

A tall, white lighthouse with a dark base stands on a rocky shore. The sky is filled with soft, colorful clouds in shades of purple, pink, and orange, suggesting a sunset or sunrise. The sea is visible in the background, and the foreground shows dark, mossy rocks.

Wirral Health & Care Plan Workforce Programme

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Introduction



Wirral Workforce Group

Strategic Aim

Supporting our Place plans to make Wirral a thriving, inclusive borough requires us to establish an effective workforce strategy that recognises the health and wellbeing benefits of employment, promotes understanding of our people needs and responds to the workforce challenges this produces.

To achieve this, we will:

- **Understand the Wirral Place Workforce through a comprehensive workforce capacity and capability analysis, identifying key workforce pressures and gaps**
- **Explore opportunities to create a flexible workforce for Wirral Place that can respond to current and future needs**
- **Create a Skills and development offer that spans the entire Career Pathway**
- **Create workforce opportunities that embrace diversity, inclusion and encourage new pathways into employment**
- **Develop and promote the Health, Care and VCFSE workplace as somewhere people want to work and stay.**
- **Work closely with the wider Health and Care Programme leads to identify workforce priorities and strategic workforce redesign considerations.**

Context



NHS Vacancy Statistics - All Staff Vacancies by Sector

(Source: NHS England)



Tip

In order for the maps and charts to display accurate readings, please select a **single** Year & Quarter and Sector from each of the dropdown lists below. Vacancy rates are added together if multiple selections are made.

Darker shades of blue indicate a higher vacancy rate.

Year & Quarter

2023-24 Q2

Sector

Total



No. of Vacancies by Region



Planned workforce levels by Region



Notes on interpretation

- All Staff Vacancy figures are the same as Total Vacancies in the standard publication as. Users should be aware that they contain additional staff groups and are **not** the sum of Nursing and Medical vacancies
- The chart to the right does not interact with the slicers and visuals above. It gives a static view of national All Staff (Or Total) vacancy rates over the period in which data have been available (April 2017 onwards)
- Planned workforce levels are funded / budgeted FTE roles within an organisation, often referred to as Establishment Posts
- Vacancy rates are calculated as FTE vacancies as a percentage of Planned FTE workforce levels
- Regional data are not available for 2017/18 due to boundary changes occurring in 2018/19

