

Title	Wirral Health and Care Plan: Workforce Programme
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Report for	Wirral Place Based Partnership Board
Date of Meeting	22 nd February 2024

Report Purpose and Recommendations	
<p>The purpose of this report is to update Place based partners on the Workforce Enabling Programme within the Wirral Place Health and Care Plan 2023-24.</p> <p>The report and accompanying presentation aim to provide the Board with information and assurance on the progress of this programme.</p> <p>It is recommended that the Wirral Place Based Partnership Board note this report which provides assurance on the delivery and oversight of the workforce programmes.</p>	

Key Risks	
<p>This report relates to the Place Delivery Assurance Framework (PDAF) and the associated high-level risks, namely:</p> <ul style="list-style-type: none"> • Service Delivery • Collaboration • Workforce • Community Wealth Building <p>The workforce programme referenced in this paper forms part of the assurance framework that measures the strength and effectiveness of the controls that have been put in place to mitigate the risks to Place objectives.</p>	

Governance journey			
Date	Forum	Report Title	Purpose/Decision
18 th January 2024	Strategy and Transformation Group	Health and Care Plan progress update	To Update STG on progress on Health and Care plan

1	Narrative
1.1	Background
1.1.1	The development work leading to the development of the Wirral Place Health and Care Plan 2023-24 identified workforce as a key issue across all delivery programmes within the plan. Subsequent engagement with place partners during focused meetings and workshops have established the need to prioritise workforce development and transformation across all health and care sectors.
1.1.2	Wirral Place in common with much of England has significant workforce challenges within both health care services and within social care. Wirral borough has significant levels of unemployment, with particular pressures within the most deprived areas of

the borough and within younger age groups. The links between employment and good health are well documented and form a key priority within the Wirral Health and Wellbeing Strategy. The workforce programme aims to support the linkages between work and health whilst aiming to identify opportunities to address workforce demand across the sector through a workforce strategy which is in synergy with other place-based strategy.

1.1.3 The workforce programme sits in the portfolio of programmes within the Health and Care Plan summarised in the figure below:

Wirral Place Programmes

1.1.4 The workforce programme steering group membership includes partners from across Wirral Place, including health and social care commissioning and provision, public health, voluntary community and faith sector. The steering group have endorsed the identified priorities and initial work plan which comprises two key pieces of work:

- Workforce Insight Data Collection: to understand our strengths and challenges within both our current workforce and to support Potential Future Talent Needs
- Focused Cohort 18-24 Pilot: a specific project around entry into employment targeted toward people aged 18-24 years.

1.1.5 The Workforce steering group have endorsed and supported the completion and submission of the 'WorkWell' collaborative bed to provide support for people at risk of falling out of employment. This is in partnership with Cheshire and Merseyside ICB and colleagues in Knowsley Place.

2	Implications
2.1	<i>Risk Mitigation and Assurance</i> As a requirement of the Health and Care Plan the workforce programme has identified the relevant programme risks and mitigations, which will be regularly reviewed by the steering group. A summary risk report is available that identifies the red and amber rated risks across the portfolio of programmes.
2.2	<i>Financial</i> The potential financial implications arising from the Wirral Health and Care Plan are

	considered within the individual programme benefits, risk and issue logs, and any specific financial implications would be addressed through the appropriate processes.
2.3	<i>Legal and regulatory</i> There are no legal or regulatory implications directly arising from this report.
2.4	<i>Resources</i> The Health and Care Plan programme structure includes enabling programmes for workforce, digital maturity, estates, and sustainability. Part of the remit of these programmes is to identify and support the specific resource implications of the wider programmes.
2.5	<i>Engagement and consultation</i> The programmes presented within the dashboard are specific to the Wirral Health and Care Plan, which has been developed collaboratively across key stakeholders across the Place through place workshops and with system colleagues within Strategy and Transformation Group meetings.
2.6	<i>Equality</i> Wirral Council and NHS Cheshire and Merseyside have a legal requirement to make sure their policies, and the way they carry out their work, do not discriminate against anyone. Within the Health and Care Plan there is a framework for our approach to tackling health inequalities and each programme of work will complete impact assessments to ensure any adverse impact is identified and mitigating actions put in place where possible.
2.7	<i>Environment and Climate</i> The enabling programmes within the Health and Care Plan include an estates and sustainability programme which has a specific aim to target investment to support net zero carbon ambitions. Furthermore, the plan is cognisant of and guided by a number of key national, regional and Wirral specific strategy and policy requirements that focus Wirral Place on environment and climate implications, including the Wirral Plan 2021-26, the Health and Wellbeing Strategy 2022-27 and Marmot Principles to build safe, sustainable and vibrant communities.
2.8	<i>Community Wealth Building</i> Community Wealth Building in Wirral focusses on partnerships and collaboration. These partnerships are led by Wirral Council with external partners and stakeholders, including residents. The workforce programme will support the Council in community wealth building by ensuring that reducing health inequalities and the development of a resilient and inclusive economy for Wirral inform and are at the heart of the programme priorities.

3	Conclusion
3.1	The information presented within this report and presentation provides further detail of the programme priorities, work plan and progress made in supporting the workforce needs identified within the Health and Care Plan and to evidence the progress made to the Wirral Place Based Partnership Board. Future updates to provide assurance will be provided in accordance with the agreed work plan for this board.

4	Appendices
	Appendix 1 Wirral Health and Care Plan Workforce Presentation Feb 24

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