



Workforce Bitesize

Jan 2020



LWAB

In Oct 2019 we held a BLMK wide workforce event to review our workforce strategy, first developed in 2017, against the needs outlined within the Long Term Plan, Interim People's Plan and our evolving clinical/model of care programmes. This was well attended by our partner organisations with clinical, operational and HR representation and supported by wider partners such as education providers, LMC and Healthwatch. A lively and interactive session resulted in confirmation that our priority areas for; A great place to work and learn, Grow Our Own, Adaptable Skills; Flexible Approach and Developing people and organisations remained key to our future work, however, greater ambition and scope were identified. This included examples such as rolling out the Milton Keynes Nurse Cadet scheme, and building more rotational/portfolio roles shared across our organisations. Placed-based sessions are now being held in January in Luton and planned for March in Milton Keynes.

Workforce Modelling & Supply

- The collation of workforce baselines for all health and social care partner organisations is anticipated to be complete by end of February 2020. An on-going reporting suite to monitor trends and system metrics is in development. The example reports shared at our Oct 19 workforce event received positive feedback.
- Our Cancer programme has completed a workforce plan and Learning Disability programme is finalising its workforce plan.

Education Partnership

- The Nurse Cadet Scheme and Health Academy approach have been identified as priority initiatives to roll out across BLMK in support of increasing Nurse Supply and addressing nursing shortages
- A system strategy for Advanced Care Practitioner roles will be developed
- The Primary Care training Hub have commissioned Practice Nurse & HCA Training Programmes (172 training places) 11 Paramedics & 6 Clinical Pharmacists funded for independent prescribing programmes.

Leadership & OD

- The Leading Beyond Boundaries BLMK systems leadership Programme (in partnership with Frimley 2020) has commenced. Participants from across Primary Care, Community, Mental Health, Hospital, Social Care, fire and police are undertaking systems leadership development together and initiating local change challenges.
- Successful Nov 19 QI Masterclass
- The Mary Seacole Local and Stepping Up leadership offers have been prioritised for BLMK delivery in 2020.