

# Transforming our workforce in our system and in our organisation

Update for ICB Board, March 2024

## Two interconnected aims



### **BREAKTHROUGH** HNY

Our Workforce Transformation Programme 2024/25

We aim to transform the **system health and care workforce**, addressing challenges in supply, retention, capability and cost, and ensuring that health and care work generates maximum socio-economic benefit in HNY communities

Workforce size: about 200,000 colleagues, plus family carers



### **BREAKTHROUGH** ICB

Our Workforce Transformation Programme 2024/25

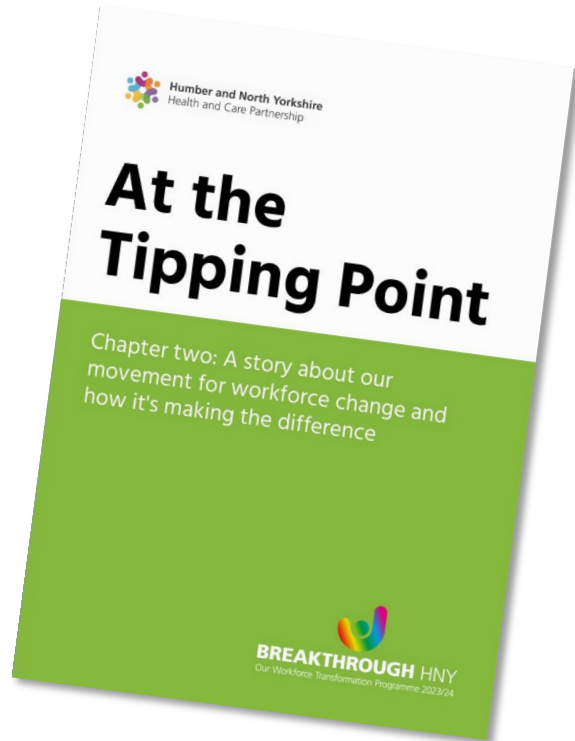
We aim to transform the **ICB organisation's workforce**, enabling colleagues to understand their role as system shapers and convenors, increasing engagement in the ICB mission and ensuring capacity and capability matches the organisation's current and future needs

Workforce size: about 700 colleagues

# Breakthrough HNY 2023/24 report



**BREAKTHROUGH HNY**  
Our Workforce Transformation Programme 2024/25



Breakthrough HNY 2023/24 key messages:

## **Our approach to collaboration is innovative and effective:**

This year the dispersed leadership team for workforce transformation across HNY won a prestigious leadership award, we were invited to present our innovative approach at a number of national forums including by The King's Fund and we successfully engaged 340 system colleagues in the change programme

## **We are building tangible workforce change products:**

This year we have created:

- a shared business case for a whole-system Collaborative Bank
- an online careers hub
- virtual work experience programmes for over 500 people
- a retention toolkit for managers
- growth in our Coaching Platform with 120 coaches now registered
- shared Candidate First principles for recruitment
- an NHS-to-NHS portability MOU (launching Spring 24)



# Breakthrough HNY

System facing workforce programme 2024/25



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System transformation:  
Medium term strategic themes led by Committees of the Workforce Board

System Inclusion Assembly	Ethical International Recruitment Committee	Education and Training Committee	Workforce Health and Wellbeing Committee	Paybill and Agency Management Committee	People Story Committee
Exec Sponsor: Jayne Adamson	Chair: Andrew Burnell	Chairs: David Barrett and Debra Grey	Chair: Polly McMeekin	Chair: Simon Morritt	Chair: Simon Nearney
<ul style="list-style-type: none"> <li>Cultural step-change</li> <li>Finalisation and implementation of inclusion action plan</li> </ul>	<ul style="list-style-type: none"> <li>Research and tech innovation</li> <li>International Recruitment</li> <li>Training the global workforce</li> </ul>	<ul style="list-style-type: none"> <li>Placements Taskforce</li> <li>Apprenticeships and widening access</li> </ul>	<ul style="list-style-type: none"> <li>Shared HWB services for efficiency and effectiveness</li> </ul>	<ul style="list-style-type: none"> <li>Joint paybill reduction plan</li> <li>Scaling services</li> <li>Portability</li> <li>Agency diagnostic</li> <li>Collaborative Bank</li> </ul>	<ul style="list-style-type: none"> <li>Medium term whole system workforce plan and gap analysis</li> </ul>

System transformation:  
24/25 task and finish groups

Inclusive health and care careers	Workforce health equity	Stay and thrive: retaining our staff	Leadership, talent and succession	Volunteers at the heart of the system	People digital	Whole system reward and recognition	Care at Home workforce integration
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Specialist transformation projects

Collaborative focused and specialist workforce redesign projects							
Primary Care sector workforce plan		Centres for Dental Development		CAMHS transformation		Others emerging...	

Improving system function

Building skills and roles communities	Developing and socialising system development products	Curating dispersed system leadership
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# Breakthrough ICB: our change toolkit



**BREAKTHROUGH ICB**

Our Organisational Transformation Programme 2024/25



# Breakthrough ICB: phasing



**BREAKTHROUGH ICB**  
Our Workforce Transformation Programme 2024/25

