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**Cambridgeshire  
Community Services**  
NHS Trust

# Trust-wide Bi-Annual Workforce Review

14<sup>th</sup> November 2018

Angela Hartley – AD for Workforce

Anita Pisani – Deputy CEO/Director of Workforce



# Assurance on Safe Delivery

- Services review quality; workforce; performance and financial indicators on a regular basis
- Internal Peer Review process
- Care Quality Commission Inspections
- External Reviews – Commissioner; Networks; Independent; LSCB's etc
- Clinical prioritisation of caseloads/workloads – internal and externally
- Clear escalation framework for acute children's ward



# Workforce Supply

- Training Health Visitors; School Nurses and District Nurses
- Providing training placements for HEI's across all professional groups
- Nursing Associate – pilot and sept 18 programme in Luton
- Flexible Nursing Degree – February 2019 – Luton
- Apprenticeships (many still to be launched)
- Focus on staff health and wellbeing



# Developing New Roles .....some examples

- Dynamic Health – Rehabilitation Instructors
- Children and Young People’s Services – Emotional Health and Resilience Workers
- Nursing Associate



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# Workforce Retention

- Local Recruitment and Retention Premium
- Continued focus on staff engagement
- Flexible retirements – services supporting retire and return
- Leadership development – current and future leaders
- Promoting flexible working
- Diversity and Inclusion



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# Step Change Actions

- Development of 3-5 years strategic workforce plan for each service area (additional capacity/expertise being appointed)
- Focus on 'people' over process - reduction in sickness absence rates - focus on mental health and wellbeing