All Staff Vacancy Rate, England 2017 - 2023



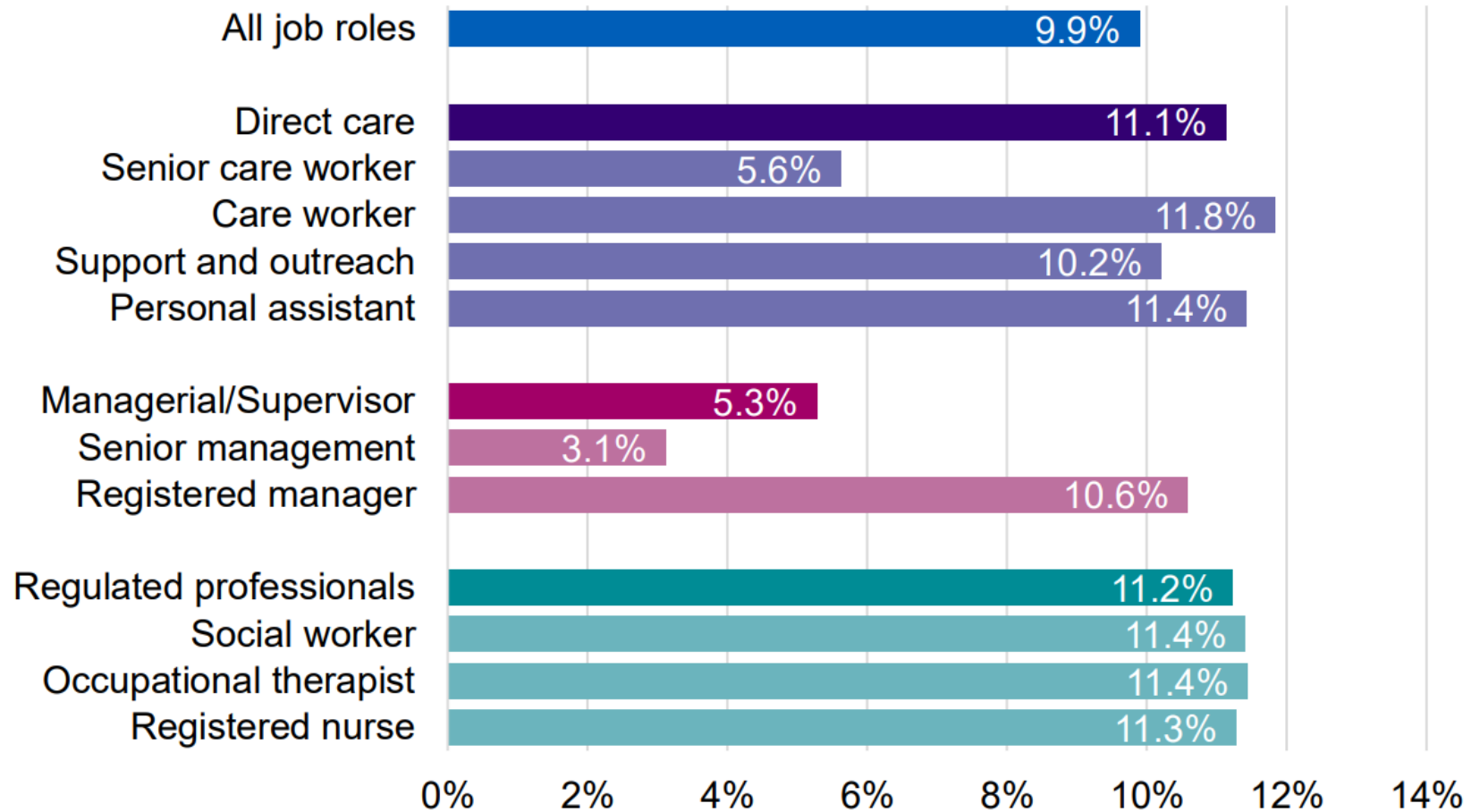
Published by NHS England, part of the Government Statistical Service. Copyright © 2023 NHS England.

