

The Sheffield ACP Workforce Strategy
Sheffield Accountable Care Partnership (ACP) Board

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1. Purpose	
This paper presents the ACP’s Workforce Strategy to the Board for approval.	
2. Introduction / Background	
<p><u>Drivers</u></p> <p>This Workforce Strategy has been developed over the past 12 months through the involvement of staff from all ACP partners and members of the public. There have been a number of drivers of this work, including:</p> <ul style="list-style-type: none"> - The CQC Local System Review on Older People’s Care - The NHS Long Term Plan and Interim People Plan, and - Recognition by ACP workstreams that enabling workforce transformation will be a critical determinant of the success of their own transformation plans. <p>At its June 2019 meeting, the ACP Board stated that workforce is its greatest priority, reinforcing the views of the various workstreams.</p> <p><u>ACP Focus</u></p> <p>Unpacking the workforce challenge in health and social care is challenging and incredibly complex. Multiple players operate at national, regional and ICS level, with whom we need to connect to ensure that Sheffield needs are adequately represented and accounted for, while not duplicating this work – ensuring that our limited resource is focused on workforce priorities that are not being addressed elsewhere. Section One of this strategy outlines the core work being undertaken by other organisations / bodies, and Section Two identifies the key objectives that we will action</p>	

across the ACP.

Strategy Development

This strategy was available for consultation across the ACP from 25th July to 6th September 2019. This was circulated widely for feedback to individuals and groups, including:

- those involved in workshops to develop the strategy
- members of partner executive or workforce-specific groups / committees
- staff-side union representatives
- the LMC
- members of ACP workstreams
- the ICS workforce hub

A large amount of feedback has been received, which was all constructive, overwhelmingly positive and in support of the strategy. Much of the feedback has been integrated within this revised document.

Next Steps

A detailed implementation plan needs to be developed and actioned, which will be driven by the Workforce and OD Transformation Group. As this will take some time to complete, a number of priorities have been identified within this strategy for immediate action – work on some of these has already begun.

3. Is your report for Approval / Consideration / Noting

Approval

4. Recommendations / Action Required by Accountable Care Partnership

To approve the Sheffield ACP Workforce Strategy.

5. Other Headings

N/A

6. Are there any Resource Implications (including Financial, Staffing etc)?

We have secured £60,000 from HEE to pay for system-wide development. Any further investment requirements will be built into the detailed implementation plans and brought to ACP's EDG in the first instance as part of the next phase of this work. We will also continue to seek opportunities to secure other external funding sources.