



Updates from the Cheshire and Mersey LWAB meeting and the Social Partnership Forum - September 2018

LWAB:

The meeting was not quorate and accordingly any recommendations will need to be ratified by all members before decisions can be finalised.

The Board received presentations on the following subjects:

HEE Pharmacy Workforce update

Professor Chris Cutts, Pharmacy Dean, Health Education England (North), updated the group on the current issues impacting on the pharmacy workforce. The Pharmacy workforce is the 3rd largest professional group in the NHS with over 12,700 Pharmacists, 6,700 Pharmacy technicians and over 20,000 non-registered staff, including pharmacy assistants and medicine counter assistants. There is however, far less well defined formal post registration training compared to medicine. The challenges include developing the pharmacy educational structures, improving the supply of the clinical pharmacy workforce, transforming the career structures, improving workplace education and experience and reducing the amount of time transformation and educational innovation takes. It was agreed that collectively we need to raise the profile of the pharmacy workforce and work with the Dean to address the issues for Cheshire and Merseyside and that Pharmacy representatives need to be involved in the development of the Clinical Academy.

The presentation can be found on the Health and Care Partnership website.

HEE Nursing workforce update

Ray Walker, Chief Nurse, Health Education England updated the group on the national and regional position regarding the nursing and midwifery workforce. A key challenge in Cheshire and Merseyside is the low numbers of Trainee Nurse Associates and Trusts will be receiving communication encouraging them to increase the number of trainees. Feedback from the first cohorts has been exceptionally positive. Discussion took place on the development of apprenticeship programmes, development of non degree routes into health and social care and the need to support trainees during and post training. Cultural issues also played an important part in a trainees experience and future career choices. The presentation can be found on the Health and Care Partnership website.

Securing the involvement of the informal carer workforce

The LWAB received a detailed presentation by Warren Escadale,, Chief Executive of Voluntary Sector North West, on the project that has been undertaken on the contribution of informal carers to the healthcare system in Cheshire and Merseyside, understanding their needs and support requirements, identifying the gaps in effective long term support for carers and how we can develop effective support for the informal carers employed by health and social care organisations.

It was acknowledged that the reason for highest level of sickness across health organisations is stress and anxiety and the majority of this is attributed to personal issues (debt and carer responsibilities) and many staff struggles to balance their carer responsibilities whilst working in a challenging environment. Members of the group shared examples of situations where staff were not permitted to take mobile phones into the work environment for safety/ security reasons and yet if they were a carer this could cause them (and the person they were caring for) considerable stress. It was acknowledged that this was a key area for us to address in Cheshire and Merseyside and therefore it was agreed that we would organise a dedicated workshop to develop our approach on carers in the workplace. Invitations will be sent out over the next few weeks. The presentation can be found on the Health and Care Partnership website.

Funding applications

The group reviewed a number of applications for funding which will now be considered by the whole membership and the outcomes will be published during October.

Social Partnership Forum – Cheshire and Merseyside

The second meeting of this group was held on the 14th September with excellent representation from all of the recognised Trade Unions. The group received the following presentations:

St Helens Cares – an integrated health and care system

Mike Roscoe, Assistant Director of Operations for St Helens (North West Boroughs Healthcare NHS Foundation Trust) gave an informative presentation on the development of the integrated services across St Helens. He described improved relationships between providers, including primary care teams, geographical alignment of teams to GP's and improved communication across the system. The relationship with the voluntary sector was developing.

The Borough has been divided into distinct communities which led to the ambition of developing a sustainable locality staffing model and stronger partnership working. They have increased the number of senior nursing posts and evaluated patient demand based on the level of activity from each GP practice, unscheduled vs scheduled activity and the complexity of the caseload. The relationship with General practice was crucial and has led to

the development of a multidisciplinary team pilot project, supporting home visits etc. Staff side colleagues expressed their concern about the poorer terms and conditions of service in the voluntary and independent sector and reinforced the need for health to be working at a system level to improve the conditions for this sector. The improved relationships and working in partnership with primary care was felt to be crucial in improving the health and wellbeing of the communities. Staff side requested details of the other place based programmes, as they were concerned that some places were less developed.

The Cheshire and Merseyside workforce

Christine Samosa, Strategic workforce lead for Cheshire and Merseyside gave a presentation on the current workforce issues affecting Cheshire and Merseyside. Staff side colleagues recognised the pressures that an ageing workforce presented and supported the view that we need to develop our approaches to attracting younger people into careers in the NHS.

Concern was expressed about the pressures that staff are working under due to vacancy levels, sickness, increased demand etc. Comment was made about the impact of culture on staff and that Trusts need to understand how this could impact on staff movement as well as morale. Staff side agreed that our focus should be on creating a sustainable supply of staff, managing the movement of staff in a positive way (i.e., through rotational posts) ensuring that staff are appropriately skilled, health and wellbeing of staff, new models of employment and talent management. It was agreed that when the strategy is developed this will be shared with staff side for comment.

HEE update

Liz Thomas provided an update on the national programmes linked to Cancer, Mental Health, the Transforming Care programme and the GP Forward View and described progress in Cheshire and Merseyside on each programme. She shared information on GP trainees and the fact that it was difficult to track through who did not progress through to a career in General Practice. Liz described the work of the Steering group looking at the GPFV. Finally, Liz updated on the work of the LWAB which Staff side found useful and it was agreed that the briefings from this meeting will be shared with staff side.

Future agenda items

The group requested information on the development of the clinical academy, the role of the Liverpool Provider Alliance and the 'place' development in Wirral. There will be an update on integrated systems at the November meeting by Dave Sweeney.