

Sussex Health and Care People Plan – Cover Report

1. Purpose of this paper

- 1.1 The West Sussex Health and Adult Social Care Scrutiny Committee (HASC) is requested to note the Sussex Health and Care People Plan which has been endorsed by the System Oversight Board (SOB) and approved at the NHS Sussex Board during September 2023.

2. Executive summary

- 2.1 The Sussex Health and Care People Plan (presented alongside this paper) has been developed using a multisource approach. The main priorities within the plan are in line with our Shared Delivery Plan. Our People Summit held in April 2023 provided the opportunity to test the priorities and start to design more specific actions and ambitions to deliver against our priorities. The plan has been designed and developed through the People Delivery Board, the membership of which is from partners across the system, over the past five months. The endorsement of the plan was made at the SOB on 20 September 2023 and the NHS Sussex Board on the 27 September 2023.
- 2.2 As referenced, the plan has been developed utilising a number of sources of data and feedback. Feedback was sought from colleagues working within the system as to what the People priorities meant and what action could be taken to ensure they are a reality supporting improvements to work. At the People Summit numerous pieces of feedback, ideas and suggestions were made again from system partners with regards to actions which could be taken to support delivery of the five priorities. This information was presented to the People Delivery Board with Board members also asked for further input on actions from within their teams and organisations, which would support existing work being undertaken and pressure points and what would help in the medium to longer term.
- 2.3 Our Sussex Health and Care People plan has five priority areas of focus, supported by a number of actions, which will impact our ability to deliver our Improving Lives Together strategy for the population of Sussex. The five areas are:
 - Working as 'one team';
 - A more multi-skilled workforce;
 - Creating an inclusive environment;
 - More recruitment and career opportunities; and
 - Learning Culture.
- 2.4 There are a number of objectives within the plan with timescales for delivery. As will be presented at the HASC, this is very much a plan with action. This year:
 - We have in place our first guaranteed employment model partnership between one of our universities and secondary care providers;
 - We have consolidated and grown our T-Level and industry placement capacity;

- We have a violence prevention and reduction strategy now in place informed by data to support colleagues in the work place; and
- We will have a co-ordinated wellbeing offer for colleagues working in Health and Care within Sussex.

- 2.5 In 2024 we will have developed our first Integrated Community Team workforce model, increased our widening participation programme enabling more apprenticeship routes in roles and developed our system retention strategy. In following years in line with actions within the plan we will have reduced our reliance on temporary staffing, have adopted and adapted to the introduction of further digital solutions and technology, whilst reducing current gaps for our workforce with protected characteristics, such as gender, disability and race, maintaining diversity and reducing inequalities.
- 2.6 A number of national documents have also informed the design and development of the Sussex Health and Care People Plan priorities, namely the publication of the NHS Long Term Workforce Plan on 30 June 2023. The content and ambition of the national plan is fully supported, however the main risk identified during discussions is funding particularly for future workforce placement capacity and the continuation of work programmes already under way without specific education funding being identified acknowledging the overall system financial position is unable to account for this shortfall.
- 2.7 Other documents used to inform the People Plan, include the NHS People Promise, the Integrated Care System (ICS) People Function Guidance, Equality Diversity and Inclusion (EDI) Improvement Plan, the Skills for Care report 'The state of adult social care sector and workforce in England and the Nuffield Trust response to this and the Voluntary Community and Social Enterprise (VCSE) NHS Volunteer Responders scheme – East Sussex Community Voice report. A workforce data has informed our planning priorities supporting where action needs to be taken to strengthen our current position or to adopt new models of care, such as the development of 16 Integrated Community Teams within Sussex.
- 2.8 All of the above information led to the scope of the Sussex Health and Care People Plan priorities scope being agreed at the system People Delivery Board. These were also presented at the SOB and the Strategy and Policy Group in August 2023.
- 2.9 The drafting of the plan has included presenting and updating the Sussex Health and Care People Plan, in a number of forums as listed within the paper, which has led to the attached final version attached being approved.

3. Governance and engagement pathway to date

- 3.1 The table below sets out the forums where the People Plan has been discussed during its development.

Org / Group / Name	Date	Outcome
People Summit	25 April 2023	To understand the vision and strategy for the system, reflect on People based actions within the system and to suggest the areas of focus for our Sussex Health and Care People Plan.
System People Delivery Board	08 June, 18 July, 17 August and 19 September 2023	To assess the feedback from the People Summit, to agree the priorities areas of focus for the People Plan and to review and comment of the first and final versions of the plan.
Strategy and Policy Group	14 August 2023	To share the system People priorities and review and comment their impact on the wider system strategy and national policy.
System Oversight Board	17 August and 20 September 2023	To review the progress of the People Delivery Board and approve the Sussex Health and Care People Plan.
Workforce Remuneration Committee	30 August 2023	To receive assurance on the formation and engagement of the People Plan and to review and comment on the content of the plan.
NHS Sussex Executive Committee (ExCo)	04 September 2023	To review the plan against the priorities for the system and its impact on other areas of our SDP. To ensure that the plan delivers against national, regional and system strategy and policy.
NHS Sussex Board meeting	27 September 2023	To approve the final version of the Sussex Health and Care People Plan.

4. What happens next?

4.1 The plan will be delivered through the system People Delivery Board and monitored through the SOB, Executive Committee, Workforce and Remuneration Committee (WRC) and NHS Sussex Board. Each partner organisation will also be taking the plan through their People Committee structures. The HASC is asked to propose how its members can contribute to the implementation of the Sussex Health & Care People Plan.