
Health Education Kent, Surrey and Sussex

Kent Health & Wellbeing Board

January 2015

Philippa Spicer – Local Director

“Through creative partnerships we shape and develop a workforce that impacts positively on health and wellbeing for all”



*Developing people
for health and
healthcare*



Setting the Kent Workforce Context

- Kent Workforce Profiles
- Risks and Challenges
- Workforce Modernisation Examples
- Primary Care Example
- Workforce Development Updates

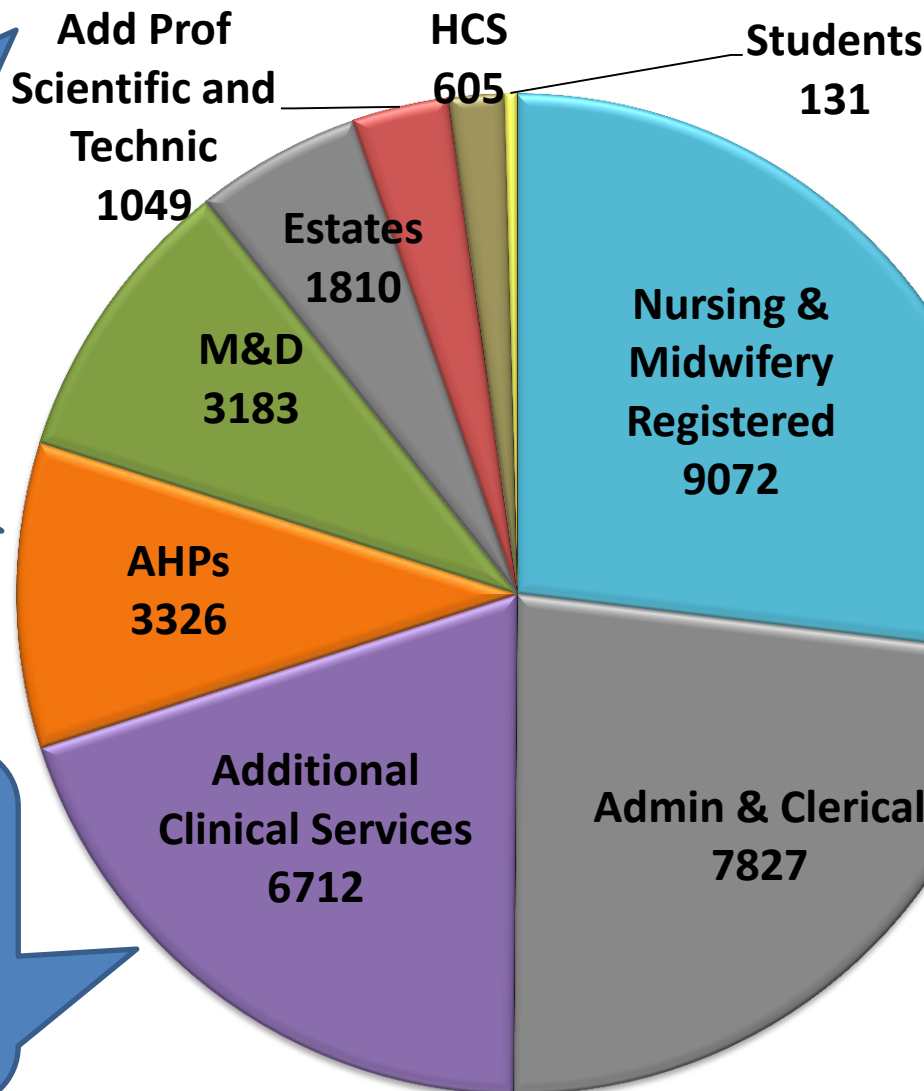
Kent Workforce Breakdown

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(inc Pharmacists, Physician Assistants, Social Workers, Psych Therapists, Optometrists)

(inc Para's, Podiatrists, Dietitians, Physios, Radiographers, SALTs)

(inc Ambulance Care Assistants, Phlebotomists, Counsellors, Pre-Reg Pharmacists, Social Care Support Workers)

