


<p>Non-Executive Report of the:</p> <p><b>Health and Adults Scrutiny Sub-Committee</b></p> <p>11<sup>th</sup> May 2023</p>	 <p><b>TOWER HAMLETS</b></p>
<p><b>Report of:</b> Sharon Godman, Director of Strategy, Improvement and Transformation</p>	<p><b>Classification:</b> Unrestricted</p>
<p><b>Scrutiny Review on Workforce Shortages Across the Health and Care Sector</b></p>	

**Proposed Decision Path (indicate) – Delete Section Before Publication:**

	Step [Delete as applicable]	Date
Decision (Tier Four)	Health and Adults Scrutiny Sub-Committee	11.05.2023

**Proposed Decision Path (indicate) – Delete Section Before Publication:**

<b>Originating Officer(s)</b>	Afazul Hoque, Head of Corporate Strategy and communities Filuck Miah, Corporate, Senior Strategy and Policy Officer
<b>Wards affected</b>	All Wards

**Executive Summary**

This report sets out the findings and recommendations from the Scrutiny Review on Workforce Shortages Across the Health and Care Sector in the borough. The Report makes nine recommendations for agreement by the Health and Adults Scrutiny Sub-Committee.

**Recommendations:**

The Health and Adults Scrutiny Sub-Committee (HASSC) is recommended to:

1. Note the attached HASSC Scrutiny Review Report and agree the recommendations;
2. Agree to submit the attached report to the Mayor and Cabinet for executive response to the recommendations;

## **1. REASONS FOR THE DECISIONS**

- 1.1 This paper submits the report and recommendations of the scrutiny review on workforce shortages across the health and care sector in the borough. for consideration by the HASSC.

## **2. ALTERNATIVE OPTIONS**

- 2.1 To take no action. This is not recommended as the scrutiny review provides recommendations for workforce shortages across the health and care sector and recognises the importance and value that health and care services play in maintaining the boroughs population health.

## **3. DETAILS OF THE REPORT**

- 3.1 Healthcare is a crucial sector and is of strategic importance and one of the largest employers in the UK offering over 300 types of job roles. The sector covers roles covering both the NHS and local authorities. For the NHS this covers roles which are clinical and non-clinical and represents 11% of London's total workforce. For Local Authorities it covers adult social care
- 3.2 The sector has a growing demand, requires a large recruitment drive as it occupies ageing workforce and a range of skills shortage vacancies. NHS has one of the most ethnically diverse workforces in the public sector.
- 3.3 The Health and Adults Scrutiny Sub-Committee undertook a scrutiny review over three session 18<sup>th</sup> Oct 2022, 6<sup>th</sup> Dec 2022 and 27<sup>th</sup> February 2023 on workforce shortages across the health and care sector in the borough and it was chaired by Cllr Ahmodur Khan.
- 3.4 The challenge session was underpinned by the following:
- What are the key barriers for residents applying for Health and Care roles in Tower Hamlets?
  - What are challenges faced by the sector with recruitment and retention?
  - What is the approach to career progression and sustainability?
- 3.5 The challenge session involved a range of stakeholders including:
- Cabinet Member Health, Wellbeing and Social Care
  - HASSC Members
  - Chief People and Culture Officer, NHS North East London
  - CEO East London Foundation Trust
  - Director of Strategy and Integration, BARTS NHS

- Director of HR Research and Consulting, Institute for Employment Studies
- Head of School, London Metropolitan University
- Deputy Vice Principal (Health), Queen Mary University of London
- Principal, New City College
- President of the BARTS and London Student Association
- Head of Primary Care, Tower Hamlets
- GP and Clinical Director Tower Hamlets Together (Place Based Partnership)
- Council officers

3.6 The Scrutiny review resulted in the committee making the following recommendation:

**Recommendation 1:**

The Integrated Care Board (ICB) is recommended to collaborate with Tower Hamlets Together (THT) Board to develop robust and dynamic workforce intelligence for the health and care sector.

**Recommendation 2:**

The ICB is recommended to collaborate with the THT Board (System) and the local authority's Health and Wellbeing Board (Place), to undertake investment in developing shared communications and ongoing engagement with the borough's residents.

**Recommendation 3:**

The ICB and LBTH is recommended to incorporate integration when planning, developing and implementing its health and care workforce strategy such as service, financial and workforce plans.

**Recommendation 4:**

The ICB and THT Board to partner with the borough's wider Health and Care employer stakeholders to review and co-design job roles required to support the demand for health and care services.

**Recommendation 5:**

The ICB and THT Board is recommended to partner up with LBTH's Education and Careers Service, Adult Social Care service, Primary Care commissioning and BARTS NHS to develop experiential learning opportunities for young people in secondary education.

**Recommendation 6:**

London Borough of Tower Hamlets (LBTH) is recommended to incentivise key worker accommodation status, council tax reductions and parking provision for health and care professionals.

**Recommendation 7:**

The ICB is recommended to work with the local Higher Education Institutions and develop grant top up funding streams that can support medicine students in the last two year of their study.

**Recommendation 8:**

The ICB is recommended to collaborate with local FE and HE education institutions with a view to supporting investment for piloting Degree Apprenticeships, and T-level placements to help increase much needed capacity.

**Recommendation 9:**

The ICB and LBTH is recommended to draw on international recruitment options to meet the immediate shortfall for health and care demand whilst developing its growth model from local labour for future demand.

**4. EQUALITIES IMPLICATIONS**

- 4.1 The report considers inequalities issues particularly for BME groups in terms of progression within senior and also how the young age group can be better engaged with health and social care careers.

**5. OTHER STATUTORY IMPLICATIONS**

- 5.1 This section of the report is used to highlight further specific statutory implications that are either not covered in the main body of the report or are required to be highlighted to ensure decision makers give them proper consideration. Examples of other implications may be:
- Best Value Implications,
  - Consultations,
  - Environmental (including air quality),
  - Risk Management,
  - Crime Reduction,
  - Safeguarding.
  - Data Protection / Privacy Impact Assessment.
- 5.2 [Report authors should identify any other specific issues relevant to consideration of this report. Including, but not limited to, the issues noted above. This section of the report can also be used to re-emphasise particular issues that Members must have considered before taking the decision (for example issues that may come up if an objection was taken to court). Note – Paragraph 5.1 MUST NOT be deleted.]

**6. COMMENTS OF THE CHIEF FINANCE OFFICER**

- 6.1 There are no direct financial implications arising from this report.

## **7. COMMENTS OF LEGAL SERVICES**

7.1 Under powers granted under the Local Government Act 2000 members of Scrutiny panels were given the key roles of:

- Scrutinising decisions before or after they are made or implemented
- Proposing new policies and commenting on draft policies, and
- Ensuring customer satisfaction and value for money.

The objective being to make the decision-making process more transparent, accountable, and inclusive, and improve services for people by being responsive to their needs.

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### **Linked Reports, Appendices and Background Documents**

- State NONE if none.

### **Appendices**

- Scrutiny Review on Workforce Shortage Across the Health and Care Sector

#### **Local Government Act, 1972 Section 100D (As amended)**

#### **List of “Background Papers” used in the preparation of this report**

List any background documents not already in the public domain including officer contact information.

- These must be sent to Democratic Services with the report
- State NONE if none.

#### **Officer contact details for documents:**

Or state N/A