

# **Somerset Health and Wellbeing Board (virtual meetings from May 2020 due to Coronavirus)**

## **Thursday 26 November 2020**

### **11.00 am Virtual meeting via Microsoft Teams**



#### **SUPPLEMENT TO THE AGENDA**

To: The Members of the Somerset Health and Wellbeing Board (virtual meetings from May 2020 due to Coronavirus)

We are now able to enclose the following information which was unavailable when the agenda was published:

Item 6	Integrated Care System - Workforce (Pages 3 - 16) To receive the report and comment.
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Item 7	JSNA - update (Pages 17 - 24) To receive the report.
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Democratic Services, County Hall, Taunton, TA1 4DY

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# ICS Workforce Programme 20/21

Chris Squire  
Chair, Somerset ICS Local Workforce Action Board &  
HR & OD Director, Somerset County Council



# Structure

- Reframed context
- Revised direction of travel
- LWAB's strategic workforce vision & outcomes
- Key facts about Somerset's health and social care workforce
- Key priorities for LWAB



# Background

- 2019 – Somerset's Workforce Narrative in response to the 5 year Long Term Plan (LTP) developed and signed off by NHSE/I
- May 2020 – workforce LTP reviewed & 1 year action plan (20/21) developed, signed off by LWAB June 2020
- Informed by 2 interconnected pieces of work:
  - Breaking Barriers Innovations
  - Our Shared Endeavour (system colleague engagement programme)
- Revised September 2020 with (NHS) People Plan



# Our Work Programme Vision

Our vision is to create:

“A vibrant & agile health and social care sector,  
working together to attract, develop and retain  
(young) talent”



