



System Workforce Group

Transformation Board

26 April 2016

Membership

Oxford University Hospitals 
NHS Foundation Trust

Oxford University Hospitals NHS Foundation Trust

Mark Power (Chair)	Director of Organisational Development and Workforce
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*Oxfordshire
Clinical Commissioning Group*

Oxfordshire Clinical Commissioning Group

Sula Wiltshire	Director of Quality/Lead Nurse
Rosie Rowe	Head of Provider Development (Out of Hospital)
Ann Griffiths	Interim Community Nursing Review Lead

Oxford Health 
NHS Foundation Trust

Oxford Health NHS Foundation Trust

Anne Brierley	Older Persons Service Director
Sarah Jackson	Workforce Planning Manager

South Central Ambulance Service 
NHS Foundation Trust

South Central Ambulance Service NHS Foundation Trust

Melanie Saunders	Director of HR
Richard McDonald	Interim Area Manager



Oxfordshire County Council

Kate Terroni (Chair)	Deputy Director, Joint Commissioning
Shaun Bennett	Commercial Services / Market development service manager


Health Education
Thames Valley

Health Education Thames Valley

Juliet Anderson	Assistant Director Workforce Strategy and Transformation
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OXFORD
BROOKES
UNIVERSITY

Oxford Brookes University

Liz Westcott	Department Head Nursing
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Decision on Priority areas



- All service areas have workforce challenges
- Focus on where cross cutting initiatives may bring benefits
- Tangible outcomes in shorter timeframe

Priority areas



- 1. Apprenticeship Academy for Oxfordshire across Health and Social Care - Led by Juliet Anderson (HETV)**
- 2. Recruiting Emergency Practitioners (ECP, ENP). Joint recruitment, joint training and rotation - Led by Melanie Saunders (SCAS)**
- 3. Portfolio careers in Primary and Community Care - Led by Anne Brierly (OH)**

Oxford Apprenticeship Academy - 1



Objectives:

- To assist in the transformation of the local workforce
- To establish sustainable health/social care cross-organisational apprenticeship rotations, in the first instance a cohort of 10 to rapidly increase
- To support 17-24 year olds (with flexibility to incorporate 24+s) to access a career in Health and/or Social care in the Oxford area
- To provide apprenticeships to national standards, with positive outcomes for learners.
- To recruit using values based recruitment.
- To establish a partnership way of working across the system.

Benefits sought:

- Improve apprentice recruitment and retention within Oxfordshire by offering an opportunity to experience a range of cross organisational training.
- Increased numbers of apprentices entering Oxford's health and social care system.
- Increased visibility of the "Oxford" brand and academy to employers and potential learners.

Oxford Apprenticeship Academy - 2

PRIORITY

Actions:

- Develop a partnership arrangement with an Apprenticeship Training Agency (ATA).
- Establish rotational programme, including clinical governance & supervision
- Survey the Social Care/Health sectors to identify/ get commitment from employers on numbers of apprentices/ placements required
- Review the project regularly

Timescale:

- Rotations and training placements governance for cross-organisational sign-off by end August 2016
- Rotations commence either September 2016 or January 2017

Increase Emergency Practitioner Placements

PRIORITY

Objective:

To increase emergency practitioner training placements and rotations to meet demand for this workforce across all urgent / emergency settings

Benefits sought:

- Develop workforce to deliver ambulatory and out of hospital urgent care;
- Extend medical / nursing / AHP skill mix for urgent care
- Offer post-registration career progression (nursing & AHP) and improve recruitment and retention

Actions:

- Establish rotations programme, including clinical governance & supervision
- Develop increased training placements (ambulance, acute, community and primary care), including mentors / assessors
- Develop “offer” to staff

Timescale:

- Rotations and training placements governance for cross-organisational sign-off by September 2016
- Rotations and increased training places commence January 2017

Nursing and Therapy Rotations

PRIORITY

Objective:

To establish cross-organisational / setting registered nursing and allied health professional rotations

Benefits sought:

- Develop clinical skills along pathways of care
- Improve recruitment and retention within Oxfordshire
- Develop the “Oxfordshire Way”

Actions:

- Establish rotations programme, including clinical governance & supervision
- Harmonise terms & conditions (including indemnity) to enable rotations programme
- Develop “offer” to staff

Timescale:

- Rotations programme ready for cross-organisational sign-off by end of July
- Rotations commence September / October

Challenges

- Housing / Keyworker status – coordinated voice to lobby
- Oxford Weighting – what's in our gift to change?

