

## **Workforce Transformation**

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## **Workforce transformation**

 Innovation, large scale change, improvement, responsive, fit for the future, driven by service need.





## **Workforce Transformation**

- HEE NW
- 3+1 local workforce action boards
- CPWD networks
- Workforce Transformation Team 'offer'
- Sufficient supply
- Upskilling
- New roles
- New ways of working





### **Workforce Transformation North West Whole System Offer – 2016/17**

- Developing supply
- WRaPT workforce planning tool
- · InSight staffing model
- Pre-degree Year of Care
- Enhanced Training Practices
- Return to Practice for GPs
- International recruitment:
  - OSCE Train the Trainer for International Recruits
  - Accelerated registration of overseas qualified nurses
- Population centric workforce model development programme
- Healthcare Volunteer Programme

- · Up-skilling staff
  - Apprentices
  - Mental Health Peer Support Workers
  - Core Foundation Programme for GPNs
  - Assistant Practitioners
  - Advanced Practitioners
  - ED Pharmacists
  - Independent prescribing community pharmacy and optometry
  - Post-graduate certificate for integrated care
  - Ring-fenced Non-Medical Prescribing for General Practice and Mental Health
  - Care home training programme

- New Roles
- Medical Assistants
- General Practice
  Pharmacy
  Technicians
- · Nursing Associates
- · Physician Associates
- Clinical Pharmacists

- New ways of working
  - Core Skills Framework
  - Values based assessment tools e.g. Barratt's organisational culture assessment
  - COM-B team development
  - Person Centred
     Coaching Model
     including
     Asset/Strength based
     training, Care
     Navigation and
     Wellbeing Coaching
  - Holistic Assessment Programme

#### Collaborative Leadership Culture

**Quality Improvement** 

Integrated Working



## **Transformation**

- FYFV
- Mental health task force
- 3+1 STPs
- Quadruple aim (Sikka et al, 2015, bmjqs)
- Patient experience and wellbeing





## **Transformation**

- Patient stories
- https://www.youtube.com/wat ch?v=2E54NTi6Xow





# **Workforce Transformation, team** contacts

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