Regional Workforce Oversight Group

NoSPG is asked to:

- Discuss the proposed aims and scope of the group
- Support a collaborative approach to the aims identified

Synopsis of Paper:

Workforce issues are often central to questions of sustainability in the north of Scotland. These issues vary from the number of available trainees in specific specialties to recruitment and retention.

Following discussion at the last NoSPG meeting it was agreed that a newly formed Regional Workforce Group would assess the issues and work required, which would benefit from a collaborative approach.

Board Representation:

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>NHS Grampian</td>
<td>Dr Annie Ingram Director of Workforce</td>
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<tr>
<td>NHS Highland</td>
<td>Elaine Mead Chief Executive</td>
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<tr>
<td>NHS Orkney</td>
<td>Not involved with initial discussions</td>
</tr>
<tr>
<td>NHS Shetland</td>
<td>Ralph Roberts Chief Executive</td>
</tr>
<tr>
<td>NHS Tayside</td>
<td>Not involved with initial discussions</td>
</tr>
<tr>
<td>NHS Western Isles</td>
<td>Not involved with initial discussions</td>
</tr>
<tr>
<td>NoSPG</td>
<td>Jim Cannon Director Regional Planning</td>
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Background / Purpose

Workforce planning and recruitment work continues apace within each board. Individual boards face similar challenges, sometimes in the same areas and at others different specialties. There is merit in considering a joint approach to aspects of this work, and in so doing adding value to board processes by acting in a collegiate way towards recruitment and retention of staff across the region.

A NoS regional medical workforce group existed until 2014, and has now completed its’ work. A NoS regional workforce planning learning network continues to meet on a quarterly basis.

A new group which pulls together strands of work from across the workforce agenda will add value to existing work within boards in the north by:

• Commissioning collaborative work to understand recruitment & retention issues across the north
• Identifying vulnerable specialties / professions to prioritise focussed areas of work to ensure services are sustainable
• Promoting the north of Scotland as a place to work
• Informing national discussions on medical training numbers

Scope of project

The footprint of the work includes all services across the North of Scotland Region:- NHS Grampian, NHS Highland, NHS Orkney, NHS Shetland, NHS Tayside & NHS Western Isles. The project while focussing on the NoS will, however make reference to national work streams (7 day services, Remote & Rural etc) where relevant.

Key outcomes

• Identify the main workforce issues facing the north of Scotland
  o By profession
  o By specialty
  o By geography
• Identify supporting factors which contribute to the sustainability of the north as an employer
  o Contractual / HR
  o Training opportunities
  o Pathways of care / Networked services
• Provide direct input to medical workforce training numbers at national level
  o Provide representation as required
- Apply the principles of proportionality and subsidiarity in assessing whether there is added value in a regional approach
- Commission appropriate pieces of work
- Report major risks to NoSPG

**Membership**

The membership needs to be cross board and multi-professional; An indicative membership is outlined below

Ralph Roberts – CEO, NHS Shetland (Chair)
Lorna Wiggins – Director Acute Care, NHS Tayside?
Deb Jones – Chief Operating Officer, NHS Highland?
Jim Cannon - Director, NoSPG
Dr Annie Ingram – Director of Workforce, NHS Grampian
Gill McVicar – Director of Operations, Health & Social Care Services, North & West Highlands

Nurse Director – Elaine Peace, NHS Orkney?
HR Director – Anne Gent, NHS Highland?
Medical Director – Dr Angus McKellar, NHS Western Isles?
Workforce planning –
Deanne Gilbert, NHS Western Isles?
Gerry Lawrie, NSH Grampian, chair regional workforce planning network.

Additional members will be co-opted as required.

**Chairmanship**

The group will be chaired by Ralph Roberts, CEO NHS Shetland, supported by the Director of Regional Planning, NoSPG. Administration support will be provided by North of Scotland Planning Group.

**Frequency of meetings**

The group will meet quarterly with work supported by the regional workforce planning network and the regional planning team.

**Reporting**

The group will report directly to the North of Scotland Planning Group.

**Jim Cannon,**  
**Director Regional Planning, NoSPG**  
**17th September 2014**