

L&SC STP Workforce Overview

Scrutiny Event

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Context

- STP requires significant change in health and care workforce
- Understand current and future challenges
- Recruitment and retention
- Supply and development
- Funding changes
- NHS, Primary Care, Local Authority, Third Sector, Independent

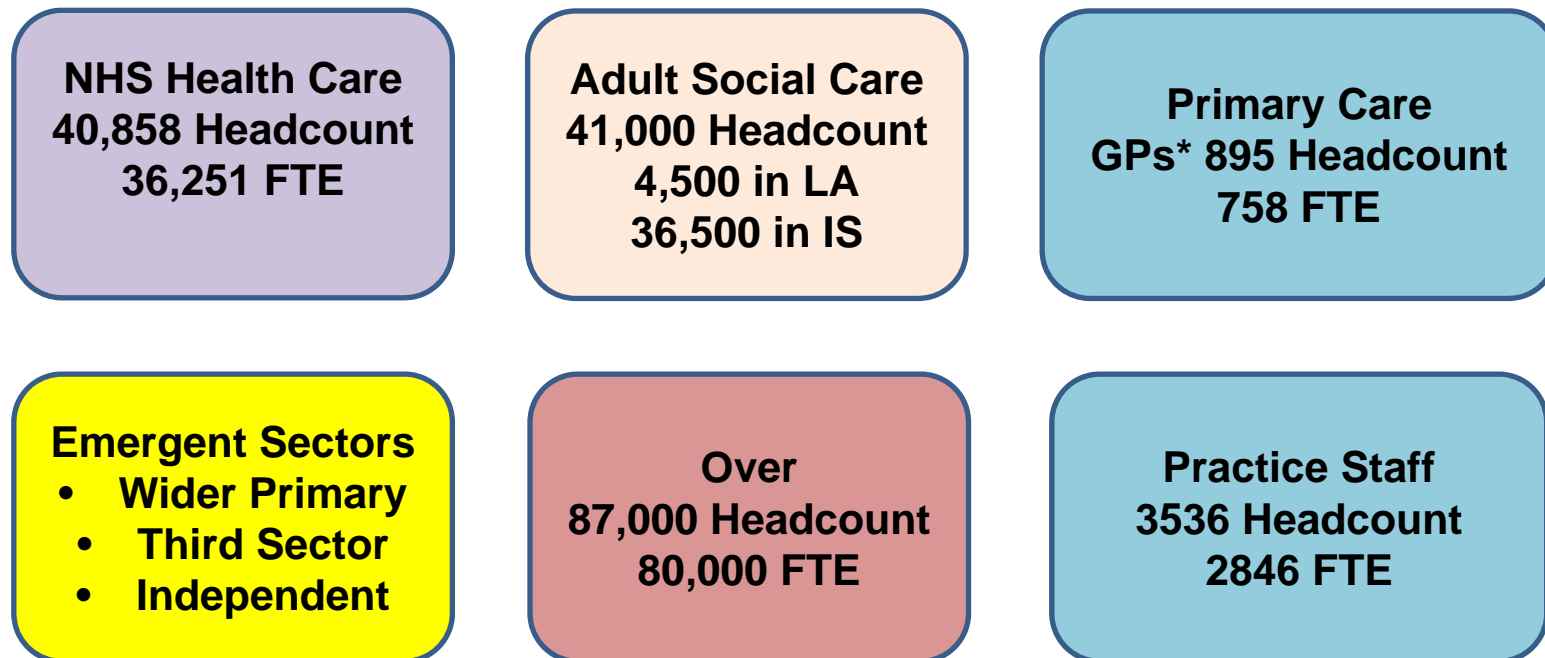
Specific Themes

- Current size and shape of the workforce
- Specific L&SC Challenges (Historical, current and future)
- Workforce Demographic Profiling Challenges
- Factors influencing recruitment and retention
- Opportunities
- L&SC workforce priorities

