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By email

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Dear Brian,

Thank you for an interesting discussion at the Health & Adult Social Care Scrutiny Committee on 9 September and for your letter of 19 October with the recommendations. Our response to the particular recommendations 2, 4 and 5 is as follows,

**Recommendation 2.** Suggests that priority areas for the delivery plan should include a continual review and development of the digital offer, workforce and prevention, especially targeting approaches based on local neighbourhoods and asks for sight of the delivery plan when available.

The CCG and Partnership recognise and accept the importance of innovative digital resources and workforce as key to the successful delivery of the outcomes set out in the plan. The Sussex Integrated Care System has established enabling work programmes for both digital and workforce projects, to lead on the development of strategy and implementation of transformation projects. I look forward to presenting further detail of this as key enablers in the West Sussex Delivery Plan.

Both the CCG and local health provider partners accept the importance of focusing on prevention, which is a recurring theme across our plans and we welcome your support regarding this area. We recognise the significant contribution made by the local public health team who we work with closely, and welcome the recent establishment of our Sussex ICS Population Health Management Board. We look forward to working with WSCC Adults and Health Services in developing a joint prevention strategy, and welcome the accelerated partnership work such as that already underway to develop a health, housing and social care memorandum of understanding.

**Recommendation 4.** In relation to communications, suggests that the West Sussex Clinical Commissioning Group actively engages with those who have been shielded throughout the pandemic and those who have been identified as isolated, when consulting on future service provision as part of the place-based plan.

The CCG recognises and supports this recommendation; it is a clear point of learning from the COVID-19 pandemic to ensure this group is part of our targeted engagement when considering future service provision within our place based plans going forward.

The CCG will work with local authority partners to reach and actively engage with those who have been shielded throughout the pandemic and ensure their views are captured in our future work. In order to do this the CCG will also take into consideration feedback that the CCG and partners have captured from these groups about how they best like to engage and how best we can reach them, for example key insight from the Healthwatch and CCG report into digital access and preferences.

**Recommendation 5.** Requests sight of any Human Resource Strategy in relation to the operation and administrative delivery of West Sussex's place-based plan.

The 2020/21 Sussex Health and Care Partnership (SHCP) People Plan has been developed in response to the NHS People Plan '*We Are The NHS: People Plan 2020/21 - action for us all*', published on 30 July 2020. The national People Plan reflects the aspirations of the NHS Long Term Plan and is a critical 'enabler' in support of its delivery. Workforce priorities for the Sussex System are consistent with those detailed in the national People Plan, and are as follows:

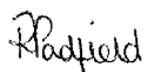
- Looking after our people
- Belonging in the NHS
- New ways of working and delivering care
- Growing for the future

The Plan outlines how its actions have been aligned at either System or organisational level and explains the rationale for establishing Sussex-wide objectives and actions.

Consistent with national priorities, the Plan aims to support overall workforce expansion; improvements in physical and mental wellbeing support for staff; improved retention; and better and extended flexible working opportunities, and sets out how SHCP is investing in the development and upskilling of staff. The Plan also details the resources and governance arrangements required to support its delivery, together with identified key risks and associated mitigations.

In establishing the 2020/21 System People Plan, it is recognised that it is necessarily short-term in nature and is largely NHS provider focused. In this respect, the document serves to provide a firm foundation from which to develop a more comprehensive longer-term Sussex-wide People Plan, which will reflect the System's emphasis on subsidiarity and the importance of Place-based service provision and associated decision-making. A more robust approach to System workforce planning is being developed alongside the greater influence of the SHCP Collaborative Networks and Places, as their respective service plans evolve.

Yours sincerely,



pp. Pennie Ford

**Executive Managing Director**

**West Sussex CCG**

**On behalf of Sussex NHS Commissioners**