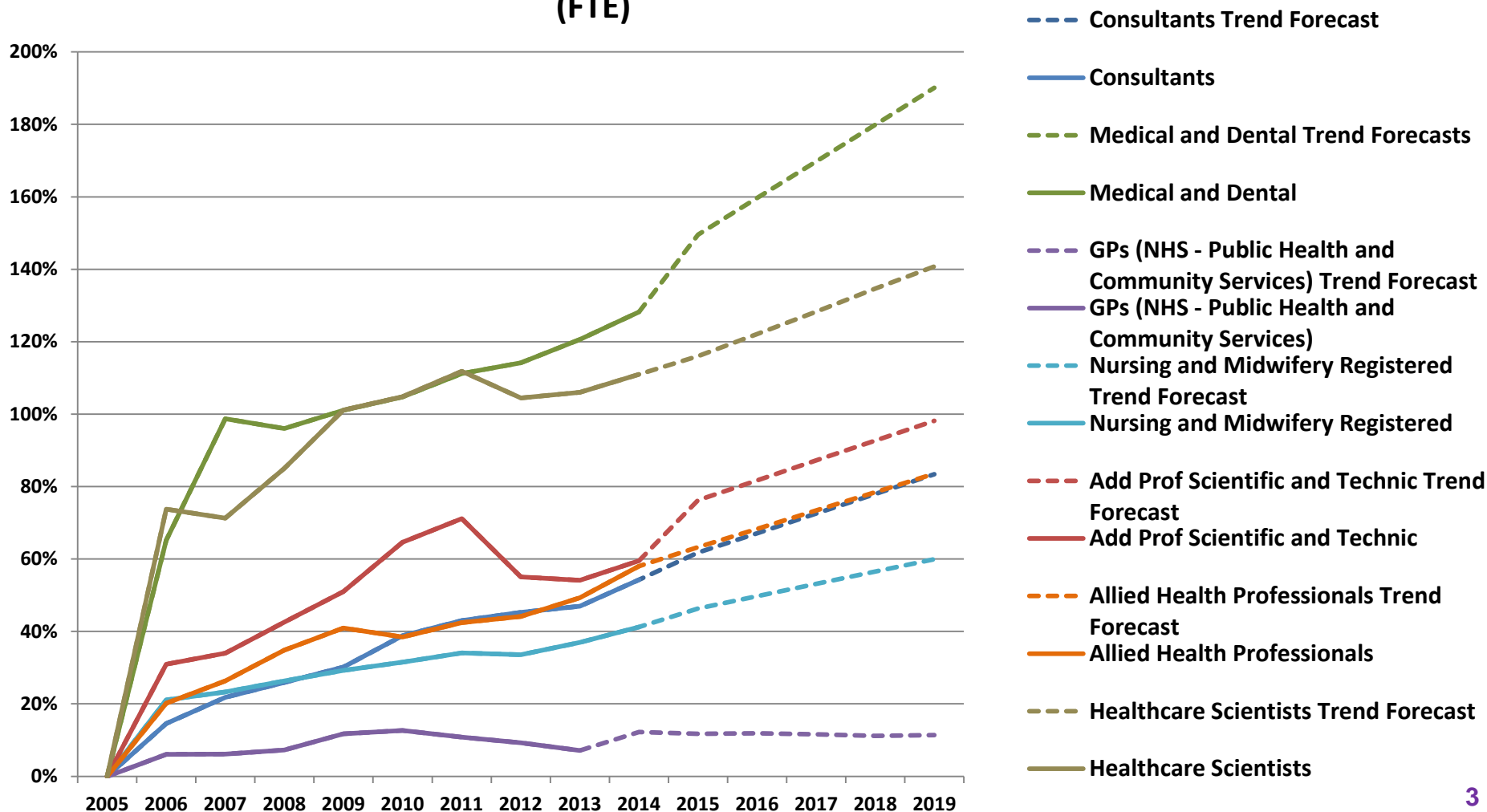


(inc Adult Ns, Midwives, District Ns, Enrolled Ns, Nurse Consultants, Matrons, Health Visitors, School Ns, Paediatric Ns)

Kent Workforce Trends

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Kent - Workforce % Growth 2002-2013 and HEKSS Trend Forecasts from 2014
(FTE)

