

WFS Action Plan Update

RAG Status	Completed Action	On target but with minor issues	Missed target requires action
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Workforce Shortages Across the Health and Social Care Sector Action Plan Update

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.

Comments from Service:

Action	Owner(s)	Completion Date	Comments	RAG Status
Stage 1: To develop a core data set and reporting template from existing available data sets (NHSE and Skills for Care) across health and care for discussion.	Francesca Okosi – Chief People and Culture Officer	Stage 1: Q4 2023-24 Stage 2: TBC	Insert any relevant comments	Add colour for RAG status
Stage 2: To develop a system-wide high-level data set to be provided at Place level. This piece of work is to be part of an agreed uniform approach by all partners within Northeast London (NEL) and will be led from Q3 in 2023-24 by the newly created role of Head of ICS Workforce Planning and Systems following our ICB internal restructure	Head of ICS Workforce Planning and Systems	TBC		

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

Comments from Service:

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Action	Owner(s)	Completion Date	Comments	RAG Status
As part of our ongoing careers ambassador programme across the ICS hosted by Care City to link in and also promote Tower Hamlets' engagement and to support local activity	Francesca Okosi – Chief People and Culture Officer	Ongoing	Insert any relevant comments	Add colour for RAG status
<p>Recommendation 3</p> <p>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.</p> <p>Comments from Service:</p>				
Action	Owner(s)	Completion Date	Comments	RAG Status
ICB to ensure place representation in developing our integrated workforce strategy and forward plan.	Francesca Okosi - Chief People and Culture Officer	Q2 and Q3 2023-24	Insert any relevant comments	Add colour for RAG status
For overall planning ICB developing with all partners an approach to the planning cycle with an initial workshop in July to start to co-design the process.	Joanna Moss, Chief Strategy and Transformation Officer	Q4 2023-24		

<p>Recommendation 4</p> <p>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.</p>				
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Comments from Service:				
Action	Owner(s)	Completion Date	Comments	RAG Status
The ICB to share good practice in this area. THT to determine the co-design process and agree this as part of service development and specifications	TBC	Ongoing	Insert any relevant comments	Add colour for RAG status
<p>Recommendation 5</p> <p>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.</p>				
Comments from Service:				
Action	Owner(s)	Completion Date	Comments	RAG Status
<p>The ICB to foster support for this initiative by engaging with Barts Health to access existing programmes and work with the Tower Hamlets training hub to develop the offer in Primary Care.</p> <p>To feed in and make connections across NEL through the Building and Accessing Careers Group to share and implement good practice and where appropriate partner up.</p>	Francesca Okosi – Chief People and Culture Officer	Ongoing	Insert any relevant comments	Add colour for RAG status
<p>Recommendation 6</p> <p>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.</p>				

Comments from Service:				
<p>The council has carried out policies to support individuals and families, especially those with lower income, and protect them from the cost-of-living crisis. These policies can benefit those in need, including key workers – for example, our social housing Allocations Scheme includes the provision to prioritise key workers and a small number of cases are accepted each year. The council has also identified strategic priorities in the strategic plan to prioritise our focus and resources for residents.</p> <p>Housing - Our strategic priorities are to work with developers and builders to deliver a minimum of 1,000 homes per year, tackle overcrowding, homelessness and rough sleeping among other critical housing priorities. We will encourage RPs and developers to promote Intermediate Housing products targeting and encouraging key workers to utilise this route to affordable home ownership.</p> <p>Council tax - As the Strategic Plan envisages, the council has frozen council tax for 2023-24 and we have one of the lowest rates in London. The council also plan to continue to operate a 100% council tax support scheme. Any qualifying low-income households already receive assistance from the council's council tax reduction scheme. We will ensure that the information on the council tax support scheme is widely available.</p> <p>Parking - The council will be refreshing its existing parking enforcement plan in the next 12-18 months. As part of this work, it could be possible to consider how the council can support key workers who need to use their vehicles for work. However, that would need careful consideration, especially when there is severe parking stress in the borough (an average resident bays to permit ratio - 0.99) and poor air quality is a serious public health emergency.</p>				
Action	Owner(s)	Completion Date	Comments	RAG Status
Encourage developers and RPs to promote more widely any intermediate housing schemes among key workers (through discussion and meetings held with developers and RPs).	Rupert Brandon	March 2024	Developers and RPs are encouraged to use the Council's Intermediate Housing Register of Interest that is open to all workers either living in the borough or have worked in Tower Hamlets for at least six months. They do not have to be on the	Add colour for RAG status

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			Council's main housing register (permanent affordable rented homes). However, on the main register there is a category for key workers to be banded.	
Ensure that information related to the council's Council Tax Reduction Scheme is updated and widely available to all residents, including those key workers who may be on low incomes	Chris Boylett	March 2024		
Consider the feasibility of introducing reduced parking fees for health and care professionals as part of the parking enforcement plan, including benchmarking other local authority's approach.	Michael Darby	March 2024		
Not applicable for the ICB but would want to support and share the development of incentives to other places across the ICB				
<p>Recommendation 7</p> <p>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.</p>				
Comments from Service:				
Action	Owner(s)	Completion Date	Comments	RAG Status
The ICB to broker a conversation between Barts Health and Queen Mary University London to explore options	Francesca Okosi – Chief People and Culture Officer	Q3 2023-24	Insert any relevant comments	Add colour for RAG status

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<p>Recommendation 8</p> <p>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.</p>				
<p>Comments from Service:</p>				
Action	Owner(s)	Completion Date	Comments	RAG Status
<p>The ICB has won a bid with the Department of Education hosted by Barking Havering and Redbridge to employ a T Level co-ordinator for 22 months that will support Education and employers to increase capacity and develop any investment requirements to meet placement capacity across health and social care employers.</p> <p>For degree apprentices to build on existing progress identifying barriers and local solutions to support degree take up through direct entry courses and employer-led apprentice schemes</p>	<p>Francesca Okosi – Chief People and Culture Officer</p>	<p>Q2 -2024-25 to increase placements</p>	<p>Insert any relevant comments</p>	<p>Add colour for RAG status</p>
<p>Recommendation 9</p> <p>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.</p>				
<p>Comments from Service:</p>				
Action	Owner(s)	Completion Date	Comments	RAG Status

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ICB to link into existing programmes from Capital Nurse and Social Care to share learning	Francesca Okosi – Chief People and Culture Officer	TBC	Insert any relevant comments	Add colour for RAG status