

Health and Care Workforce Strategic Approach

Date: 17th January 2023

Report of: Head of Democratic Services

Report to: Scrutiny Board (Adults, Health and Active Lifestyles)

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

Brief summary

- As the Leeds Health and Social Care system continues to experience an unprecedented demand on all of its services, the Adults, Health and Active Lifestyles Scrutiny Board expressed an interest to consider the challenges relating to the health and care workforce and the strategic approach being taken to address these challenges.
- Under the guidance of the Leeds One Workforce Strategic Board (LOWSB), partners from across Leeds work together to understand and prioritise strategic actions required to strengthen the health and care workforce across Leeds. This work is primarily planned and coordinated through the Leeds Health and Care Academy through collaborative workforce planning and analysis, shared learning and education, and collective workforce projects.
- A briefing paper has therefore been provided to the Scrutiny Board by the Leeds Health and Care Academy, which provides an overview of the overall workforce challenges impacting on health and care service delivery in Leeds, including the impact of Covid, resourcing pressures and how partners are working together to address these as well as addressing the key strategic priority of reducing health inequalities.

Recommendations

Members are requested to consider the content of the appended briefing paper by the Leeds Health and Care Academy.

What is this report about?

1. The Adults, Health and Active Lifestyles Scrutiny Board expressed an interest to consider the challenges relating to the health and care workforce and the strategic approach being taken to address these challenges.
2. Appended to this report is a briefing paper provided by the Leeds Health and Care Academy which covers the following key areas:
 - A summary of the short, medium and long term challenges relating to the health and care workforce;
 - An overview of the strategic approach being taken by the Leeds Health and Care Partnership (LH&CP) to address these challenges;
 - The key role of the Leeds Health and Care Academy (LHCA) in developing plans and programmes on behalf of the LH&CP, interdependencies within the local health and care system and connectivity at ICS and national level;
 - An overview of key work programmes and interventions led by LHCA and by partners to address the challenges and tackle health inequalities;
 - Examples of successful initiatives and areas where more improvement is required; and
 - Actions that need to be taken outside the control of the Leeds Health and Care system in order to achieve our local workforce ambitions.

What impact will this proposal have?

3. The appended briefing paper provides the Scrutiny Board with an overview of the overall workforce challenges impacting on health and care service delivery in Leeds, including the impact of Covid, resourcing pressures and how partners are working together to address these as well as addressing the key strategic priority of reducing health inequalities.

How does this proposal impact the three pillars of the Best City Ambition?

Health and Wellbeing Inclusive Growth Zero Carbon

4. With regard to Health and Wellbeing, the Best City Ambition states that in 2030 Leeds will be a healthy and caring city for everyone: where those who are most likely to experience poverty improve their mental and physical health the fastest, people are living healthy lives for longer, and are supported to thrive from early years to later life. To realise this ambition, there will be a focus on investing to ensure better and more equal access to essential services in health and learning, developed with and accessible for every community across Leeds.
5. Ensuring “a valued, well trained and supported workforce” is also one of the 12 priorities of the Leeds Health and Wellbeing Strategy. Working to increase the diversity of the health and care workforce and harness the economic power of statutory health organisations through providing training and employment opportunities to local communities also contributes to the Leeds Health and Wellbeing Strategy priority “strong economy with quality, local jobs” and to the overall ambition of the Leeds Inclusive Growth Strategy.

What consultation and engagement has taken place?

Wards affected:

Have ward members been consulted? Yes No

6. Under the guidance of the Leeds One Workforce Strategic Board (LOWSB), partners from across Leeds work together to understand and prioritise strategic actions required to strengthen the health and care workforce across Leeds. This work is primarily planned and coordinated through the Leeds Health and Care Academy through collaborative workforce planning and analysis, shared learning and education, and collective workforce projects.
7. Representatives of the Leeds Health and Care Academy, including the Director of Leeds Health and Care Academy and Leeds Strategic Workforce, will be attending today's meeting to present the appended briefing paper and address any further questions from Board Members.

What are the resource implications?

8. Any related resource implications will be reflected as part of the appended briefing paper.

What are the key risks and how are they being managed?

9. Any related risk implications will be reflected as part of the appended briefing paper.

What are the legal implications?

10. This report has no specific legal implications.

Appendices

- Appendix 1 – Briefing paper by the Leeds Health and Care Academy on the challenges relating to the health and care workforce and the strategic approach being taken to address these (January 2023).

Background papers

- None.