






**Scottish Borders HSCP Integrated Workforce Plan – Short Term Action Progress Report May 2023**

 <b>Plan</b>	 <b>Attract</b>	 <b>Train</b>	 <b>Employ</b>	 <b>Nurture</b>
<p>Develop 3 year Workforce Trajectories highlighting projected gaps and identifying solutions across clinical services experiencing recruitment and retention challenges.</p> <p>Nursing trajectories updated – improved position shown for Nursing with success of International Recruitment and Newly qualified nurses. Work begun to develop trajectories within Acute Medical Services as part of risk assessment exercise.</p> <p>Support services and providers to run available Workload Planning Tools to review sustainability of services and meet duties of the Health &amp; Care (Staffing) (Scotland) Act</p> <p>Real time staffing resources now fully embedded in critical care and mental health. Maternity &amp; adult Inpatient tools currently being worked on. 3 nationally mandated tool runs</p>	<p>Develop a cross sector recruitment event to attract new applicants into Health and Social Care professions.</p> <p>Establish a cross sector approach to International Recruitment which builds upon NHS Borders recent success.</p> <p>40 IR Nurses recruited to date 25 in employment, 15 formally accepted offers and arriving over next 6 months. 5 AHP’s started – 4 Radiographers, 1 Physio</p> <p>Promote wider employment opportunities across Health and Social Care to family members of International Recruits where they have relevant skills/experience.</p> <p>5 spouses working for NHS Borders within ED, catering, and Radiography &amp; Pharmacy banks. Arrangements with SBC to consider spouses for relevant roles.</p>	<p>Continue to work with Borders College, and NHS Education for Scotland to maximise opportunities to develop staff/advanced roles e.g., Band 3/4 HCSW, opportunities.</p> <p>CPD Continuing to support 8 Band 2’s to completed Level 7/8 programme to enable progression to Assistant Practitioner.</p> <p>Support increased numbers of HCSW entering registered nursing training by working jointly with Napier University to explore the development of a programme, where following a year studying at Borders College, HCSW can go into second year of training by October 2024.</p> <p>Discussions ongoing re-entry requirements - Open day also planned for undergrad Nursing to take place in the Borders Spring/Summer 2023 to promote opportunities.</p>	<p>Promote opportunities to retain staff using flexible working options</p> <p>Reach out to recent retirees in key difficult to recruit to positions, to promote opportunities to work within Partnership services over peak periods (e.g., winter planning, summer holidays) in recognition that this way of working may be more attractive amid the cost-of-living crisis.</p> <p>Review key infrastructure barriers to employing, retaining and mobilising current staff and overseas recruitment e.g.</p> <p>Housing for key workers and local letting initiatives.</p> <p>1 year Pilot has been set up to supply 5 properties for NHS and 5 properties for SBC at McQueen Gardens in Galashiels. This is an</p>	<p>Promote a cross sector staff wellbeing plan to implement interventions aimed at supporting the work, with a focus on building resilience to face future adversity/challenge.</p> <p>Monthly newsletter to be established, focussing on wellbeing. To be made available across all sectors.</p> <p>Partnership working groups to devise local approaches on Menopause, Miscarriage and Gender Based Violence while awaiting a Once for Scotland approach.</p> <p>Continue to deliver Stress and resilience training, Working Health Matters and Managing Mental Health for Managers courses to support managers understanding of reasonable workplace adjustments to improve staff health and wellbeing.</p>

Appendix 3

<p>planned over next 6 months within community areas.</p> <p>Explore options to ensure sustainability of services at increased risk, including considering different roles, working across Health and Social Care boundaries or closer collaboration with regional/national services.</p> <p>Key priority to consider flexibility/portability of staff identified within HSCP Implementation plan. Also links to Medical Risk Assessment exercise to establish areas to focus workforce planning activity on.</p> <p>Continue to develop workforce systems to provide high-quality, user-friendly Workforce intelligence to support decision making</p> <p>Initial work to establish dashboards progressing as part of the service redesign work.</p>	<p>Continue to promote and provide employability programmes such as Apprentices, Project Search, Princes Trust, Job Creation Fund to maximise our recruitment pipeline within the local community</p> <p>Existing programmes continue to be supported and a new programme, Train for facilities running Spring 2023 for 14 students. Borders College provide employability skills with NHS Borders providing work placements across General Services, Laundry and Catering, students will then have opportunity to apply for bank positions.</p> <p>Expand work with Developing the Young Workforce, attend local school careers fairs, provide work experience, including virtual work experience to S4 pupils to promote opportunities and attract the younger workforce.</p> <p>Virtual Work experience week successfully delivered in December 2022 – evaluated well</p>	<p>Liaise with Borders College and Scottish Borders Council, to support the development of generic courses to prepare potential applicants for entry level positions across health and social care.</p> <p>Develop entry level Housekeeper roles to undertake tasks that don't require to be undertaken by HCSW (e.g., non-care activities) to free up clinical time.</p>	<p>arrangement with Eildon Housing to provide short term housing for Key Workers.</p> <p>Transport – linking train/bus times to key towns within the Borders.</p> <p>Work ongoing with SBC and key transport providers to consider how bus times can better link with shift patterns to support staff</p>	<p>Training, including bespoke courses to be rolled out across the sectors.</p> <p>Empower members of the Nurture Workstream to develop and deliver new initiatives to support staff wellbeing.</p> <p>Explore the provision and use of E Bikes across the sectors.</p> <p>Development and marketing of a cross sector Staff Wellbeing Week in June 2023. This will include information on a range of topics to support the 4 Pillars of Wellbeing (Physical, Emotional, Financial and Spiritual Health) This will include heart health, exercise, wellbeing, finances and healthy lifestyle options.</p> <p>Empower staff across the sectors to develop and implement action plans to influence team wellbeing at work</p> <p>Recognise that members of the Partnership's workforce may be unpaid carers and provide support in line with the Carers Act and flexible working conditions.</p>
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	<p>and plans to roll out nationally September 2023. Pilot generic work experience opportunity for 12 S3 pupils w/b 24<sup>th</sup> April 23 with 8 different professions included, showcasing the variety of careers available.</p> <p>Review attractiveness of roles as they become vacant</p>			
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