

Our workforce programme

Our goal

For the North East and North Cumbria to be the best place to work in health and care; with a focus on wellbeing and population health - delivered by an adaptable and flexible workforce.

Our guiding documents

- [NHS Long Term Plan](#)
- [NHS England 2020/21 People Plan 2020](#)

Our strategic priorities

1. Growing and training our future workforce
2. Being the best place to work
3. Improving our system leadership, capacity and culture
4. Preparing for new models of care, the impact of new technology and optimising new roles

ICS workforce programme

1. Supply;

Growing our workforce

- Bringing back staff
- Retention pathfinder
- Flexible worker
- Strategic apprenticeship approach
- Find your place nursing campaign
- International recruitment
- Recruiting an extra 50,000 nurses
- Staff 'passport'

2. Health & wellbeing;

Looking after our people

- Achieve 'Better Health at Work' awards and work towards 'Ambassador' status
- Safe, Effective, Quality (SEQOSH) occupational health service accreditation
- Close links with mental health workstream specifically to the Resilience Hub
- Enhanced occupational health: support the delivery of integrated locality based service
- NHS People Plan: Annual wellbeing conversations and personalised plans (People Plan)
- Wellbeing guardians

3. Equality, diversity and inclusion;

We all belong in the NHS

- Improve diversity in leadership roles on boards and governing bodies
- Overhaul of recruitment practises to eliminate discrimination
- Remove the disciplinary gaps
- Strong and effective staff networks
- Culturally appropriate annual learning development for all staff (links to priority 4)
- Diversity across all levels of workforce
- Zero tolerance of bullying and abuse as a result of racism

4. System development and leadership;

We all belong in the NHS

- Build capability and capacity (population health management programme)
- Values based commissioning
- Culturally appropriate leadership offers (links to priority 3)
- Support primary care leadership (change management capacity)
- ICS leadership community - operate effectively in complex and agile environments
- Embed talent management approaches to leadership and workforce planning

5. Workforce re-design;

New ways of working and delivering care

- Systems strategic workforce planning
- Widening access to apprenticeships
- Effective learning environments
- Faculty of advanced practice
- Education reform - generalist
- Education reform - medical trainees