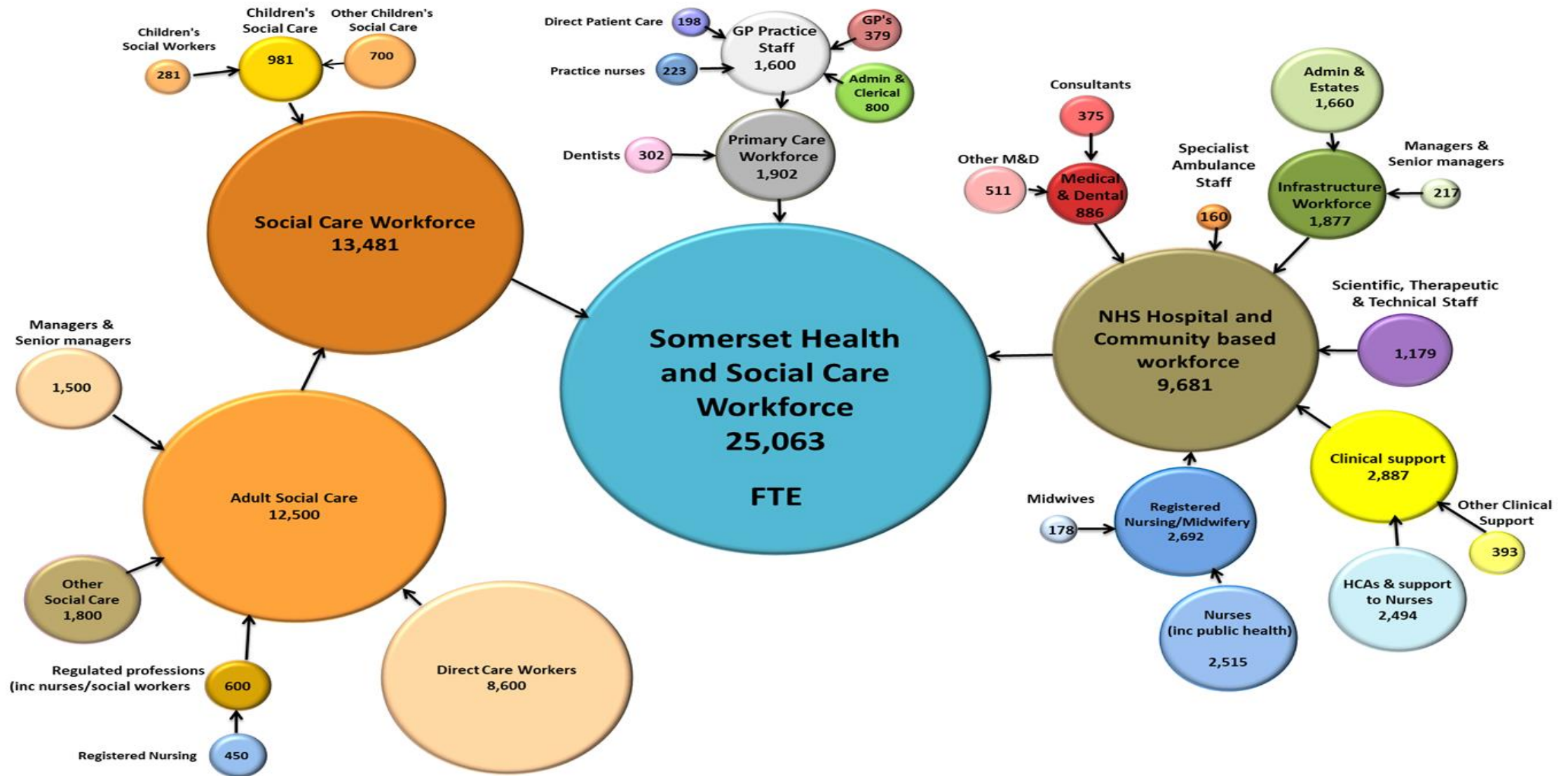
# The why



## A perfect storm:

- **Ageing population:** Somerset has a below average population of 20 -39 age groups compared to the southwest and England
- **Youth net flow out of Somerset:** there is a net flow of 18 – 20 year olds out of Somerset
- **No university:** but 4 FE colleges (BTC, Richard Huish, Strode and Yeovil) where a diverse range of health and social courses, at different levels are offered
- **Ageing health and social care workforce:** 25% of the total health and social care workforce is over the age of 55 years. The average age of a social worker is 42 years
- **Vacancies & turnover:** there are high numbers of vacancies in children's and adults social care (14% - 15%) with a net loss of (FTE) children's social workers (leavers/starters) in 19/20. There remain relatively high numbers of vacancies in mental health nursing (RMN). 35% turnover in social care (21% of social care roles advertised in the independent care sector go un-filled)
- **Economic impact of Covid:** evidence shows a 78% increase in Universal Credit claims amongst 18 – 24 year olds between March & September (Taunton, Bridgwater & Yeovil) – young people are detrimentally impacted. Inequality is set to widen

# Current health and care workforce





# Some key facts about the Somerset health and social care workforce

- 25% of the total health & social care workforce >55 years
- 54% of GP nurses >50 years
- Nearly 20% of adult social workers (SCC) are >55 years
- 27% of workers in the social care sector in Somerset >55 years
- Turnover rate in social care (34%) slightly higher than national average (32%)
- 32% turnover of registered nurses in independent social care compared to 12 – 14% for nursing in the NHS
- 10.7% of Somerset NHS workforce is from a BAME background compared to 5% in the independent social care sector
- Workforce shortages include: GP, social work, mental health nursing, OT, psychiatry & paramedics



# Revised direction of travel

Our strategic workforce outcomes have been streamlined and revised for 20/21 as a result of this new direction and include the following:

- 1. A single view of the health and social care system workforce where consistent workforce planning approaches creates a shared understanding of immediate workforce needs, demands and future requirements
- 2. Careers in health and social care are effectively promoted and understood by target groups in Somerset with improved routes in via apprenticeships, volunteering and work experience
- 3. Proactive recruitment activity is informed by effective workforce planning with reductions in vacancies and an increased number of 18 - 24 year olds within the Somerset health and social care workforce
- 4. An increase in the number of local graduate nursing associates and registered nurses entering and remaining in the workforce across the system
- 5. Somerset's health and social care workforce has increased capability and agility with increased skill mix across all sectors
- 6. Improved alignment of system required core competencies to programmes of learning increasing the flow of talent into the system and improving retention through talent development

**Our vision:** A vibrant & agile health and social care sector, working together to attract, develop and retain young talent

