

Creating a culture of integrated workforce thinking

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Milton Keynes Integrated Care Board/Health & Care Partnership**

What is One Workforce?*

-  **Common Purpose**
Drawing upon the mutual desire for change to minimise conflicting loyalties and enable multi-professional, multi-organisational delivery.
-  **Workforce Agility**
Creating a workforce that enables professional and geographical mobility where desired, a culture of flexibility and team centred delivery focused on individual needs.
-  **Working Together, Learning Together**
Cultivating an environment that encourages collaboration, shared learning and creative solutions to local population needs.
-  **Integrated Workforce Cycle**
Improving a sense of career opportunity to attract, recruit, retain, develop and reward people.
-  **Leadership & Culture**
The role of leaders in taking responsibility, sharing accountability, and creating a culture of mutual trust.

The 5 Key Characteristics of One Workforce



*One Workforce Into Action Research Report Final: Innovate for Action

One Workforce: supporting residents and staff

- One workforce supports those living within the system
- Seamless delivery of care for local population
- Enhanced local experience of services for residents

The 5 Key Characteristics of One Workforce



Re-energised workforce via use of one workforce initiatives, we support those working within the system

Broadening of job opportunities, well-being support and job satisfaction for our workforce

Integrating Workforce Thinking at a Regional Level

East of England Integrated Care & Health Workforce Development Group:

- **Joint working** across health and social care (NHS/LGA/ADASS/LAs)
- Repository of examples of **good practice** developed as a means of promoting workforce integration/**parity of esteem**
- Service user **inclusion** in the group to promote co-production
- Regional work to expand **international recruitment** in social care
- **Legacy roles** promotion to retain experience staff to support junior staff-started in health but now expanding to social care
- Promotion of Blue Light Card to social care colleagues to match NHS

BLMK Integrated Workforce Initiatives:

1. Agile Workforce

Digital Staff Passports	Easier movement of staff Quicker onboarding Could help with retention
Rotational apprenticeships	Dual experienced staff Flexed to meet demand Appreciation of services patient will experience



2. Integrated Workforce Cycle

Integrated H&SC workforce dashboards	Aware of current skill mix and gaps Plan for the future: employment opportunities
Place based workforce information	Place based assets (staff) Linked to population health: what do residents need; what can residents offer?

3. Working Together, Learning Together

MDT meetings: shared client lists	Care is joined up Tell your story once
Shared learning opportunities	Greater interaction across teams
Greater understanding of each other's roles	Helps better coordinate care and support for residents



4. Leadership and Culture

Leading Beyond Boundaries	Cross sector systems leadership programme
Alumni of change agents	~150 alumni as a resource for change at place and neighbourhood = working differently to support residents

For more information:



**Bedfordshire, Luton
and Milton Keynes**

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Welcome

Work, learn and live is a website for current and aspiring health and social care workforce in the BLMK system.

It provides useful opportunities for learning, clinical and non clinical careers and vacancies within our Health & Social Care Partnership organisations across Bedfordshire Luton & Milton Keynes.



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<https://work-learn-live-blmk.co.uk/>