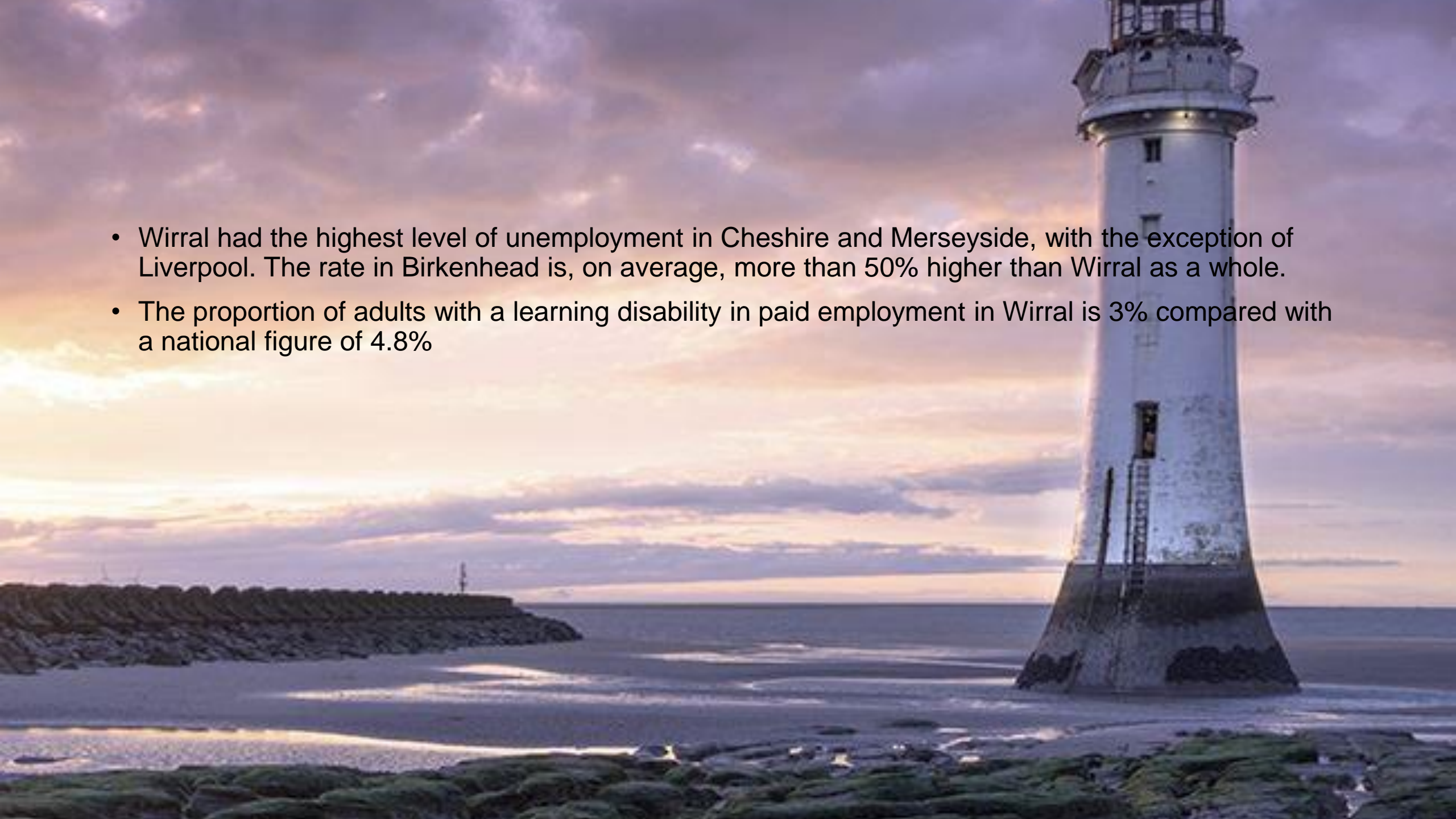
- + 82%

Adult Social Care Vacancy Rates