Foundation work	<p><b>Workforce Planning</b> A single view of the health and social care system workforce where consistent workforce planning approaches creates a shared understanding of immediate workforce needs, demands and future requirements</p>
Cross-cutting themes	<p><b>Equality and Inclusion</b> Mainstreaming throughout all system work; promoting equality, civility, reducing inequality &amp; discrimination</p>
	<p><b>Digital</b> As an enabler, integrated throughout to achieve our vision</p>
Priority 1	<p><b>Talent attraction:</b> Careers in health and social care are effectively promoted</p> <ul style="list-style-type: none"> <li>• Joint Employee Value Proposition: Unified health and social care brand using Proud To Care Somerset</li> <li>• Collaborative career presence (e.g. career fayres, further education work) marketing &amp; promotion throughout Somerset</li> <li>• Volunteering</li> <li>• Work experience</li> <li>• International recruitment</li> </ul>
Priority 2	<p><b>Talent acquisition:</b> Proactive recruitment (based on workforce planning) to address workforce shortages</p> <ul style="list-style-type: none"> <li>• Including nursing &amp; AHP existing programmes, new roles (e.g. in Primary Care), new services (e.g. Intermediate Care)</li> <li>• Joint recruitment campaigns &amp; recruitment processes</li> <li>• New entry routes via apprenticeships</li> <li>• Shared platforms (e.g. via Proud to Care/Somerset careers website/recruitment systems/social media etc)</li> </ul>
Priority 3	<p><b>Talent management &amp; wellbeing:</b> Creating workforce resilience, agility and capability</p> <ul style="list-style-type: none"> <li>• Colleague health and wellbeing</li> <li>• Leadership/talent management</li> <li>• Collaborative bank</li> <li>• Clear career pathways (Somerset Bus)</li> <li>• Health and care curriculum (Academy?)</li> <li>• Enhanced partnerships with education providers</li> <li>• Integrated training passport</li> <li>• Competency frameworks</li> <li>• Shared coaching and mediation pool</li> <li>• Digital literacy</li> </ul>

# Breaking Barriers Innovations (BBI)

- Report commissioned using 19/20 HEE funding to identify a genuine place based challenge that can only be addressed through cross sector partnership working
- Report uses wider determinants of health in evidence base
- Report delivered mid-2020: issue with net outflow of young people
- Programme identified the need to engage young people in Somerset in order to retain more talent & support the health and social care system
- Key focus is on developing career pathways mapped to competencies and education provision – raising the profile of health and social care careers targeting young people (Proud to Care)
- 20/21 HEE funding used to take project to next stage
- Monthly reports back to LWAB
- Goal is to have a virtual conference December/January involving local, regional and national stakeholders, including national government ministers



# Breaking Barriers Innovations (BBI)

BBI has:

- developed a youth engagement model in conjunction with Spark and Young Somerset (VCSE)
- Engaged with education providers, exploring possibilities around expansion of offer re: Health and social care courses
- Engaged with ICS Chief Execs and starting to reach out to senior management teams as part of socialisation
- Identifying funding streams to take this work to the next level
- Engaging with national political figures/national bodies to raise the profile of our work
- We are also sharing learning with other BBI pilot areas



# Key priority areas of work

- **Breaking Barriers Innovations (BBI)**
- Supporting Our Shared Endeavour and Somerset Academy to develop our colleague 'change agents' across the system
- Developing 4 **workforce planning** projects with system colleagues
- Piloting a NHSE/I **national flagship OD Systems Thinking Programme** across health and social care
- Supporting **Primary Care** with apprenticeships, new reimbursable roles, QI
- Implementing a **nursing degree programme** & increasing the number of graduate nursing associates and registered nurses entering the profession in Somerset (supporting 50k target)
- Supporting the growth of **PEPs qualified Practice Educators in Social Work** across SFT and SCC especially with growth in NHS social worker roles & vacancies/aging workforce in local authority social work (talent pipeline)
- Supporting a **social prescribing** project to improve consistency and the offer across Somerset
- **Proud to Care** expansion – raising the profile of health and social care careers
- Supporting the development of a **collaborative NHS Bank** across Somerset for the independent care sector (prep for 2<sup>nd</sup> Covid wave)
- Working with system **Digital** teams, the LEP & SCC on increasing the workforce digital skills in relation to health and social care
- NHSE/I **whole system health & wellbeing funding**, for all health and social care staff in Somerset



# Supporting young people of working age in Somerset

- Using Proud to Care as the 'brand' for health and social care careers: promotional films have been made. Digital advertising has started using social media to increase awareness and promotion of jobs (linking up with DWP)
- Kickstart and Apprenticeship incentives – SCC public sector lead organisation
- Mapping careers pathways to create 'no wrong door' into urgent workforce shortage professions - careers pathways being tested with young people Autumn 2020
- Engagement model co-developed with young people – via Spark and Young Somerset
- Joint working with Economy teams, DWP etc – where businesses are closing (e.g. Oscar Mayer in Chard)
- Employability programme with virtual mentoring from system coaches
- Consistent system approaches to & offer for work experience