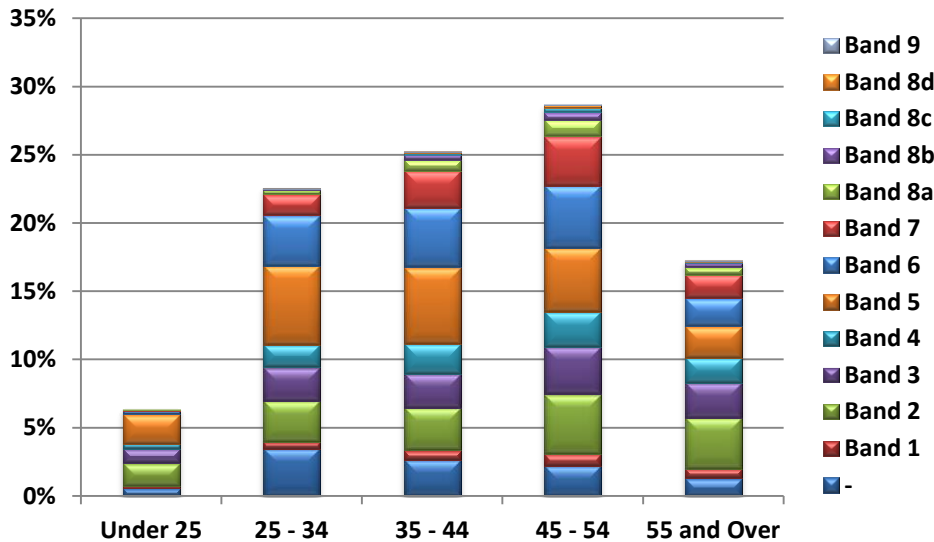


Kent Workforce Profile

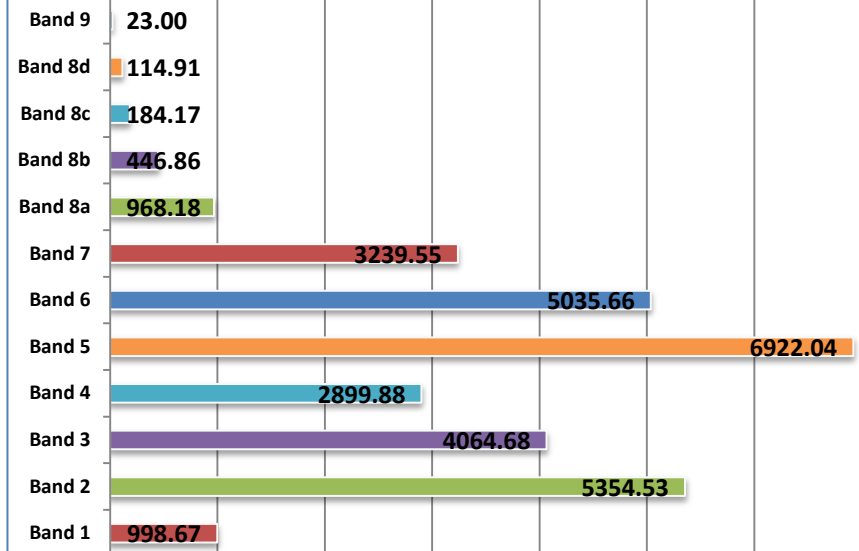
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Non-Medical Workforce Profiling

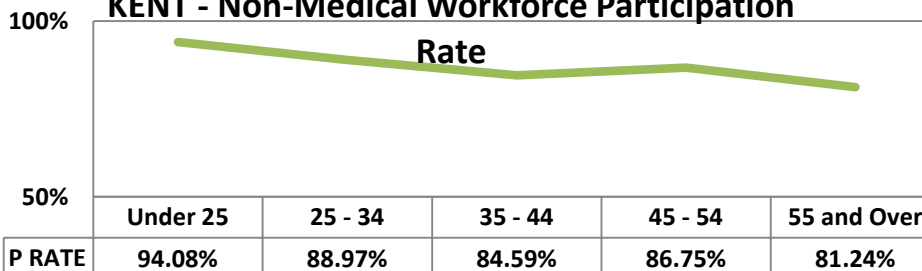
KENT - Age Profile by Age Band



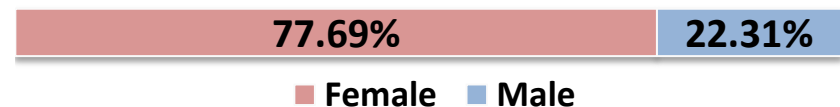
KENT - Non-Medical Workforce (FTE)



