

Baroness Dido Harding  
Chair  
Workforce Implementation Plan

Julian Hartley  
National Executive Lead  
Workforce Implementation Plan

15 March 2019

Dear Baroness Harding and Mr Hartley

### **Interim Workforce Implementation Plan – emerging priorities and actions**

The LGA welcomes the opportunity to contribute to the development of the workforce implementation plan, which is an integral part of the NHS Long Term Plan. In recognition of the interdependence of health, social care and prevention, it is vital that the NHS and local government develop a system-wide approach to workforce planning. Furthermore the plan must consider the impact of changes to the NHS workforce on the social care and public health workforce. It is important that the vision of the workforce implementation plan recognises that coordinated work with other employers across the health and care system is key to the successful delivery of the overall plan.

In terms of actions, key areas of mutual interest are outlined below. We appreciate that, at this stage, priorities and intentions are necessarily high level, so a commitment to exploring health and care sector-wide solutions to some issues is the prime objective for the LGA in terms of the interim plan to be published in April.

Such is the importance of this work, and the longevity of its projected scope, we cannot afford to wait for the publication of the long-delayed social care green paper, and the prevention green paper. The success of the NHS long term plan will be jeopardised if the NHS interim workforce plan does not see its own workforce within the wider context of adult social care and public health.

From the LGA's perspective the key issues for consideration are summarised below:

- The distinctiveness of the NHS and social care workforces should be recognised but to achieve better parity of esteem between the NHS and social care workforces, greater coordination around pay and reward strategies is required at all levels.
- The long term plan acknowledges the need for ease of career transfer across the NHS to aid recruitment but the ambition needs to be for the same level of transferability across the whole health and care system.

- It should be made easier for NHS managers, adult social care managers and care providers exchange experience in order to drive change and engagement across the whole health and care system.
- Consideration should be given to adjusting the remit of Health Education England (HEE) so that it has more responsibility for provision of training and development of care staff in integrated environments, and for this extended role to be properly aligned with Skills for Care who develop qualifications.
- Coordinated approaches to career development planning and opportunity at local and national level are needed to encourage retention and integration.

The LGA is committed to working with the NHS to ensure a successful long term plan that meets the challenges facing a 21<sup>st</sup> century health and care system. We suggest the NHS implementation plan recognises us as a key partner and reflects the need for ongoing engagement with the LGA to ensure a joint approach to delivery.

Yours sincerely,



Cllr Ian Hudspeth  
Chairman  
Community Wellbeing Board  
Local Government Association