

<b>SUMMARY REPORT</b>	
<b>Transformation Board</b>	<b>Date: 09.05.19</b> <b>Item 8 App 6</b>
<b>Title of report</b>	Cornwall and the Isles of Scilly STP Workforce Transformation 2018/2023
<b>Workstream</b>	Workforce
<b>SRO</b>	Adrienne Murphy, Director of HR and OD
<b>Author(s)</b>	Adrienne Murphy, Director of HR and OD
<b>Purpose of report</b>	To provide the strategy for the workforce transformation plans
<b>Recommendation</b>	To note
<b>Engagement and Consultation Undertaken to Date</b>	Produced by the Workforce Strategy Board which includes all Health and Social Care parties in Cornwall and IoS.

### Executive Summary

Health and care partners across Cornwall and the Isles of Scilly (CloS) are working together as a sustainability and transformation partnership (STP), known as Shaping Our Future (SOF). As part of this, new models of care are being developed, to better meet demand, to improve quality of care and to support the achievement of a financially sustainable position. Although the models of care work is not complete, it is known that changes in the health and care workforce will be required.

This workforce transformation document sets out how key workforce changes will be made over the period 2018 to 2023. It is intended to be a document that is updated every six months as progress is made and as new approaches to workforce change are agreed. It is therefore a 'live' document rather than an end in itself. The scope of the plan is staff providing or closely supporting patient and client services across primary care, ambulance, community-based health care, mental health care, adult and children's social care, acute hospital care and the voluntary sector.

A number of underpinning assumptions have been made:

- The recruitment situation across the NHS will remain a challenge for at least five years, and probably for ten.
- Financial constraints will continue to impact on the NHS and in particular on social care.
- New models of care will reduce or replace acute hospital activity with community-based activity.
- NHS providers will work collaboratively and will adopt common approaches, and will make progress with an integrated care partnership (ICP).

<b>Interdependencies with other work streams (where relevant)</b>	Operational Plan
<b>Financial implications</b>	
<b>Key Risks</b>	Service models not fully developed
<b>Sources of evidence in support of proposals</b>	National workforce plan
<b>Equality and Diversity Statement</b>	
<b>Communications requirements</b>	