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Health Education England

HEE support for Transformation Footprints in the South West

Developing people
for health and
healthcare
www.hee.nhs.uk

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Supporting Transformation

National

Local

Leadership, Culture, and Organisational Development

Workforce Transformation

Workforce Information, Planning and Intelligence

Education and Training development

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Supporting Delivery

Workforce

- Effective place-based planning
- Scenario modelling health and social care
- Capacity planning: identifying the workforce gaps across the system and the actions required to mitigate these
- Affordability: developing workforce models

Education

- Skills for transformation
- New Roles – Physician's Associate / Associate Nurse

Leadership

- Local bespoke support

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Baseline Data

- ESR data - Staff in Post;
    - Participation, Gender and Pay Band profiles;
    - Turnover, Retention, Sickness Absence & Average Retirement Age;
- 5 Year Demand Forecast
    - Closes 26 May – aggregate by STP
- Adult Social Care workforce overview report;
    - Estimated size of workforce;
    - Recruitment & Retention, Contract & Employment type, Demographics and Pay;
    - Workforce Forecasts;
- GP/Primary care data by STP
- Private, Voluntary and Independent data – as available

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Planning and Modelling

Frameworks
- 6 steps
- Calderdale
- Population centric

Scenarios / Modelling
- **WRaPT** - Workforce Repository and Planning Tool

- **SWiPe** – Strategic Workforce Integrated Planning & Evaluation modelling

- **ReShape** – Simulation for system behavioural modelling

- Skills for Health – Scenario Application workshops

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Education to Support Transformation

- **Community and Primary Care Workforce Development**
  (University of the West of England and University of Plymouth)

- **Advancing Practice in Acute and Urgent Care Settings**
  (University of the West of England and University of Plymouth)

- **Improving Access to Psychological Therapies**
  (University of Exeter)

- **Non-medical Prescribing for Nurses AHPs and Pharmacists**
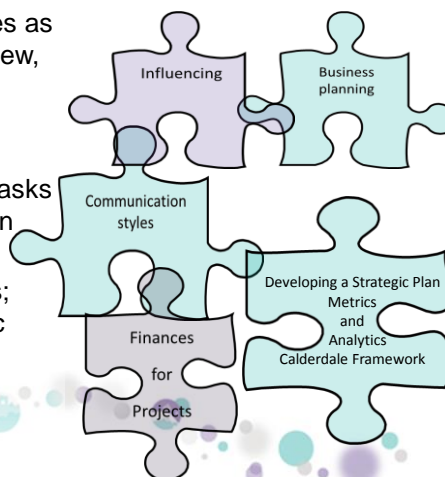 (University of the West of England in partnership with the University of Bath)

Management Skills Foundation Programme

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- consistent with current NHS priorities as outlined in the Five Year Forward View, Rose and Smith Reviews
- modular format, with a mandatory introductory unit and pick-and-mix follow-up sessions with take-away tasks for participants to test themselves on the application of skills learnt
- covering: finances; communications; business and project skills; strategic planning.

New modules being considered:
  - assessing appetite for change
  - embedding culture change

Influencing / Business planning / Communication styles / Developing a Strategic Plan Metrics and Analytics Calderdale Framework / Finances for Projects

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Leadership - Local bespoke support
South West Leadership Academy

Local bespoke support is being developed in partnership with HEE Local Offices and the STP Leaders and builds on work already being provided by both the Academy and its LDP's, using their expertise and established knowledge base to provide this critical support which includes;

- Coaching
- Mentoring
- Facilitation
- Organisational Development Support
- Development of Systems Leadership offers

STP Requirement	How we can support you
(i) local leaders coming together as a team	• System readiness diagnostic • Facilitation of system chief conversations (systems leadership facilitation) • Leadership Live • System training in action • Mindful leadership
(ii) developing a shared vision with the local community	• Development of a place-based local vision- SWLA consulting and facilitation service • Leadership Live • Leading Improvements for Frontline talent (LIFT) • Developing strategic plans for the future workforce
(iii) programming a coherent set of activities to make it happen	• Development of a system OD/Transformation plan • Specific leadership development interventions to embed a change in behaviours or ways of working (Leading Change Champions, Practice Managers Programme, Care Home Managers Programme • Passio - very senior leaders programme, leading business as unusual – in development for system leaders of the future (TBC)
(iv) execution against plan	• Supported by coaching and mentoring and delivery of appropriate programmes of activities (see iii above)
(v) learning and adapting	• Coaching and mentoring • Impact evaluations • Case studies • National Leadership Academy Knowledge Hub • Developing regional evaluation- sustaining best practice