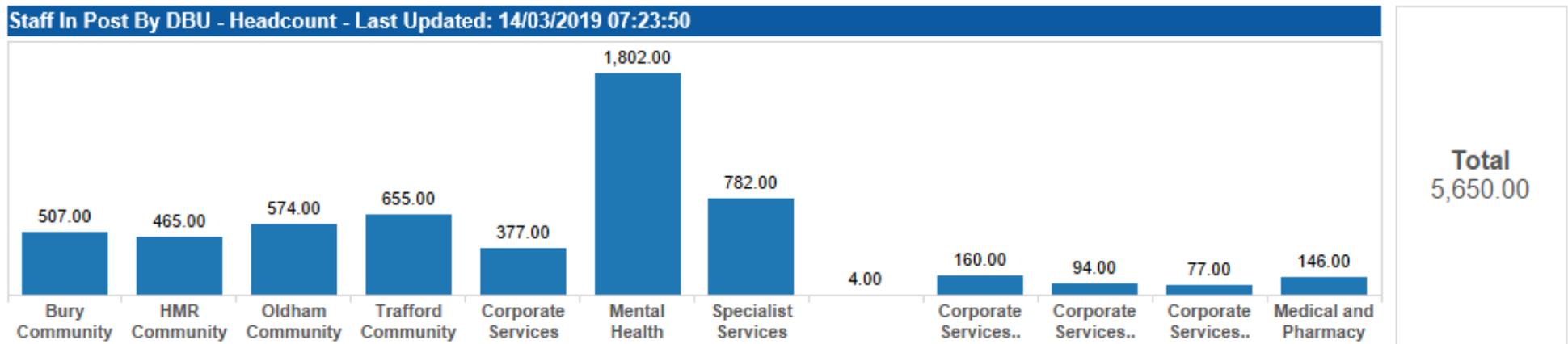


Pennine Care Workforce

Introduction

Pennine Care currently employs 5650 staff with a further 936 staff on the temporary bank who provide ad hoc cover to fill gaps due to sickness and vacancies.

The workforce comprises staff working with Mental Health/Learning Disability and Community Services across the Trust footprint as follows:



The current turnover rate for the Trust is 11.58% which is within the 'average' range compared to other Mental Health/Learning Disability NHS Providers in the North. The Trust vacancy rate is currently 11.37%. Sickness rates are currently running at 5.66% which is above average compared to the Trust peer group.

The harder to fill roles within Pennine Care mirror the regional and national gaps which include:

- Medical Staff
- Newly qualified nursing roles – Band 5 particularly in Mental Health services
- Walk-in centre staff
- Health Visitor

Brexit Implications

A risk assessment has been carried out into the potential implications of Brexit on the Pennine Care Workforce with a 'low risk' assigned to the immediate impact. This is based on the fact that only 1.8% of the Trust workforce are non-UK EU nationals. The Trust has monitored the leaver rates since 2016 and has only had 5 non-UK EU nationals leave the Trust in the last 2 years.

Based on the current profile of EU nationals and the low percentage of the Pennine Care workforce within this category there are no significant risks identified for any particular staff groups should there be a shortfall of EU nationals based on the current profile.

However, it is recognised that the national implications of Brexit may impact on the future supply chain for the wider NHS workforce which may impact Pennine Care as other competitor organisations look at different pools for recruitment.

Workforce Strategy

To address the future workforce challenges the Trust Workforce Strategy sets out the areas of focus and action to address these challenges.

The workforce strategy is set against four key domains as follows:

1 Effective and Sustainable Workforce

We will have the right numbers of staff, with the right skills in the right types of jobs in the right place to deliver effective and safe care. We will have a representative workforce that is flexible to meet the challenging service requirements of the future.

2 Capable and Skilled People

All staff will be appropriately trained and have access to the most effective and efficient learning and development opportunities. In alignment with the Informatics strategy to ensure the provision of technology and information to staff to allow and support them to continuously improve and communicate.

3 Effective Leadership

Our people will be valued and supported. Our leaders will model our values and behaviours. Our people will be engaged and encouraged to contribute. We will have a system in place to identify and develop succession planning. Performance measures will be used to temperature check we are providing effective leadership. We will ensure effective partnership with Higher Education Institutes.

4 Health, Wellbeing and Staff Engagement

We will have a healthy organisational culture where staff contribute to the delivery of organisational objectives and demonstrate our values. We will ensure positive staff experiences which support the wellbeing of our people, improved attendance and retention.

These key areas are underpinned by an Equality, Diversity and Inclusion strategy.

Transfer of Community services

The timeline for the transfer of community services are exceptionally challenging and we are currently working to the timeframes set out:

- North East Sector (Oldham, Bury and HMR Adults) – Salford Royal NHS Trust Board will consider the business case for transfer end April 2019. Following formal ratification the TUPE consultation process will commence from 1st May 2019 with a view to staff transferring across on 1st July 2019.

- Trafford – Manchester Foundation Trust Board will consider the business case for transfer in May 2019. Following formal ratification the TUPE consultation process will commence with a view to staff transferring across on 1st October 2019.

The transfer will affect those staff working directly in the clinical services within the community along with a number of corporate staff who provide support into the community services.

Monitoring Performance

A detailed action plan and performance report have been developed to monitor progress and impact. The People and Workforce Committee have oversight of the workforce strategy implementation.

Nicky Littler
Director of Workforce
14th March 2019