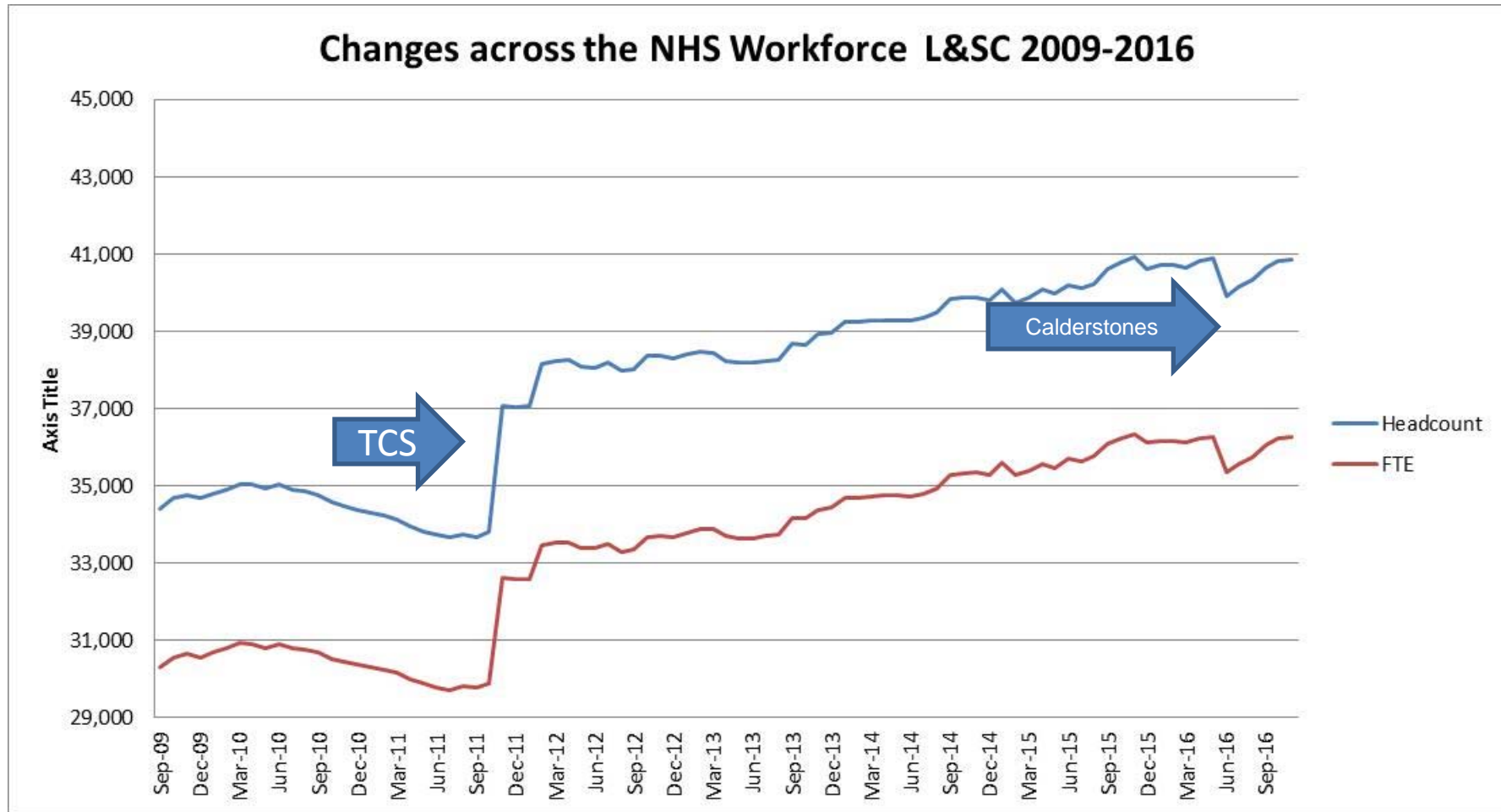


Workforce across the L&SC STP

Size and shape of L&SC workforce



Changes across the NHS Workforce



Gaps, shortages and vacancies

- Historical patterns – link to finance
- Trainee numbers
- Capacity for training
- Recruitment of newly qualified
- CPD
- Lack of headroom