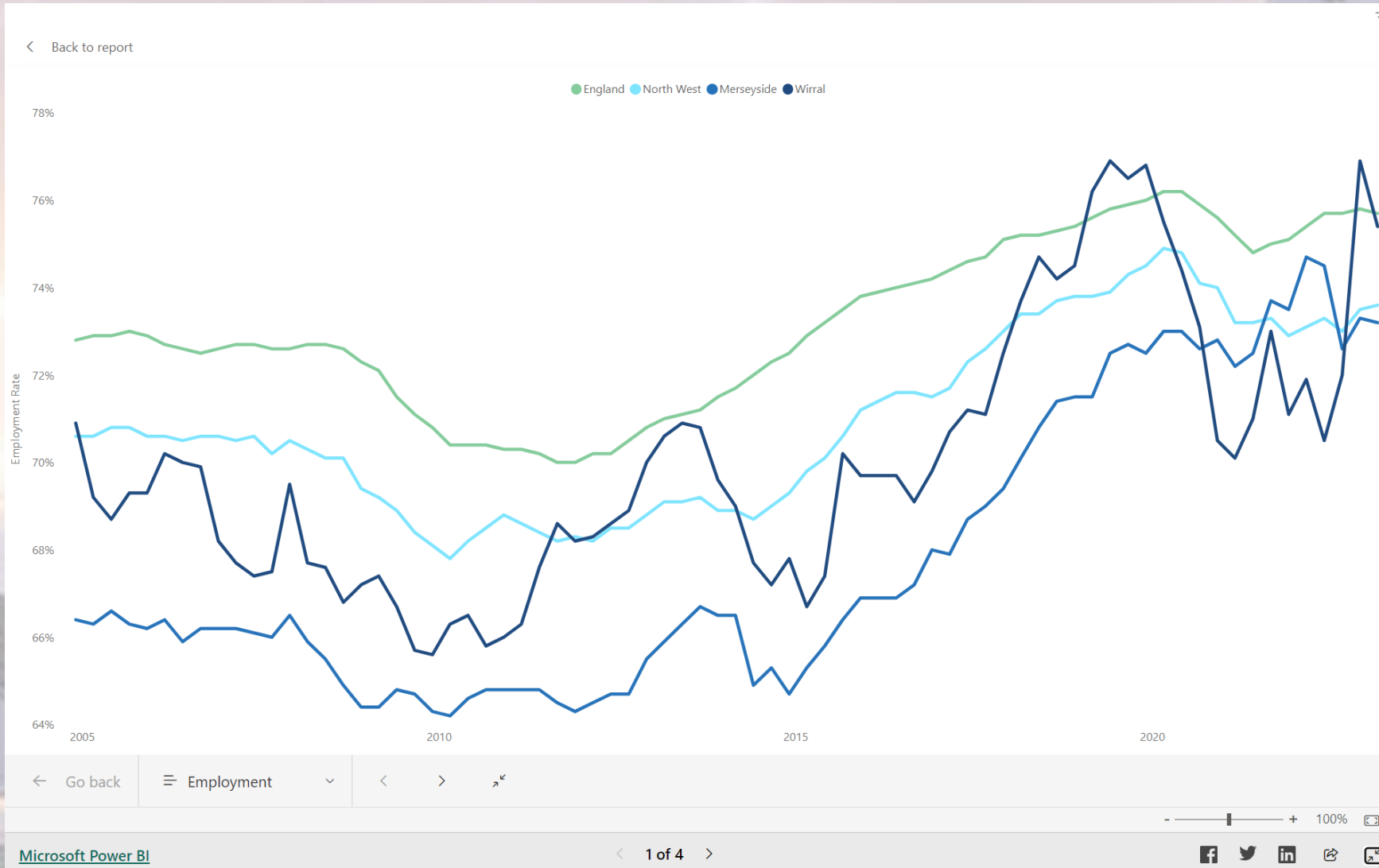
Chart 17. Estimated vacancy rate by selected job role, 2022/23

