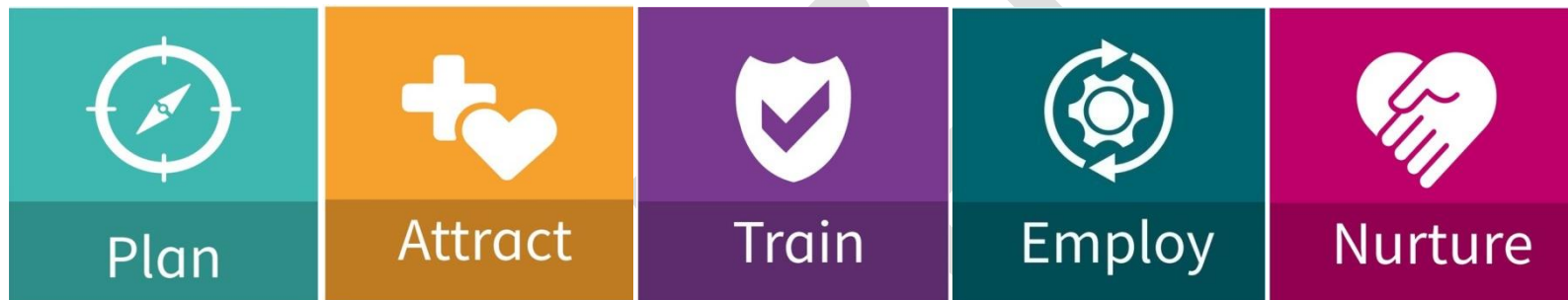




Summary of Short-Medium Term Actions across the Five Pillars of Workforce



<p>To meet the terms of Health & Care (Staffing) (Scotland) Act 2019, speciality specific Staffing Level (workload) tools should be used annually alongside the application of Common Staffing Methodology (CSM)</p> <p>Set up systems and processes for gathering and reporting workforce data for planning and monitoring purposes. This should</p>	<p>Review recruitment and retention pathways in Health and Social care</p> <p>Continue to develop and explore new models of employment into health and social care roles</p> <p>Increase the number of employment programmes such as foundation, modern and graduate apprenticeships, 'earn as</p>	<p>Engage with all partners including Higher Education, Local Colleges, Practice Professional Developments, NHS Education in Scotland, and the Scottish Social Services Council (SSSC) to ensure a comprehensive approach to training at all levels, with new developments/programmes aligned to strategic priorities and service design</p>	<p>Develop succession pathways that reflect integration</p> <p>Review skill set, roles, remits within the workforce 'right staff, right skills, right place, right time'</p> <p>Review measures to support retention of staff in Health and Social Care</p>	<p>Develop current/future leaders by supporting the implementation of Excellence in Care and Leading Excellence in Care Framework across HSCP</p> <p>Implement learning from our workforce from 'What Matters to You'</p> <p>Continue to provide and encourage learning and development for new ways</p>
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<p>include the necessary preparation to introduce real time staffing data collection, risk escalation and mitigation across HSCP, Third and Independent sectors</p>	<p>you learn', Princes Trust including in the third/independent sector</p> <p>Targeted recruitment with young people in schools/youth groups through engagement with key stakeholders.</p> <p>Further explore international recruitment programme to attract overseas workforce</p>	<p>Continue to promote and grow new roles such as Advanced Practice and Band 4 Health Care Support Workers</p> <p>Develop career pathways and succession planning to create a culture of continuous improvement and development 'grow our own'</p>	<p>Continue to work in partnership with employers across statutory, third and independent sector</p>	<p>of working across the partnership</p>
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Sub-Working Groups

Education and Development	Safer Staffing	Recruitment/Retention/Attraction	Staff Health and Well-being
<p>Pillars: Attract, Train, Employ, Nurture</p> <p>Remit/Actions:</p> <ul style="list-style-type: none"> • ‘Grow our own’ undertake training needs analysis • Review job descriptions • Develop/implement succession planning pathways • Further development of roles • Continue to develop advanced practice roles • Ensure mandatory training undertaken • Robust induction for new staff 	<p>Pillars: Plan, Attract, Train, Employ, Nurture</p> <p>Remit/Actions:</p> <ul style="list-style-type: none"> • Implement Staffing Level Tools annually as per legislation • Implement Common Staffing Methodology where applicable • Develop Standard Operating Procedures (SOPs) to support governance and legislative reporting requirements • Roll out of e-rostering and SafeCare across professional groups 	<p>Pillars: Attract, Train, Employ, Nurture</p> <p>Remit/Actions:</p> <ul style="list-style-type: none"> • Review of recruitment and retention pathways • Are exit interviews completed • Explore new models of employment into health and social care roles • Engage with schools, youth groups (Youth Academy) • Explore other avenues such as Princes Trust, earn as you learn schemes with partner organisations 	<p>Pillars: Train, Employ, Nurture</p> <p>Remit/Actions:</p> <ul style="list-style-type: none"> • Staff participate in I Matter/What Matters to You • Promote well at work and other services • Health and Well-being champions • Focus on positive stories and shared learning • Implementation of Leading Excellence in Care Framework • Implementation of Succession Planning Toolkit



<ul style="list-style-type: none"> • Completion of annual appraisals • Clinical supervision/restorative supervision 	<ul style="list-style-type: none"> • Develop local decision-making processes and recording mechanisms for any disputes • Ensure all staff aware of Health and Care (Staffing) (Scotland) Act 2019 through programme of education • Develop a reporting structure/process following staffing level tool runs • Engagement with Care Inspectorate 	<ul style="list-style-type: none"> • Explore international recruitment further across HSCP 	
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