

## Somerset Workforce Summary, June 2020

### References:

Somerset Health and Social Care Workforce Strategy, Alison Alsbury, August 2018 (social care workforce data updated by Somerset County Council, June 2020)

Somerset Workforce Update presentation to the Health and Wellbeing Board, January 2020

Somerset Playbook Final Report & Action Plan, Breaking Barriers Innovations, May 2020

Somerset STP Apprenticeships State of Play, June 2020

Nurse Resourcing Deep Dive report, June 2019

Somerset Intelligence Network (SINe), English Indices of Multiple Deprivation, 2019

Demographic Profile of Staff in the South West, HEE, April 2020

### Key points:

- 1. Overall:** 16.3% of Somerset's jobs are in health and social care (compared to 12.8% nationally) representing £906m of Somerset's Gross Value Added to the economy
- 2. Ageing population:** Somerset has a below average population of 20 -39 age groups compared to the southwest and England; the number of those aged over 65, living alone and with a long term health problem or disability is projected to significantly increase over the next 15 years
- 3. Youth net flow out of Somerset:** there is a net flow of 18 – 20 year olds out of Somerset with West Somerset worst performing against the Social Mobility Index (2017 data) \* Rural West Somerset also has the highest proportion of deprived neighbourhoods
- 4. 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
- 5. 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  
The community and mental health service workforce, part of SFT (ex- Somerset Partnership) has the highest % (32) of over 55 years across all NHS Trusts in the southwest
  - 54% of practice nurses in Primary Care are over the age of 50 years
  - 36% of GPs in Primary Care are over the age of 50 years
  - 28% of the 'medical and dental' staff group are over the age of 50
  - 33% of the registered nursing workforce is over the age of 50 years
  - 36% of all non-medical staff are over the age of 50 years
  - 31% of adult social workers are 45 – 54 years (19% are 55 years+)
  - 20 % of children social workers are 45 -54 (11% are 55 years +)
- 6. 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

- 39.3% in direct care
- 32% of registered nurses and 27% of care workers in social care – compared to 12 - 14% average for nursing in SFT for example

General nursing in acute has been largely stabilised due to the overseas nursing recruitment activity at YDH and SFT

7. **Equality & Diversity:**

- 10% of regional NHS workforce is BAME
- Somerset's NHS BME workforce is 10.7% compared to a BME population figure of 2% This high figure is most likely (although would have to be explored further) driven by the overseas nursing campaigns carried out by both SFT and YDH (Asian/Asian British is the highest ethnic group within the BME categories)

8. **Workforce supply shortages:**

- GPs
- Qualified social workers (including AMHPs)
- Adult, LD, neonatal and mental health nursing
- Radiography
- Radiology
- Psychiatry in older people's mental health services in particular
- Paramedic roles

National NHS led programmes – such as Bring Back Staff and returner schemes have supported filling vacancies in some key areas such as consultancy roles in medical and dental which is showing the lowest vacancy rate for some time. However, whether this is sustained post-Covid will need to be evaluated

