



York VCSE Assembly

Health and Care in York

Wednesday 26 October 2022

Building strong integrated care systems everywhere: guidance on the ICS people function

Key points

- NHS leaders and organisations will be expected to work together, and with their partners in the ICS, to deliver 10 outcome-based people functions from April 2022.
- In establishing the ICS people function, each integrated care board will need to work with partners to agree what people activities can best be delivered at what scale, and how to use resources in the system most effectively, recognising that different systems will take different approaches depending on local circumstances.

WE ARE THE NHS:
People Plan 2020/21 -
action for us all



We are 1.3 million strong. We are all walks of life, all kinds of experiences. We are the NHS.



STRATEGY INTO ACTION

- Rocking the Boat – transforming culture, thinking and behaviour
- Priorities and shared leadership
- Finance and investment – tangible outcomes
- Stakeholder Equity – ICS not NHS
- System, Place and Organisational Flow – who does what
- Balancing the here and now with the future vision
- Current system pressures – cost of living and winter



OUR PRIORITIES

- Recruitment
- Retention
- Volunteering
- Movement around the System
- Growing our future workforce
- Challenging culture

180 days of action on workforce

Making HNY a better place to live and work										
Strategy pillar	Be the Best Place to Work		Grow and train our workforce		Demonstrate system leadership		Embrace new ways of working		Building strong foundations	
Strategy sub-pillar	Supporting staff health and wellbeing	Supporting inclusion and belonging	Growing the workforce of the future and ensuring adequate workforce supply	Educating, training and developing people and managing talent	Valuing and supporting leadership at all levels	Supporting system design and development	All sectors workforce transformation including VCSE	Carers and volunteers	Transforming People Services and supporting the People profession	Leading coordinated workforce planning using analysis and intelligence
180 day workstream	Supporting Inclusion and Wellbeing		Ethical international recruitment	One system, learning together	Upskilling leaders for retention		Homecare workforce redesign	Volunteers at the heart of the system	One system, recruiting together	Telling the People story
SRO	Paul Hagan, University of Hull		Nigel Wells, HNY ICB – broader IR agenda; Mike Reeve, Navigo - Kerala	Jacqui Laycock, CHCP	Claire Hansen, HASR		Jamaila Hussain, York CC – York and N Yorks Tracey Meyerhoff, Hull CC - Humber	Alison Semmence, York CVS	Stephen Eames, HNY ICB	Simon Nearney, HUTH
Convenor	Emma Marshall		Katy Marshall	Amanda Fisher	Simon Dunn		Rachel Baillie Smith	Gary Sainty	Emma Kirkwood	Simon Dunn
Task and finish objectives	<ul style="list-style-type: none">Scoping cost of living support offers across the SystemResearching inclusion and wellbeing best practiceCollaboratively promoting Black History and Disability Awareness monthsConsolidating system-wide coaching opportunities		<ul style="list-style-type: none">Delivering the Kerala partnership	<ul style="list-style-type: none">Creating a comprehensive view of training and education available to people working across the SystemIdentifying access issues and prioritising areas for resolution	<ul style="list-style-type: none">Using qualitative and quantitative data to identify specific areas of retention good practice and challenge System-wideSupporting leaders to consider their retention challenges and design local solutions		<ul style="list-style-type: none">Accelerating delivery of a new concept for homecare in neighbourhood teams, combining social care and preventionDeveloping and testing an innovative recruitment model, taking care to value and retain existing homecare staff	<ul style="list-style-type: none">Engaging both volunteers and volunteer managers to scope the experiences and processes currently in place to recruit, manage and retain volunteersDeveloping shared principles for volunteering and developing a proposal for a single volunteer hub	<ul style="list-style-type: none">Building a shared vision for a single System-wide recruitment front door to enable rapid access into and between rolesDeveloping a costed business case and securing funding	<ul style="list-style-type: none">Creating a shared five-year view of the future System workforce in shape and sizeEnabling access and consensus to ensure this story is at the heart of workforce planning across the System

THE VCSE CHALLENGE

- Recruiting the best not the least worst
- Maximising secondments and shared roles
- Developing new systems and processes
- Cost of Living pressures
- Access to training and new support and development opportunities
- Creating a flexible and diverse workforce – health inequalities
- Understanding staff experience in a joined up way

CLOSE

Next meetings:

16 November, 10am – 12pm, Main Hall

6 December, 1pm – 3pm, Main Hall