

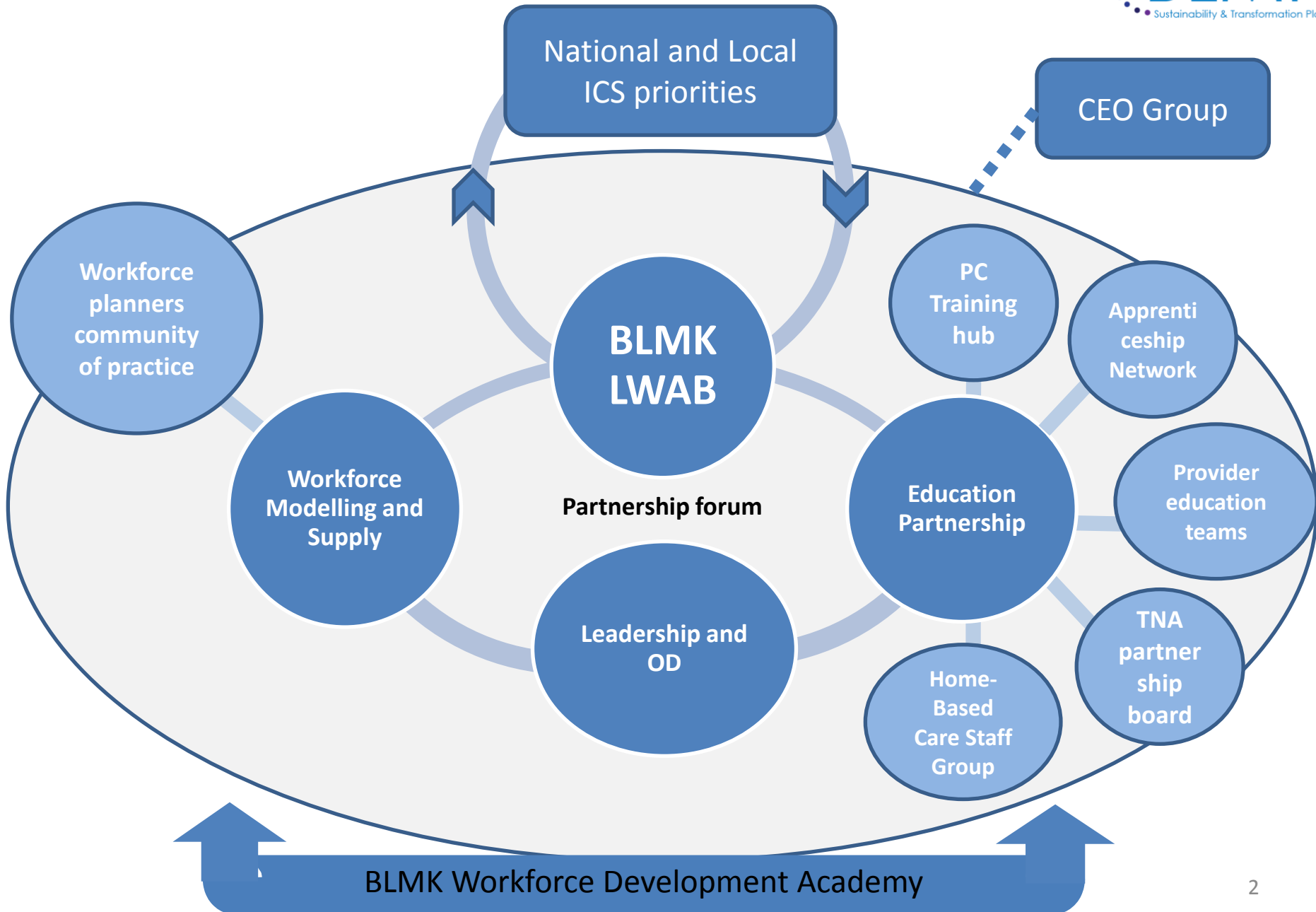
BLMK LWAB

Governance and Operating Model

BLMK: A Great Place to Work, Learn and Live



BLMK LWAB operating model



BLMK LWAB

Leadership
and OD

Education
Partnership

Workforce
Modelling
and Supply

Providing an STP approach to leadership and organisational development to promote greater integration and continuity in practice across teams

Oversee integrated workforce training and development with a focus on maximising financial and physical resources and opportunities for multi sector and profession learning

Articulates the profile and status of the workforce, challenges & future design. Coordinates whole system collaboration to improve attraction (including youth engagement), supply and recruitment

Leadership and OD

Education Partnership

Workforce Modelling and Supply

Developing our Workforce & Systems

- BLMK wide talent mapping and pipelines
- BLMK Staff Health & Wellbeing Programme
- BLMK ACS development masterclasses
- Quality Improvement and Change skills development
- IT and Digitally fluent workforce
- Living our Leadership Charter
- Collaborative systems leadership development
- High quality care culture
- 'Stepping into My Shoes' Interchange Offer
- Staff across health & care co-design change

Grow Our own

- Shared education and training portal
- Pooled CPD programmes & resources
- Central commissioning hub
- Review existing programmes and curriculum
- Multi-professional pre/ post reg training

A great place to work and learn

- Standard approach for 'Get Into Employment' & 'Talent for Care' Career paths for common roles
- Access to learning and development

Adaptable Skills; Flexible Approach

- Joint Health & Care apprenticeships
- Achieve National Apprenticeship targets
- Rotational / portfolio Development Posts
- Expansion of Support worker roles
- Expansion of Advanced Roles
- Top of licence skills development