KENT - Non-Medical Workforce Participation



KENT - Non-Medical Workforce Gender Breakdown

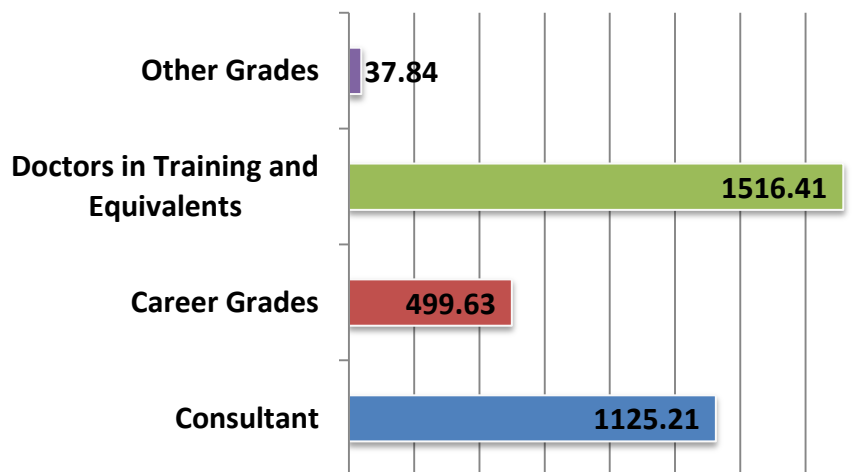


Kent Workforce Profile

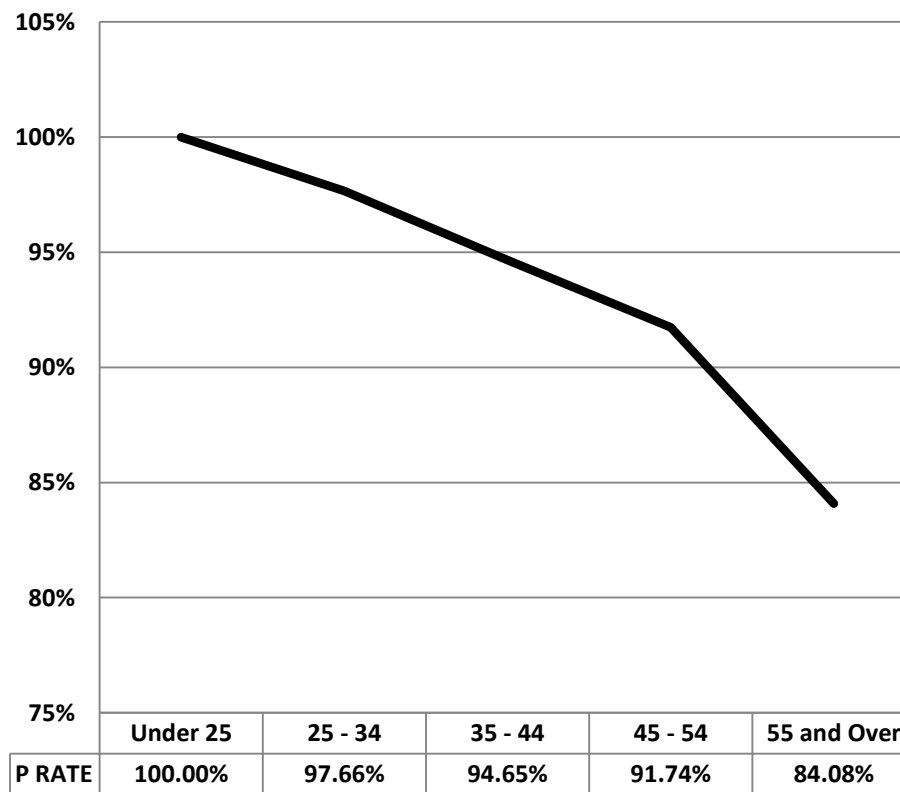
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Medical Workforce Profiling