Gaps, shortages and vacancies

NHS Healthcare

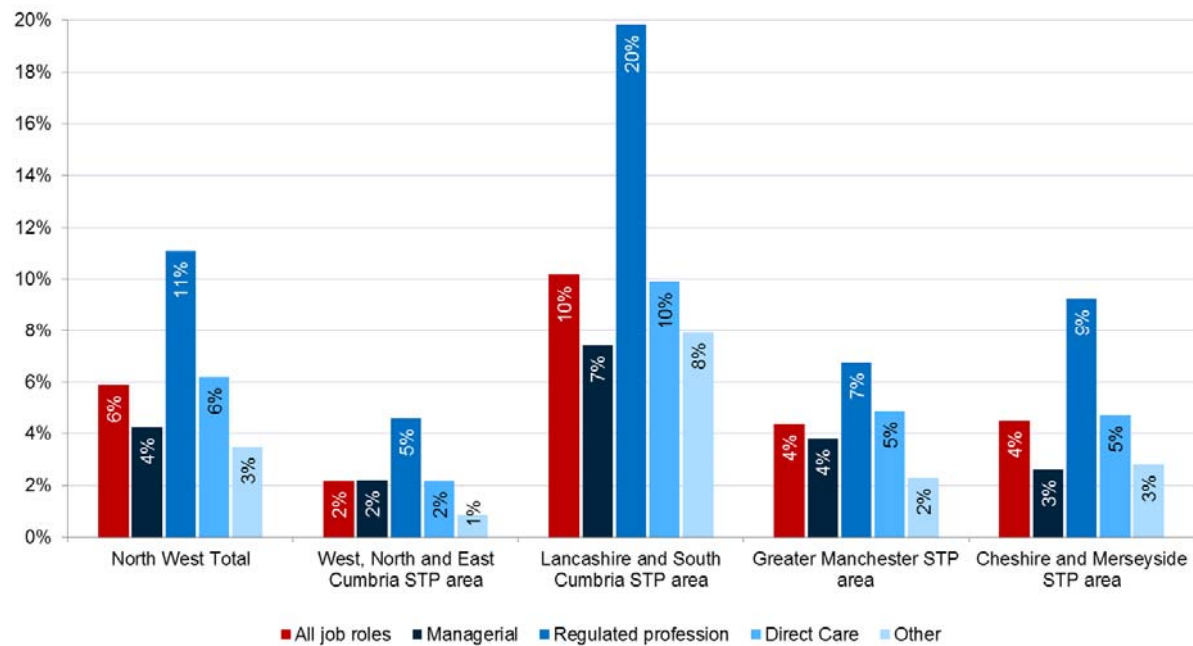
- Current vacancies
- NWS have 200 FTE paramedic vacancies (6%)

	L&SC
All Non-Medical	4.8%
Clinical	4.3%
Registered Nursing, Midwifery and Health visiting staff	6.8%
School Nursing	3.4%
Qualified Scientific, Therapeutic and Technical Staff	2.8%
Clinical Psychology	2.5%
Non-Clinical	7.3%
Medical & Dental	18.8%

Gaps, shortages and vacancies

Adult Social Care

Graph represents the scale of the vacancy challenge compared to other areas within the North West



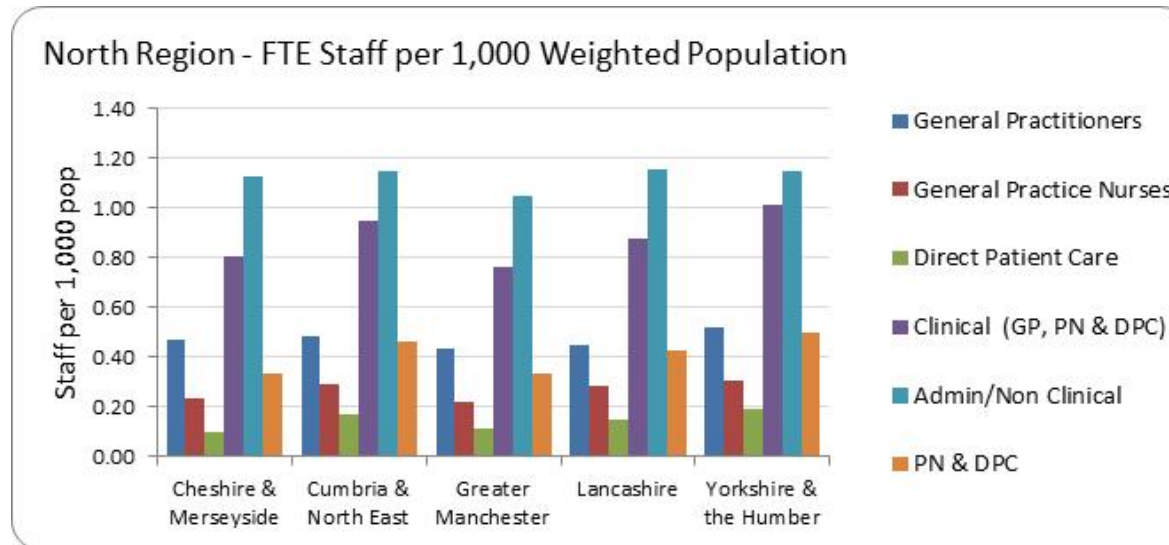
Gaps, shortages and vacancies

Primary Care (General Practice and Wider)

