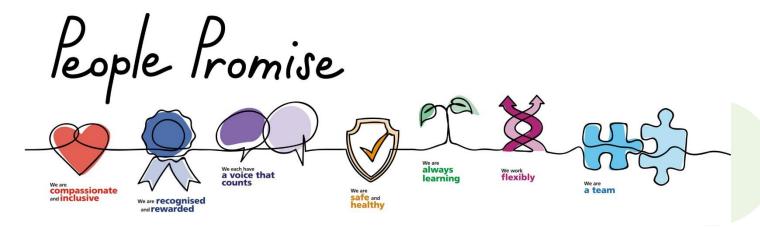


York VCSE Assembly Health and Care in York

Wednesday 26 October 2022

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

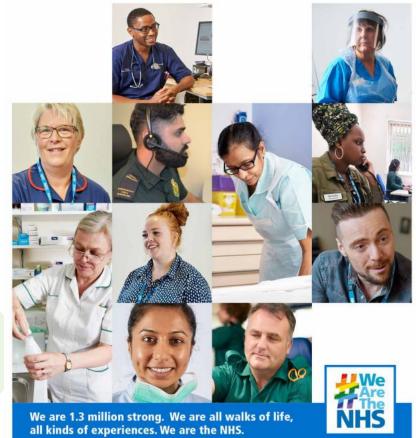
- NHS leaders and organisations will be expected to work together, and with their partners in the ICS, to deliver 10 outcome-based people functions from April 2022.
- In establishing the ICS people function, each integrated care board will need to work with partners to agree what people activities can 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



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	Be the Best Place		Grow and train our		Demonstrate system		Embrace new ways of		Building strong	
pillar	to Work		workforce		leadership		working		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	E <mark>mma K</mark> irkwood	Simon Dunn
Task and finish objectives	 Scoping cost of living support offers across the System Researching inclusion and wellbeing best practice Collaboratively promoting Black History and Disability Awareness months Consolidating system-wide coaching opportunities 		Delivering the Kerala partnership	 Creating a comprehensive view of training and education available to people working across the System Identifying access issues and prioritising areas for resolution 	 Using qualitative and quantitative data to identify specific areas of retention good practice and challenge System-wide Supporting leaders to consider their retention challenges and design local solutions 		 Accelerating delivery of a new concept for homecare in neighbourhood teams, combining social care and prevention Developing and testing an innovative recruitment model, taking care to value and retain existing homecare staff 	 Engaging both volunteers and volunteer managers to scope the experiences and processes currently in place to recruit, manage and retain volunteers Developing shared principles for volunteering and developing a proposal for a single volunteer hub 	Building a shared vision for a single System-wide recruitment front door to enable rapid access into and between roles Developing a costed business case and securing funding	 Creating a shared five-year view of the future System workforce in shape and size Enabling 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