



Health and Care Overview and Scrutiny Committee - Monday 16 October 2023

SSOT ICS People/ Workforce

Recommendation(s)

I recommend that the Committee:

- a. Notes the contents of the report on the current NHS and Social Care workforce position; NHS Provider workforce updates; 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 Long-Term Workforce Plan and local mapping activities.
- 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 Integrated Care Board

Summary

1. This report was developed in collaboration with ICS, clinical, workforce leads, alongside our partners from across the system. It details the current workforce position and Key Performance Indicators (KPIs). The pack reflects on key milestones and achievements in addressing our greatest workforce challenges - against the backdrop of significant operational pressures, 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. Reflect on the contents of the 2022/23 annual report provided for context (received by the Committee in July 2023) – included as an appendix.

- b. Note the current strategic workforce context, including the Long Term Workforce Plan which can be accessed using the following link [NHS England » NHS Long Term Workforce Plan](#)
- c. Note and consider the individual NHS Provider and General Practice/updates.
- d. Note collective future activities facilitated by the 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

Background

3. 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.
4. This report to the Committee provides an up-to-date position on the whole ICS workforce; NHS Provider and General Practice workforce; activities and programmes of work undertaken across the system to improve our overall workforce position, and future activities.

Link to Strategic Plan

5. This report and People Culture and Inclusion programmes are informed by the national People Plan, National Long-Term Plan, ICS People Function Operating Model, ICS Joint Forward Plan and local Social Care Strategies.

Link to Other Overview and Scrutiny Activity

6. N/A

Community Impact

7. N/A

List of Background Documents/Appendices:

8. Appendix 1 – ICS People / Workforce slide pack
Appendix 2 – ICS People Culture and Inclusion Annual Report

Contact Details

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