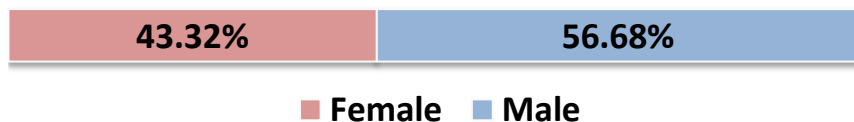
KENT - Medical and Dental Workforce (FTE)



KENT - Medical and Dental Workforce Participation Rate



KENT - Medical and Dental Workforce Gender Breakdown



Kent Workforce Profile

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Risks and Challenges Summary

- **Geographic recruitment** difficulties in areas such as Thanet.
- **Workforce shortages** in many areas; across Nursing as a whole, Health Visiting, Allied Health Professionals, Emergency Care, salaried General Practitioners, Band 6/7 Specialist Clinicians etc.
- **Aging workforce** - some organisations in Kent have a high risk of employee retirement.
- Some service areas struggle with high **sickness rates**, difficulties in **staff retention** and maternity cover.
- **Staffing cost pressures** e.g. locum, overtime , 7 day service, Safer Staffing
- High use of **agency, bank and locum staff** .
- **Population growth** (12.6% - 20 year forecast)
- **Competition** from London.



Kent Workforce Profile

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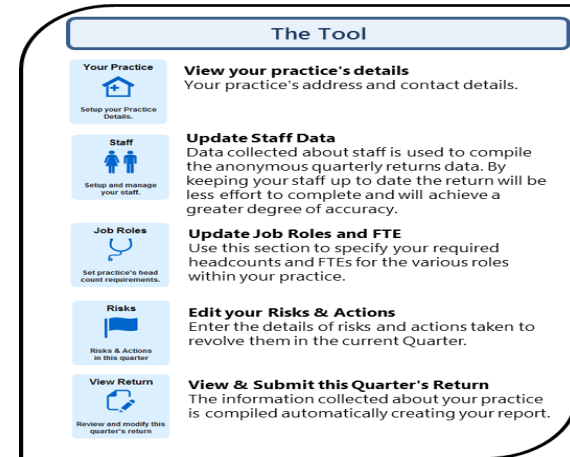
Workforce Modernisation Examples

- “**The Street Triage**” pilot enhancing working relationships between Kent and Medway NHS and Social Care Partnership Trust and the Police.
- **Reviewing band 4 Healthcare Assistants role** and increase numbers with a view to optimise qualified nursing time.
- Enhanced neighbourhood care team supporting **Pro-active care** and rehabilitation.
- **Advanced Practitioner Nurses** in Children's Community Services.
- Integrated Primary Care Teams at Practice level to support **admission avoidance** .
- **Peer support workers** in mental Health.
- **Physicians Associates**.



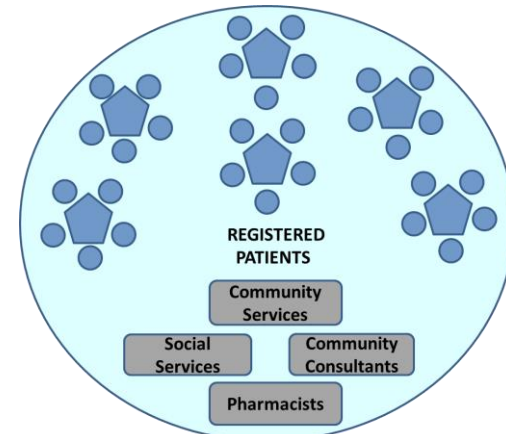
Kent Service Transformation Primary Care Case Study

- Future Workforce –
 - GP Tool
 - Strategic Workforce Plan



- Workforce Development
 - Acute Skills and Community

- Education Support
 - Community Education Provider Networks



Kent Workforce Development



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- **HEKSS Skills Development Strategy**
 - **Dementia** e.g. foundation level training (on target), training programmes to empower families and carers, and healthcare professionals
 - **Emergency Care** e.g. Staff & Associate Specialist Upskilling Programme, Dementia Fellowship, Pharmacy into emergency medicine pathways, advanced paramedics
 - **Children and Young People** e.g. Health Visitor training, asthma training workshops and sonography working groups
 - **Technology Enhanced Learning** e.g. Simulated Ambulance, e-learning Network, faculty development training
 - **Career Progression** e.g. Health and social care apprenticeship programme, Pre-employment programme, Care Certificates, Career Advice Workshops