Grow Our own

- Model future demand and supply forecasts

A great place to work and learn

- Reward packages for staff with access local discounts
- Spread best employment Practices
- PR recruitment campaigns
- Recognition & Reward Schemes
- Consistent 'employment guarantee'
- Non-competitive recruitment & retention premiums
- BLMK Streamlining Programme
- Shared back office functions; proposals for OH, Mandatory Training & Payroll

Adaptable Skills; Flexible Approach

- Enhance workforce design and modelling approaches
- Working alongside HEI to target supply into workforce gaps
- Collaborate to reduce agency staff spend

Education Partnership

- sub group of BLMK LWAB

Membership

- SRO Liz Lees
- Education and training experts from health and social care providers

Objectives

- Identify common education and training priorities
- Maximising the use of financial and physical resources (incl. Apprenticeship, CPD)
- Identifying opportunities for multi-sector and professional learning

Education
quality
(Assurance)

Strategic
planning of
education
and training
across BLMK
(Decision)

Commissioning
shared/ common
training and
education
(Action)

Governance

- Receiving direction from and reporting to LWAB
- Identifying and developing joint initiatives considered by LWAB to support workforce development
- Dependencies with Leadership & OD and Workforce Modelling & Supply Projects

Supporting Task & Finish / network groups

PC
Training
Hub

TNA
partner
ship board

Provider
Education
Teams

Apprentice
ship
Network

Home-
Based Care
Staff Group

Current Activities of the Education Partnership Sub Group

- Reviewing provider education investment plans, exploring opportunities for collaboration around CPD training
- Exploring options for establishing a centralised reporting mechanism of health organisations spend on training
- Initial scoping of organisational levy spend to understand utilisation and opportunities at a system level
- Seeking to set up rotational Apprenticeship Pilot across the system in partnership with local authorities

Workforce Modelling and Supply

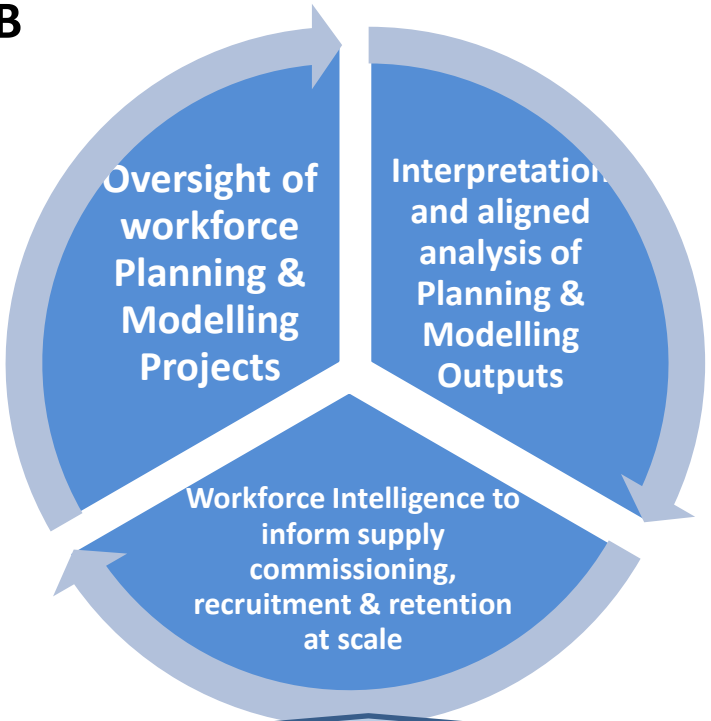
- sub group of BLMK LWAB

Membership

- SRO Danielle Petch
- Workforce Analysts and Planners from health and social care providers

Governance

- Receiving direction from and reporting to LWAB
- Dependencies with Leadership & OD and Education Partnership



Objectives

- To create a Community in Practice of Workforce Planners and Analysts within BLMK that will support a system of health and social care workforce data collection and analysis ensuring accurate, current baselines and aligned workforce modelling

Supporting Task & Finish / network groups

FYFV Workforce Plans

Modelling Projects

National Planning Submissions

Current Activities of the Workforce Modelling and Supply Sub Group

- Establishing of a Community of Practice for workforce planning, bringing together provider workforce planners
- Developing a single workforce data report to give a system and provider view (supported by Arden and Gem CSU)
- Support the Primary Care Network workforce modelling project
- Supporting the Cancer workforce modelling project (supported by GE Healthcare via Cancer Alliance)
- Completed PCN Integrated health and social care MDT Strategic Workforce Modelling

Leadership and OD

- sub group of BLMK LWAB

Membership

- SRO: Anita Pisani
- Leadership & OD leads in all BLMK partner organisations

Governance

- Receiving direction from and reporting to LWAB
- Dependencies with Workforce modelling and Supply and Education Partnership

Developing systems leadership

Creating a Culture of Collaboration and integration

Supporting transformational systems change and building for success

Objectives

- Design and delivery of the BLMK Leadership & OD Plan
- Embedding our Leadership Charter as lived experience
- Building trust, connections and relationships to support integration
- Developing improvement skills for change

Supporting Task & Finish / network groups

BLMK System Leadership Programme Board

Regional Talent Board

Regional Talent Management Community in Practice

Regional Leadership Academy

Current Activities of the Leadership and OD Sub Group

- Development and commencement of system leadership development programme, Leading Beyond Boundaries
- Embedding the Leadership Charter at a system level
- Administration and roll out of the Stepping into My Shoes programme
- Participation with Herts and West Essex STP in the Aspiring Directors Development Scheme (ADDS)
- Co-ordinating on behalf of the system a programme of Leadership Masterclasses
- Supporting OD of placed-based transformation boards and Leadership Laboratories for Transformation Programmes