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# **Somerset JSNA 2020: Climate Change and Health**

Pip Tucker, Public Health Specialist,  
Somerset County Council

# • **Impacts**

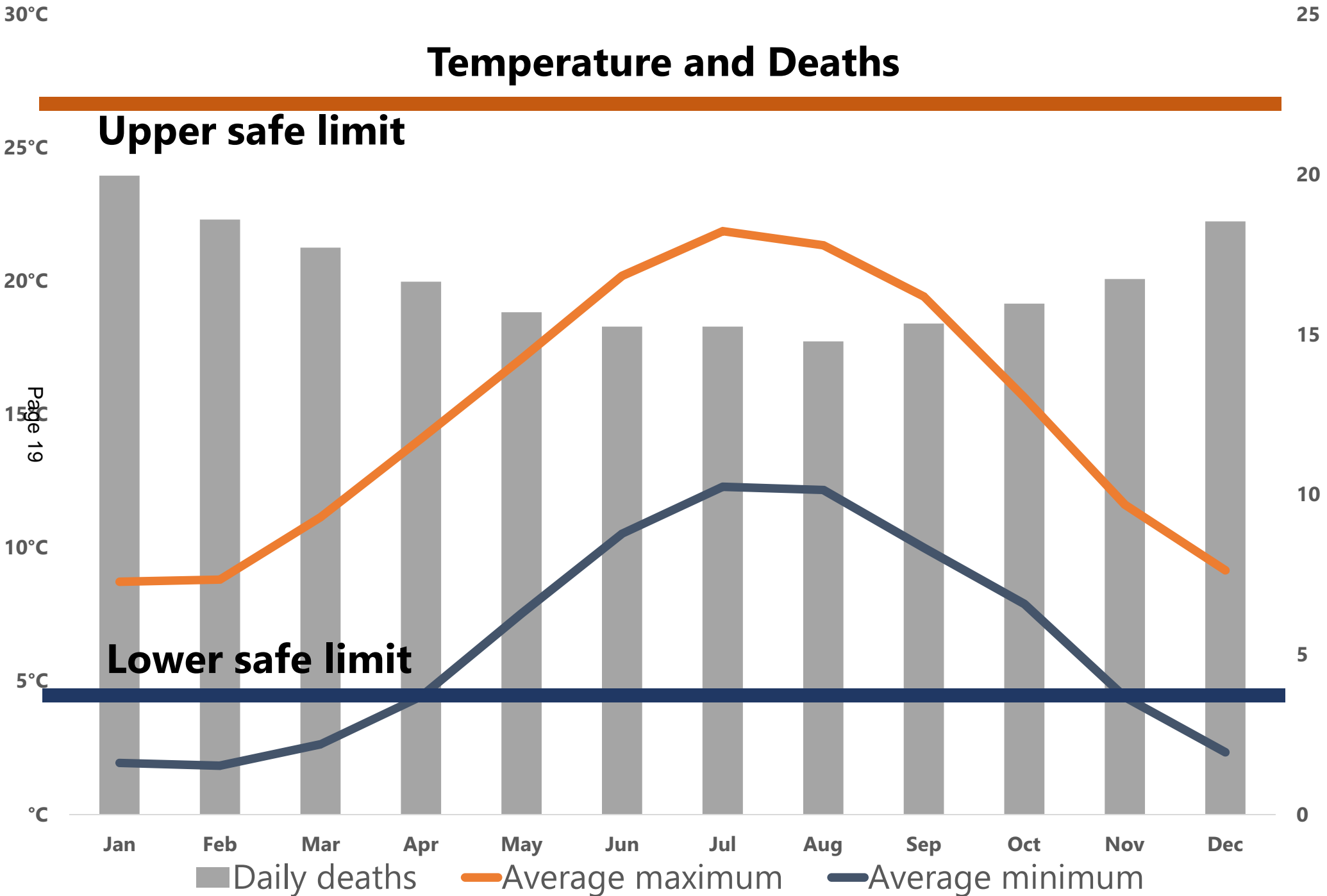
- High temperatures
- Flooding

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# • **Mitigation**

- housing

# Temperature and Deaths

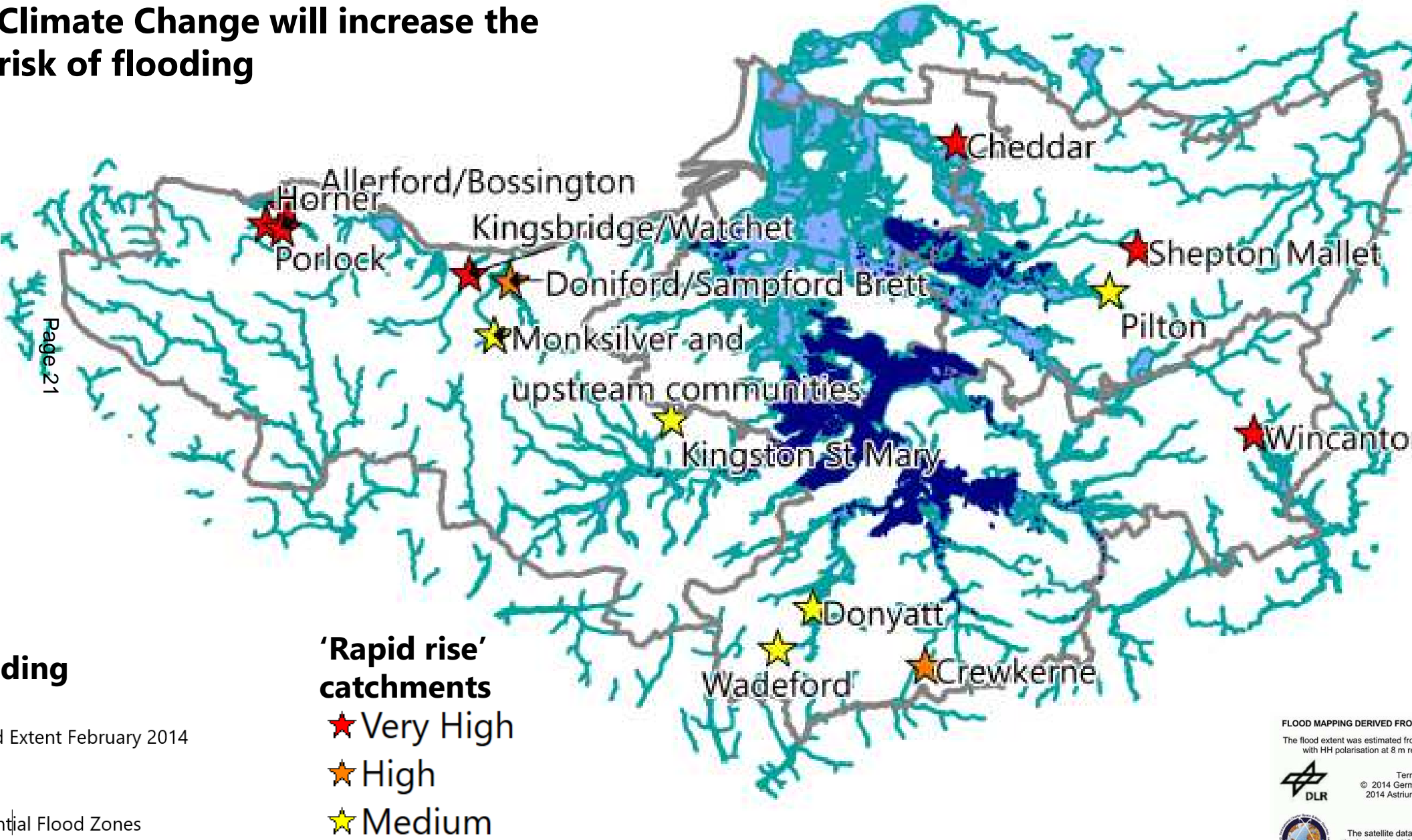


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# Depression, anxiety and PTSD



# Climate Change will increase the risk of flooding



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Extent February 2014

ntial Flood Zones

- 'Rapid rise' catchments**
- ★ Very High
  - ★ High
  - ★ Medium

Existing  
back and  
new  
build

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Poverty  
Heating  
Physical inactivity  
risk  
ion



Housing

# • **Impacts**

- Flash flooding is probably the most significant.

# • **Mitigation**

- There are significant overlaps between climate mitigations and public health.

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