

NW
Workforce
Strategy
23-24

Core
Priorities



Risks

Development of the Strategy

**First Meeting of
Workforce Matters
Group Nov 22**



**Workforce Matters
Strategy Workshop
Feb 23**



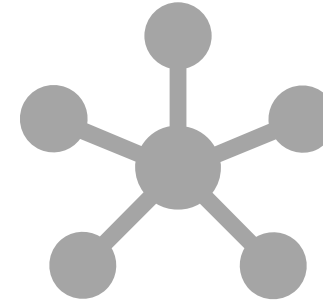
**Presentation to SLT
and submission to
OHID March 23**

What has informed the Strategy?



Workforce Priorities identified by system partners at the Workforce Matters Workshop including DPHs with links to ADPH, HEE, ICBs and LA workforce leads.

Draft Vision: A workforce that recognises itself and its strengths, that is resilient and well prepared to transcend team and organisational boundaries to create a health promoting region



The four core OHID Places and Regions priorities,
(Next Slide)

Setting the strategic direction for the public health workforce:

- Champion cross-cutting national and regional activity to make the case for investment in the public health workforce. Input into national and regional guidance and implementation plans e.g. NHS Long Term Workforce Plan and national/regional NHSE and HEE programmes

Workforce intelligence for supply and demand:

- Increase completion of the HEE specialist , practitioner data collection survey and NW TNA
- Provide regional perspective and intelligence of public health workforce and system challenges, including public health commissioned services

Assurance, audit and professional standards:

- Raise the profile and establish opportunities to implement public health apprenticeships through leading or contributing to regional public health apprenticeship networks and employer engagement

Developing capacity and capability:

- Support the development, succession planning and talent management of a high-quality specialist and practitioner public health workforce e.g.
 - i. Formalised support to those pursuing specialist registration by portfolio assessment with UKPHR
 - ii. Support public health practitioner registration by staff training as assessors and verifiers and encouraging own staff to register
 - iii. secure regional resource to increase public health skills and knowledge to improve population health across health and care system e.g., ICBs/ICS and coordinate public health CPD activities
 - iv. Developing career pathways for new entrants to PH – 17 -19



OHID Core
Priorities

Summary of NW priorities 23/24

Feedback on HEE Workforce Data Survey Report to incorporate NW perspective

Increase data collection survey completion

Conduct NW Training Needs Analysis

Investigating data held by E-Learning for health

Drive forward employer engagement with the L6 PH Apprenticeship in conjunction with HEE with a view to supporting establishing 4th cohort of NW students **Development of UKPHR Specialist Support Group**

Support and development of the NW UKPHR Practitioner Registration Scheme

Identify and share CPD opportunities across the NW region

Deliver PH Taster Sessions

Create career pathways to generate new recruitment

Sharing learning from C&M workforce wellbeing project

Talent management for aspiring DPHs

Supporting new DPHs

Workforce intelligence for supply and demand:

- Increase completion of the HEE specialist , practitioner data collection survey and NW TNA
- Provide regional perspective and intelligence of public health workforce and system challenges, including public health commissioned services

| Sub-Objectives | Lead or Support | Action | Commencing | Metrics |
|--|-----------------|--|------------|--|
| Feedback on HEE Workforce Data Survey Report to incorporate NW perspective | Lead | Liaise with system partners to enable feedback to HEE | March 23 | NW perspective available for next survey report |
| Increase data collection survey completion | Lead | Liaise with LAs to encourage completion of data survey and identify how to overcome barriers to completion | March 23 | Survey completion rate of 90% achieved |
| Conduct NW Training Needs Analysis | Support HEE | Ensure collaboration with system partners for cross-cutting data requirements | April 23 | Top three priorities established and prioritised |
| | | | | |
| Investigating data held by E-Learning for health | Support HEE | Liaise with HEE and E-Learning for Health to enhance understanding of data | July 23 | Data accessed and clarification of users established |

Assurance, audit and professional standards:

- Raise the profile and establish opportunities to implement public health apprenticeships through leading or contributing to regional public health apprenticeship networks and employer engagement

| | Sub-Objectives | Lead or Support | Action | Commencing | Metrics |
|--|---|-----------------|---|------------|---|
| | Drive forward employer engagement with the L6 PH Apprenticeship in conjunction with HEE with a view to supporting establishing 4th cohort of NW students. | Lead | Deliver Apprenticeship webinar to local employers to promote engagement | April 23 | Webinar delivered with NW employers engaged |
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Developing capacity and capability:

- Support the development, succession planning and talent management of a high-quality specialist and practitioner public health workforce e.g.
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| | Sub-Objectives | Lead or Support | Action | Commencing | Metrics |
|--|--|-----------------|---|--------------|--|
| | Development of UKPHR Specialist Support Group | Lead | Identify opportunities for CPD and future funding | March 2023 | Future funding secured |
| | Support and development of the NW UKPHR Practitioner Registration Scheme | Support | Being an OHID lead for the scheme through the NW Practitioner steering group Effectively working in partnership with the scheme co-Ordinator to develop and improve the programme and recruit assessors and verifiers | March 2023 | Increase numbers of assessors and verifiers |
| | Identify and share CPD opportunities across the NW region | Support | Liasing with HEE and regional academies to share CPD opportunities sub-regional and pan-regionally as required | May 2023 | CPD opportunities shared on a regular basis |
| | Deliver PH Taster Sessions | Lead | Continue to deliver twice yearly PH Taster Sessions for Specialists and develop a Taster Session for wider entry | May 2023 | Two Taster sessions delivered in 2023 |
| | Create career pathways to generate new recruitment | Lead | Promote career pathways in to PH that are relevant to schools and colleges | July 2023 | Foundations laid to continue this workstream |
| | Sharing learning from C&M workforce wellbeing project | Support | Liaise with project lead to facilitate sharing learning across region | September 23 | Learning shared |
| | Talent management | Support | Liaise with DPHs for nominating and developing via an ALS prospective DPHs from across the system | May 23 | Group established by Nov 23 |
| | Supporting new DPHs | Support | Liaise with DPHs for developing support network for those new in DPH posts | June 23 | Network established by Nov 23 |

Enablers

PH NW collaborative as Workforce Matters group governance

Funding

Communications



Risks

Setting the strategic direction for the public health workforce:

- Champion cross-cutting national and regional activity to make the case for investment in the public health workforce. Input into national and regional guidance and implementation plans e.g. NHS Long Term Workforce Plan and national/regional NHSE and HEE programmes

Risks: Diminishing support for the Workforce Matters group over the course of time due to conflicting priorities

Mitigation: Work closely with HEE and C&L CPD lead to ensure future engagement from the group and input in to identified workstreams

Workforce intelligence for supply and demand:

- Increase completion of the HEE specialist , practitioner data collection survey and NW TNA
- Provide regional perspective and intelligence of public health workforce and system challenges, including public health commissioned services

Risk: Low completion rate for data survey

Mitigation: Engage with DPHs to clarify importance of survey and how to overcome challenges to completion

Risk: Low completion rate for TNA

Mitigation: Demonstrate value of completion by sharing actions derived from previous survey data, e.g. System Leadership development

Assurance, audit and professional standards:

- Raise the profile and establish opportunities to implement public health apprenticeships through leading or contributing to regional public health apprenticeship networks and employer engagement

Risk: Low engagement with Apprenticeship

Mitigation: Utilise case studies to share success stories of apprenticeship, ensure system partners are kept aware of developments in this area and understand their role in making the Apprenticeship a successful development route

Developing capacity and capability:

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Risk: Funding not secured for UKPHR Specialist Portfolio support

Mitigation: NW would become one of the minority of regions that has not secured funding for this route and would need to justify why this is the case

Risk: Shortage of Assessors and Verifiers for UKPHR Practitioner Portfolio

Mitigation: Ensure system partners are aware of employer obligation to encourage contribution in this area