

DATE: 25th October 2018

6

Sustainability of the Health and Care Workforce in Walsall.

Ward(s) All

Portfolios:

Children's and Health and Wellbeing - Councillor T. Wilson
Adult Social Care - Councillor R. Martin

Report:

- How does Walsall ensure that it has sustainable health and care workforce in children's and adults services?
- What is being done to ensure that local people and young people have the opportunity to achieve a professional qualification in health and social care? How will Walsall benefit and access training to achieve certification in health and adult social care?
- In light of the global picture how will training be provided for local people to ensure capacity is built into the health and social care sector?
- How is the external social care workforce being developed?
- How are men being encouraged to join the caring profession?

Significant progress has been made in working with Walsall College, Walsall Council, Wolverhampton University, Walsall healthcare NHS Trust, Dudley Walsall MH Trust, NHS Walsall CCG in establishing a collaboration to develop a health and care campus in Walsall. The intention is that children and young people should have a clear line of sight from KS3 to be able to consider and chose a health and care career, follow the required formation, and progress to KS4 & KS5, and onto FE or HE as required, and be guaranteed a job in their chosen profession, while able to remain in Walsall for the duration of their training should they wish, and then work within the borough. The intention is that this will include Nursing, Midwifery, AHPs, Social Work and Health & Social Care Worker posts, including those supporting the voluntary and for-profit sectors. Medical, Dentistry and Pharma careers can be pursued through the collaboration via the Medical Institute development between Wolverhampton and Birmingham Universities.

There are considerable vacancies in the borough's health and care sectors, and there is a need to arrive at a balanced position where we are able to recruit, train and retain trainees in all professions, which, with very minor exceptions, are all in a position of shortages and vacancies. The effect of the possible BREXIT process puts further pressure on a range of professional

staffing groups, further underlining the need for the borough to improve our development and recruitment of potential staff, including harder to reach groups, such as men, and those seeking retraining for second careers. There is also a need to establish a clinical and professional faculty across the health and social care sectors within Walsall, in order to establish sufficient teaching and training capacity. A series of links and relationships are being established with the University of Wolverhampton, in addition to those already established with the Universities of Birmingham, Warwick and Coventry.

There are a series of initiatives within individual sectors and professions, including medicine, children's and adults social work, nursing and midwifery, to maximise recruitment, training and retention, as well as series of coordinating activities through the Local Workforce Advisory Board, operating on a Black Country Basis, and Health Education England and the deanery, operating on a West Midlands and National Basis. Finally, the Walsall Together programme will be establishing a workforce plan as a core part of its development, identifying key workforce staffing needs and seeking to address them. This development, as those above, will support both training and development of existing staff, as well as new professional entrants.

NHS Walsall CCG, Simon Brake, Chief Officer, October 16th 2018.

Recommendations:

That the report to be noted.