- High vacancies across some sectors
- Struggle to attract trainees even with incentives
- Practices closing due to retirements, ill health or unable to cope with demand. Evidence around vacancies in practice nursing, managers and staff
- Difficulties recruiting in some areas
- Practices federating towards ICC for survival

Workforce

Primary Care (General Practice and Wider)



North Region STPs - GMP FTE Ranking to September 2016	Current % of Workforce
Greater Manchester	15.4%
Cheshire & Merseyside	14.8%
West Yorkshire	14.4%
Lancashire & South Cumbria	9.0%
South Yorkshire & Bassetlaw	8.7%
Northumberland, Tyne & Wear	8.7%
DD&T, Hambleton, Richmondshire & Whitby	7.6%
Coast, Humber & Vale	7.6%
West, North & East Cumbria	2.1%

Workforce Demographics

- Age profile, gender – similar to national
- Sickness and absence – higher
- Turnover – high in some groups
- Locations - need to shift

Factors influencing recruitment in L&SC

**Outcomes of
the deep
dives into
recruitment
and retention**

- New recruitment supervision, support and engagement
- Rotation opportunities
- Geography and facilities available
- Access to services
- Learning
- Psychology of recruitment and choice
- Gaps on hard wards and clinical areas
- High proportions of agency and IR staff

Factors influencing recruitment in L&SC

**Policies
Revalidation
Pensions
Bureaucracy
Indemnity
Contracts
Brexit**

- Time taken to recruit
- Availability of job ready workforce
- Opportunities to develop skills and capability
- Impact on pension earnings / retirement ages
- Impact via contracts and indemnity insurance
- Unknown impact of Brexit on current capacity and future capacity
- PESTLE factors
- Royal Colleges and GMC influence
- Training Status

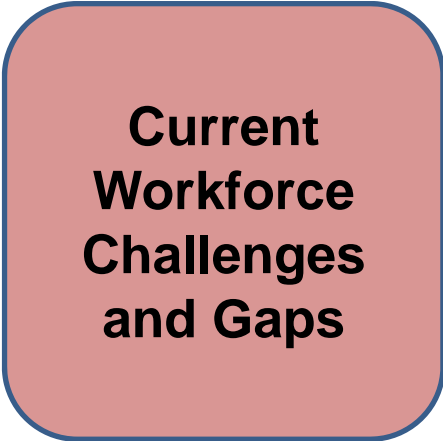
Factors influencing recruitment in L&SC



**Climate
Culture
Reputation
Demand**

- Media reporting of the NHS in the area around Morecambe and Chorley
- CQC ratings
- NHSE / NHSI ratings
- Pressure in the system
- Financial stability
- Achievements of targets
- Occupational Choice
- Status of the post

Factors influencing recruitment in L&SC



**Current
Workforce
Challenges
and Gaps**

- Intensity in some areas
- Clinical fragility of some services
- Vacancies and gaps
- Services run on agency, locum and bank
- No head room for personal development
- Burn out
- Proximity to areas of expertise

Factors influencing recruitment in L&SC

**Geographical
versus
Generational
Future
Workforce
Report**

- Location of services to City and motorway
- Generational demands on location
- Access to R&D
- Access to Innovation
- Access to Digital Technology
- Portfolio careers
- Housing and Schools

Factors influencing recruitment in L&SC

**Core Offer from
the L&SC
Economy
Opportunities**

- What is the brand that recruits are joining in the economy?
- What do they intrinsically and extrinsically get?
- What support packages are available
- What development packages are available
- How can they move around rapidly across sectors

Local workforce priorities



Workforce Opportunities

- Workforce opportunities
- Apprenticeship Levy
- Streamlining Programme
- Recruiting and retaining highly skilled
- Learning from new models
- Fair share 1500 new medical undergraduates
- New Simulation Centre and Innovation Campus