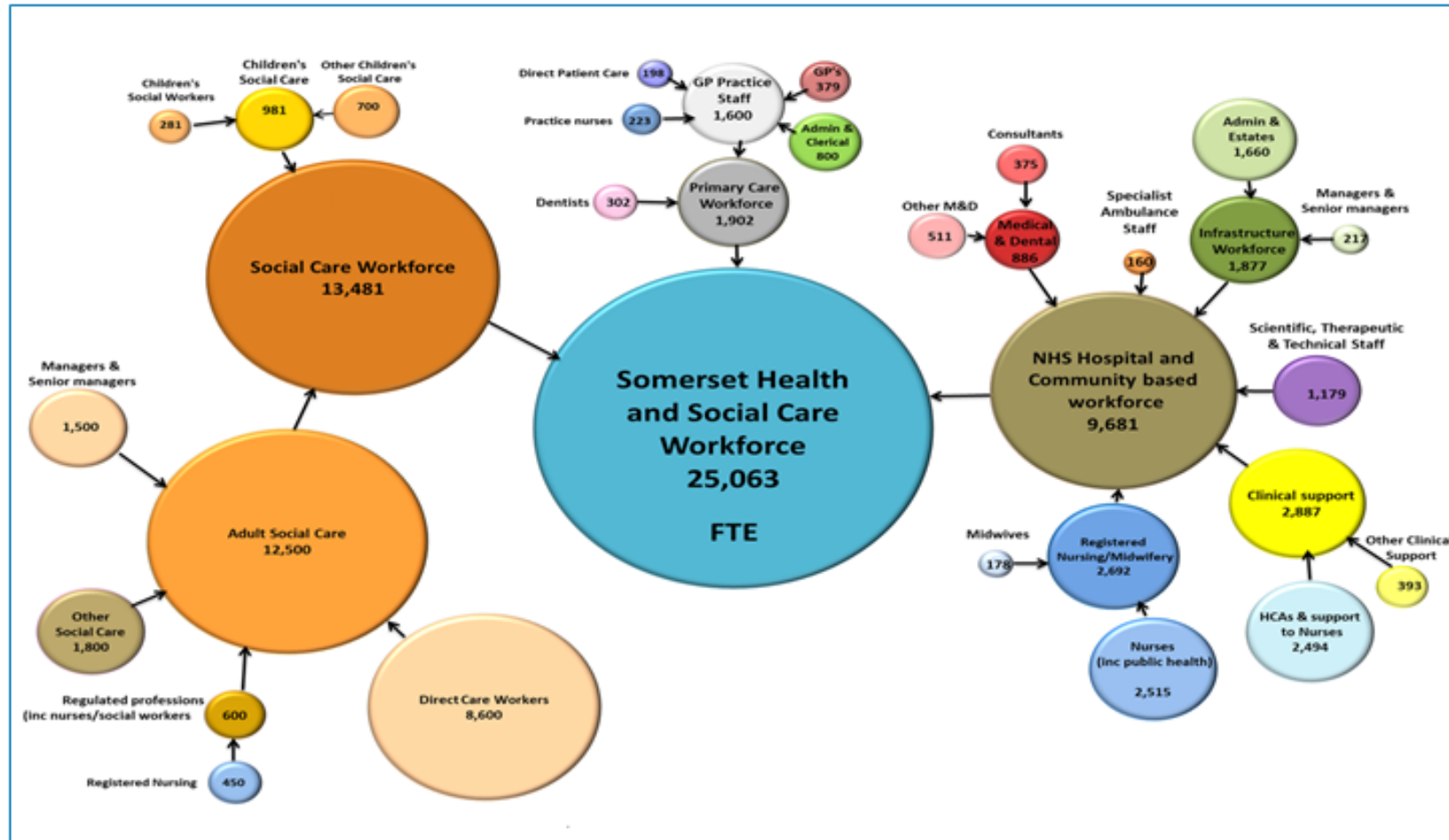
9. **Apprenticeships:** 1100 apprentices have started since 2017, currently 791 learners on an apprenticeship programme. Particular successes have been delivery for Occupational Therapy (SCC/SFT and YDH), Social Work (SCC and SFT), Nursing Associates, Assistant Practitioners (YDH, SCC), Advanced Clinical Practice (YDH/SFT)
10. **Rurality:** Transport and access to facilities, services, employment, and housing is a particular issue for rural areas in Somerset with its geography and poor public transport links

**Recommendations/next steps**

1. **Commission further workforce planning work, clearly scoped according to system need:** The 2018 system workforce planning exercise was carried out at a time when new clinical models of care, care/patient pathways were first being developed; there was simply not enough information to inform the system of the types & numbers of roles that would be needed (and the impact on learning pathways and curriculum development). Any further work needs to be based on a '**whole-system**', **place-based approach** with a focus on the types of skills and competencies we would need for different roles in the system to create agility and movement and resilience

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# Current health and care workforce



Presentation to the Health and Wellbeing Board, January 2020