

Health and Care Overview and Scrutiny Committee - Monday 24 July 2023

SSOT ICS People, Culture and Inclusion Annual Report and update

Recommendation(s)

I recommend that the Committee:

- a. Notes the contents of the report on the delivery of People, Culture and Inclusion programmes and the progress in addressing the workforce challenges across the Integrated Care System
- b. Notes the current strategic workforce context, including the recently published Long Term Workforce Plan.
- c. Notes and considers the proposed future activities facilitated by the Integrated Care System (ICS) People Team in continuing to address the workforce challenges, increasing the supply pipeline and ensuring we have a well supported and developed health and care workforce to deliver care to our population

Report of the Staffordshire and Stoke-on-Trent ICS

Summary

What is the Overview and Scrutiny Committee being asked to do and why?

1. This report was developed in collaboration with ICS, clinical, workforce leads, alongside our partners from across the system. It reflects on key milestones and achievements in addressing our greatest workforce challenges - against the backdrop of significant operational pressures, the formation of the Integrated Care Board (ICB), as well as working towards financial balance. Although these pressures have impacted workforce availability and resilience, the report captures how our people have worked together and developed innovative approaches to support our workforce and our local population
2. The committee is asked to:
 - a. Note the contents of the annual report and the achievements in addressing the workforce challenges across the ICS.
 - b. Note the current strategic workforce context, including the recently published Long Term Workforce Plan.

- c. Note and consider the proposed future activities facilitated by the ICS People Team in continuing to address the workforce challenges, increased the supply pipeline and ensuring we have a well supported and developed health and care workforce to deliver care to our population

Report

Background

1. The whole system Workforce/ People agenda has been previously presented to the Committee, with discussions focussing on the workforce position, challenges and activities taking place at partner and system level.
2. This report to the Committee provides an up-to-date position on the activities and programmes of work undertaken across the system during 2022/23 to improve our overall workforce position, and future activities.

Link to Strategic Plan

3. This report and People Culture and Inclusion programmes are informed by the national People Plan, ICS People Function Operating Model, ICS Joint Forward Plan

Link to Other Overview and Scrutiny Activity

4. N/A

Community Impact

5. Refer to CIA guidance on the [Learning Hub](#)

List of Background Documents/Appendices:

6. Appendix 1 – ICS People Culture and Inclusion Annual Report

Contact Details

Director:	Mish Irvine, ICS People Director
Report Author:	Gemma Treanor
Job Title:	Head of ICS People Team
Telephone No.:	N/A
E-Mail Address:	gemma.treanor@mpft.nhs.uk