



Department of Adult Services (Draft) Integrated Workforce Strategy  
Progress report: TSC Board 18th August 2010

Stage 1

The draft Integrated Workforce Strategy has been produced over a period of time. The strategy has been discussed with Stuart Cowley and Louise Sutton, Service Directors at regular intervals during its production.

The strategy is based on the Integrated Local Area Workforce Strategy (INLAWS) and will integrate the Workforce, Commissioning and Financial strategies:

6 Strategic priorities:

Recruitment, retention and career pathways  
Leadership & management  
Remodelling & commissioning  
Workforce development, training & re-skilling  
Joint and integrated working across sectors  
Regulation

Other sections of the strategy include:

A position statement of where we are now 'the local picture'  
Demographic data  
A high level social care workforce profile  
Where do we want to be  
Commissioning  
Next steps

Stage 2: Development of the Strategy

We agreed that the strategy was 'aspirational' and that an action plan was needed as a 'reality check' to focus on:

Outlining the priorities for DAS 2010 to 2014 taking account of the current national and local workforce changes, and the need for continued investment in training and re-skilling the workforce

Mapping the identified workforce strategic priorities against the Health & Wellbeing Partnership; Single Commissioning Agency Business plan 6 outcomes

Using common themes and language to develop and implement the workforce strategy

Taking into account the Council's external recruitment freeze which will require robust workforce redesign, resourcing and remodelling

Mapping and incorporating key workforce priorities into the action plan for each DAS service area; Targeted Services, Provider & Quality Assurance Services, Universal Services, Commissioning Intelligence & Performance, Joint Commissioning, Health Commissioning and Culture Health & Well Being

### Stage 3: Supporting Actions

i) A framework for the action plan was discussed and agreed by Louise and Stuart and was produced with the help of Ann Hambleton.

ii) Lisa Rigby and I met with SMT/HOS to discuss and agree the framework.

iii) Each HOS is currently populating the action plan with workforce priorities for their respective service areas.

iv) We recognize the action plan will need to be fluid and will evolve as changes take place and the full impact on the workforce of budget cuts and efficiency savings is known. The plan will be adapted to take account of the Government's budget reductions programme and the workforce, financial and commissioning changes taking place across the Council; Health and for other key partners.

### Stage 4: Next steps

The Integrated Workforce Strategy and Action plan is still work in progress. Because of the pace of change, Sam Tierney and Lisa Rigby are currently working on combining the Strategy and Action plan into a more user friendly, concise 'Integrated Workforce Business Plan,' using the agreed framework. Heads of Service will incorporate workforce priorities into the plan, for their respective areas. Learning and Development and HR will act as 'enablers' to support the development and implementation of the plan. Consultation with key partners and colleagues will also take place at the appropriate time.

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3<sup>rd</sup> August 2010