

Reporting to:	Trust Board, 3 December 2015
Title	Talent for Care Strategy
Sponsoring Director	Victoria Maher, Workforce Director
Author(s)	Paula Dabbs, Head of OD and Transformation
Previously considered by	Workforce Committee, 14 th August 2015
Executive Summary	<p>Talent for Care is a nationally agreed framework led by Health Education England to create a support workforce that is strong, capable and proud - able to do their best with technology, able to adapt to change and able to deliver some of the best healthcare in the world.</p> <p>This paper describes the key areas of action within Talent for Care and how our current work within the People strategy aligns. The Workforce Committee have discussed this framework at length and believe that the Board should be fully supportive of the pledges.</p> <p>The Board are asked to commit to signing the Partnership pledge to demonstrate our continued commitment to support the development of our support workforce and acknowledge the contribution of our entire workforce across a diverse number of support roles.</p>
Strategic Priorities	
1. Quality and Safety	<input checked="" type="checkbox"/> Reduce harm, deliver best clinical outcomes and improve patient experience. <input type="checkbox"/> Address the existing capacity shortfall and process issues to consistently deliver national healthcare standards <input type="checkbox"/> Develop a clinical strategy that ensures the safety and short term sustainability of our clinical services pending the outcome of the Future Fit Programme <input type="checkbox"/> To undertake a review of all current services at specialty level to inform future service and business decisions <input type="checkbox"/> Develop a sustainable long term clinical services strategy for the Trust to deliver our vision of future healthcare services through our Future Fit Programme
2. People	<input checked="" type="checkbox"/> Through our People Strategy develop, support and engage with our workforce to make our organisation a great place to work
3. Innovation	<input checked="" type="checkbox"/> Support service transformation and increased productivity through technology and continuous improvement strategies
4. Community and Partnership	<input type="checkbox"/> Develop the principle of 'agency' in our community to support a prevention agenda and improve the health and well-being of the population <input type="checkbox"/> Embed a customer focussed approach and improve relationships through our stakeholder engagement strategies
5. Financial Strength: Sustainable Future	<input type="checkbox"/> Develop a transition plan that ensures financial sustainability and addresses liquidity issues pending the outcome of the Future Fit Programme
Board Assurance Framework (BAF) Risks	<input checked="" type="checkbox"/> If we do not deliver safe care then patients may suffer avoidable harm and poor clinical outcomes and experience <input type="checkbox"/> If the local health and social care economy does not reduce the Fit To Transfer (FTT) waiting list from its current unacceptable levels then patients may suffer serious harm <input type="checkbox"/> Risk to sustainability of clinical services due to potential shortages of key clinical staff <input type="checkbox"/> If we do not achieve safe and efficient patient flow and improve our processes and capacity and demand planning then we will fail the national quality and performance standards <input checked="" type="checkbox"/> If we do not get good levels of staff engagement to get a culture of continuous improvement then staff morale and patient outcomes may not improve <input type="checkbox"/> If we do not have a clear clinical service vision then we may not deliver the best services to patients

	<input type="checkbox"/> If we are unable to resolve our structural imbalance in the Trust's Income & Expenditure position then we will not be able to fulfil our financial duties and address the modernisation of our ageing estate and equipment
Care Quality Commission (CQC) Domains	<input type="checkbox"/> Safe <input type="checkbox"/> Effective <input type="checkbox"/> Caring <input type="checkbox"/> Responsive <input type="checkbox"/> Well led
<input type="checkbox"/> Receive <input type="checkbox"/> Review <input type="checkbox"/> Note <input checked="" type="checkbox"/> Approve	Recommendation The Board are asked to APPROVE the signing of the Talent for Care Partnership Pledge which publically demonstrates our continued commitment to developing a high quality local support workforce.

The National Talent for Care Strategy and the Partnership Pledge

Introduction

Research from Health Education England (HEE) suggests that, although support workers have a huge impact on patient care, less than 5% of the money available for training is spent on developing support staff.

Talent for Care is a nationally agreed framework led by HEE to change this and create a support workforce that is strong, capable and proud - able to do their best with technology, able to adapt to change and able to deliver some of the best healthcare in the world.

This brief paper asks the Board to publically commit to signing the Partnership pledge to demonstrate our continued commitment to support the development of our support workforce and acknowledge the contribution of our entire workforce across a diverse number of support roles.

The Workforce Committee have considered this fully and believe the pledge closely aligns to the rust People Strategy. The Committee support signing up to this.

The Talent for Care strategy

At the heart of *Talent for care* are ten strategic intentions and three main areas of actions that emphasise the importance of attracting young people into the NHS, making best use of apprenticeships, supporting staff to achieve the care certificate, and nurturing talent.

- **Get in** - improving opportunities for people to start their career in a support role.
- **Get on** - supporting people to be the best that they can be in the job they do.
- **Go further** - providing opportunities for career progression, including into the registered professions.

These key actions align with the commitments made within our People strategy, particularly:

Plan and develop a talented and flexible workforce to meet the changing needs of our communities and services.

- *Strategic workforce plan that delivers a future model of care*
- *Transformation model to deliver new roles and ways of working*
- *Ensure an adaptive workforce to meet our changing needs*
- *Supporting our local communities through opportunities to begin NHS careers*
- *Knowledge services that support diverse learning by being evidence based.*

As an Organisation we have previously submitted to our Local Education and Training Board (LETB) a baseline assessment of our current delivery against the ten strategic intentions. In addition we have identified agreed actions, timelines and measures of success. This submission was received positively

and recognised all our work to date within this agenda. Where required we continue to work collectively with local providers to influence the regional agenda.

What is the Partnership Pledge?

Partnership working between Local Education and Training Boards, employers and trade unions is an essential component of the Talent for Care and Widening Participation strategic frameworks. All parties have a direct interest in developing the healthcare support workforce and recognise that, by working in partnership, they can deliver real opportunities for staff working in a support role.

Sir Keith Pearson, Chairman of HEE, invites leaders to demonstrate their commitment to delivering the strategic intentions within Talent for Care and Widening Participation by signing the Partnership Pledge. *Appendix1*

Recommendation

Talent for Care and the partnership pledge have been presented and discussed through Workforce Committee. The purpose of this paper is to recommend that the Board approves the organisation to formally demonstrate its commitment to supporting the development of our support workforce.

The Board are asked to support sign the Partnership pledge.

Further information may be found at:

hee.nhs.uk/work-programmes/talent-for-care or alternatively from Paula.dabbs@sath.nhs.uk

THE PARTNERSHIP PLEDGE

Shrewsbury and Telford Hospitals NHS Trust

The Shrewsbury and Telford Hospitals NHS Trust values its healthcare support staff who are critical in ensuring the high quality care of patients and delivery of services. We are committed to recruiting and developing our support workforce giving them new skills and competencies that will equip them for the future and provide real opportunities for those who wish to progress. We support the national strategic framework Talent for Care and will work in partnership to deliver its key strategic intentions.

Signed

Date

Signed

Date

Chair of Board/Chief Executive

Chair of Staff Side