



Wiltshire

Clinical Commissioning Group

Wiltshire Integrated Health and Social Care Place-based People Strategy

*“One workforce across Wiltshire providing high quality
person centred care”*

‘The right healthcare for you, with you, near you.’



What we will cover

- Summary of the Wiltshire integrated health & care people strategy
- Next steps

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Stakeholder engagement

- Wiltshire workforce group (WWG) established in February 2019
- AWP, GP Alliance, Wiltshire CCG, Salisbury NHS FT, Virgin Care, Wiltshire Council, Wiltshire Care Partnership and Wiltshire Health & Care are all members of the group
- The WWG agreed the strategy on 24 October 2019

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Purpose of the strategy

- The purpose of the strategy sets out our approach to ensuring we have a workforce that delivers care at the right time, in the right way, in the right place, by the right person with the right skills
- The strategy:
 - Defines where we are now
 - Explains why we need to change
 - Describes where we want to be in 5 years time
 - Identifies Wiltshire's collective priorities

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Expected outcomes

Work towards being fully integrated to support key priorities across Wiltshire and enhance the skills, knowledge and experience across all staff groups and disciplines, developing new integrated roles

Attract, recruit and retain appropriately skilled and experienced staff to ensure that provision of safe integrated care of high quality

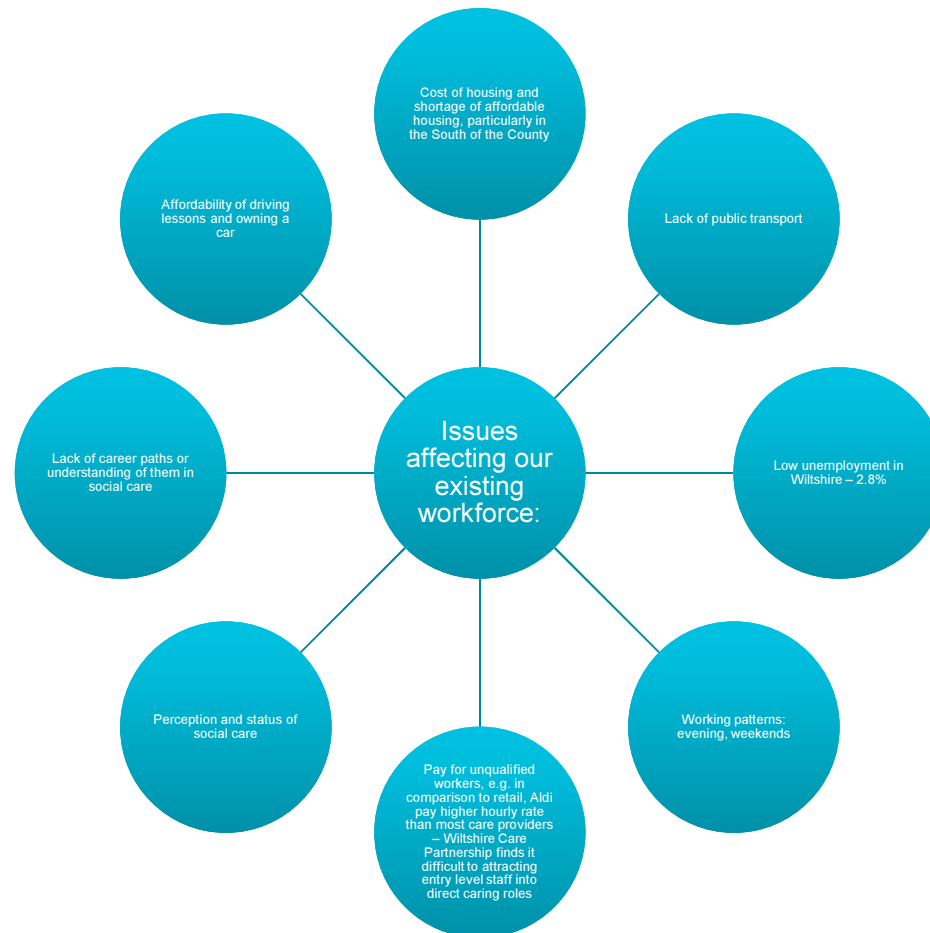
Strengthen the leadership and ensuring appropriate plans are in place to support talent management and succession planning

Work towards developing an integrated workforce plan to support key priorities across Wiltshire

Through learning and development, we will build a competent and confident workforce able to deliver a responsive, equitable, safe and compassionate service that meets all required standard

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The current picture



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Key drivers for change

The Long Term Plan and the focus on NHS organisations working with local partners as 'Integrated Care Systems'

The Interim NHS People Plan and the actions needed to address in some cases long standing people concerns

Labour Market and demographic trends showing that the demand from social care will grow and that individual care needs will become more complex

Housing Market and the availability of suitable accommodation to recruit and retain staff

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The current workforce

- Around 18,700 people are employed in Wiltshire
- More work needs to be done to improve the integrity of the workforce data

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Key priorities identified



Each priority has its own work plan for delivery

The Year 1 work plan has been identified by WWG

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Measuring effectiveness of the strategy

- The WWG will be responsible for ensuring the delivery of the strategy on behalf of the Wiltshire Integration Board
- Key workforce performance indicators will be agreed within the next six months

Implementation costs

- In order to deliver the Year 1 work plan, it has been identified that additional resources are required to support this

AfC band	Period covered	Costs (mid-point) incl. on-costs
8D (Programme Lead)	January – March 2020	£25,330
8D (Programme Lead)	April – December 2020	£75,985
7 (Project Support / manager)	January – March 2020	£12,550
7 (Project Support / manager)	April – December 2020	£37,650
Total		£151,515

Risks

- The following risks have been identified which could prevent full achievement of the strategy:
 - Failure to recruit appropriately qualified, skilled and experienced workforce due to the lack of supply
 - Lack of funding to invest in initiatives
 - Lack of resources to develop and implement priorities

Next Steps

- The Board is asked to approve the emerging strategy and note the costs associated with implementing the strategy.
- A verbal update on further developments will be provided.