent and Medway with a better quality of life and a better quality of care.

1. Budget and Policy Framework

1.1 The NHS Long Term Plan describes actions that will need to be taken at local, regional and national level to realise the ambitions set out within. The Plan describes the need to support the NHS workforce by increasing the number of people working in the NHS, particularly in mental health, primary care and community services. There is also an ambition to create a better working environment by offering better training, support and career progression and a focus on workforce health and wellbeing.

2. Background

2.1 In Kent and Medway work is underway as part of Sustainability and Transformation Partnership to transform how care for everyone and specific groups of the population is improved underpinned by a focus on prevention, local care and urgent and emergency care.

2.2 Workforce will be crucial in delivering the vision and transformation is urgently needed to address quality, service and workforce challenges in health and social care in Kent and Medway.

2.3 The Kent and Medway Sustainability and Workforce Transformation Plan, set out at Appendix 1 to the report, focuses on the commitment to work together to prioritise actions that will have the biggest impact on addressing Kent and Medway's workforce challenges. It is strongly believed that this focus will support the system-wide transformation needed to provide the people of Kent and Medway with a better quality of life and a better quality of care.

- 2.4 The Kent and Medway Sustainability and Transformation Partnership (STP) Programme Board on 5 February 2019 agreed the Workforce Transformation Plan and the STP Workforce Board will now drive the delivery of the programme of work for 2019/2020 with the support of a STP Workforce team to support year one of its delivery.
- 2.5 Oversight of the STP Workforce Transformation Plan and delivery of the workforce impact of its supporting 2019/2020 delivery plan will be undertaken by the STP Programme Board.

3. Risk management

- 3.1 Key strategic risks are detailed below. The STP Workforce Board regularly review risks associated with the delivery plan and oversight of the plan's delivery and risks associated will be reported to the STP Programme Board on a regular basis.

3.2

Risk	Description	Action to avoid or mitigate risk
<p>The Kent and Medway workforce is aging and there is a difficulty recruiting in some areas.</p> <p>Workforce growth is behind the national average for most staff groups</p>	<p>This means that the supply of workforce is not available all the time.</p>	<p>Attract, retain, upskill and grow a talented workforce, achievable through the implementation of the Transformation Plan</p>

- 3.3 Specific Workforce challenges are set out within the Kent and Medway Sustainability and Workforce Transformation Plan at Appendix 1 to the report.

4. Financial implications

- 4.1 There are no financial implications arising directly from this report.

5. Legal implications

- 5.1 The Joint Board operates to encourage persons who arrange for the provision of any health or social care services in the area to work in an integrated manner and for the purpose of advising on the development of the Sustainability and Transformation Partnership Plans. Workforce is an enabling workstream aiming to deliver of transformation in the core areas considered by the joint Board including Local Care and Prevention.
- 5.2 The Joint Board is advisory and may make recommendations to the Kent and Medway Health and Wellbeing Boards.

6. Recommendation

- 6.1 The Kent and Medway Joint Health and Wellbeing Board is asked to receive and support the STP Workforce Transformation Plan.

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Appendices

Appendix 1 - Kent and Medway STP Workforce Transformation Plan

Background Papers

None