Source: Skills for Care estimates

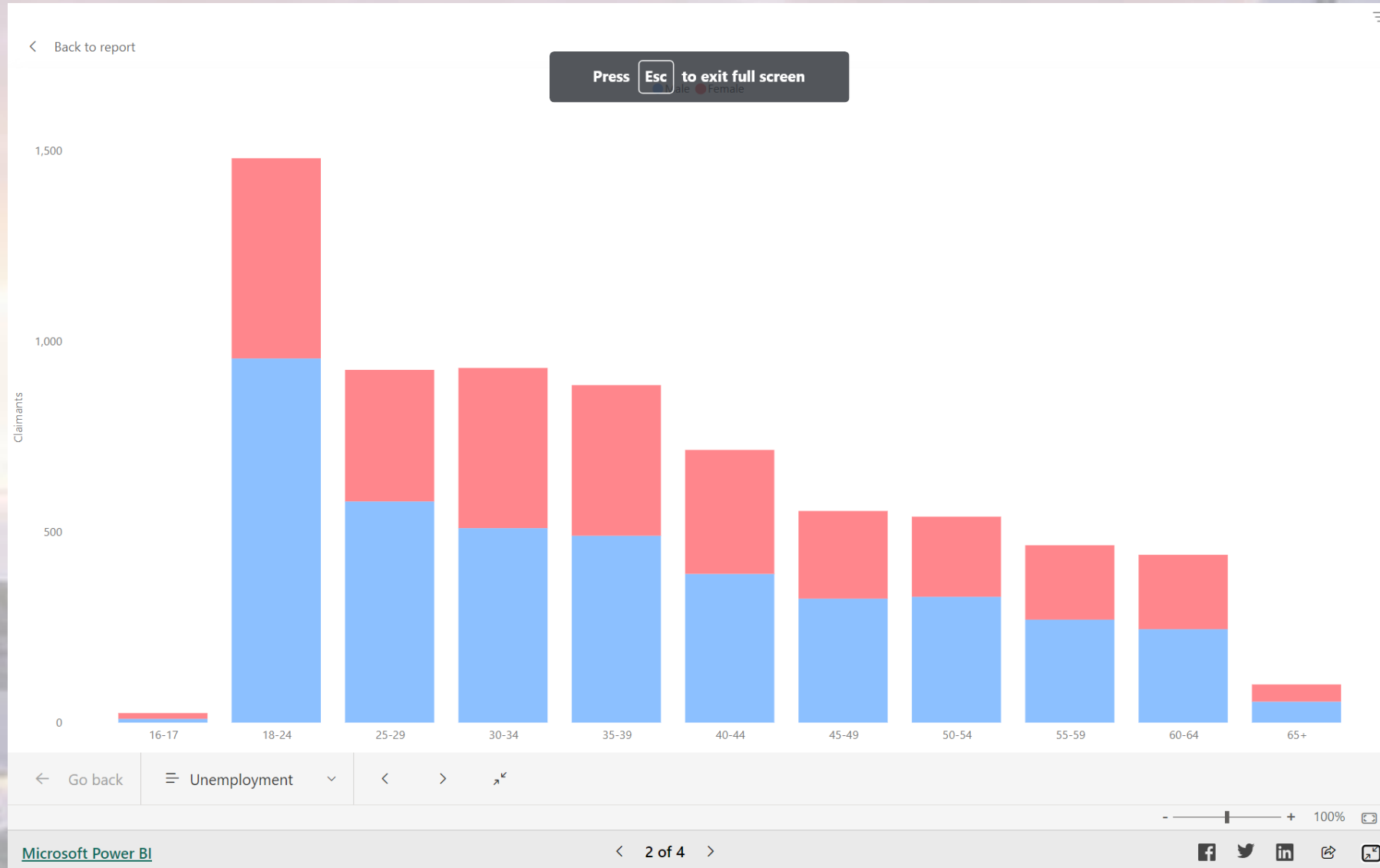


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- Wirral had the highest level of unemployment in Cheshire and Merseyside, with the exception of Liverpool. The rate in Birkenhead is, on average, more than 50% higher than Wirral as a whole.
 - The proportion of adults with a learning disability in paid employment in Wirral is 3% compared with a national figure of 4.8%

Employment Rates



Unemployment: Claimant Count by age



Interdependencies

- Wirral Health and Wellbeing Strategy:
 - Priority 1
 - Focus on Employment as determinant of better population health and wellbeing
- Principle: enhance and support rather than duplicate





Wirral Workforce Group

Progress to Date

- Place Partner Workshop
 - Immediate, medium-term and long-term priorities proposed
- Wirral Place Workforce Group established
 - Terms of reference agreed.
 - Immediate priorities agreed, scoped and work commenced.
- Priority 1: Workforce Data Insight
- Priority 2: Focused Cohort 18-24 Pilot
- WorkWell Employment Support Bid Submitted January 2024

Proposed Objectives

1. Workforce Data Un

- Current and available workforce
- Required workforce
- Labour market need
- Standardised and shared data (on-going)

2. Entry into Employment

- Raising aspirations into employment
- Focus on underrepresented areas / groups and addressing barriers

3. Development and Progression

- Co-delivery of training and education
- Place based approach to levy utilisation
- Joint career pathways

4. Standardisation

- Training competencies
- Skills / workforce passport
- Joint roles

5. Marketing

- Marketing Wirral as an attractive place to work

Golden Threads:

- Supporting Diversity & Inclusion
- Workforce Wellbeing
- Culture
- Synergy with wider Place developments

Immediate Priorities

1. Workforce Data Insight:

- Current Workforce
- Potential Future Talent Needs

Phase 1 Baseline Data (March 2024)

Phase 2 System Dashboard (June 2024)

2. Focused Cohort 18-24 Pilot:

A collaborative piece of work to pilot a collaborative and rotational entry pathway for one identified cohort. Proposed cohort: 18-24yrs.

Project Initiation (March 2024)

Impact/Outcomes

- **Wirral Place has the right people to provide the right support and care in the right place at the right time**
- **We understand and make the best use of Wirral Place Workforce**
- **Wirral Place has a Skills and development offer that spans the entire career pathway**
- **Wirral Health, Care and VCFSE workplace established as somewhere people want to work and stay**
- **Wirral Place has a flexible workforce that embraces diversity**
- **Completion of a dynamic and inclusive Workforce Strategy for Wirral Place**