



Workforce Directorate

Room 546
Richmond House
79 Whitehall
London
SW1A 2NS
Telephone: 020 7210 5833
Fax: 020 7210 5854
Email:

nic.greenfield@dh.gsi.gov.uk

Dear SHA Workforce Director

Transforming Community Services: Workforce Issues

I am writing to you to ask that you ensure that you are fully engaged in taking forward the Transforming Community Services agenda. As you know, this programme is essential if we are to deliver the service transformation needed to meet the Quality and Productivity challenge. The workforce element of this is central and the SHA assurance event held by DH recently with SHA TCS leads highlighted that considerable work still needs to be done on workforce issues.

The latest guidance on community services sets out a demanding agenda on workforce issues. This includes ensuring strong organisation development plans, investment in creating transformational leadership capacity and capability at all levels, and robust pathway-led workforce planning which reflects new models of care and changing working practices.

To get the best outcomes for community services, it is essential that you and your teams are engaged in the SHA-led assurance processes for “approving in principle” the future plans for current directly-provided community services for the majority of PCTs by 31st March 2010.

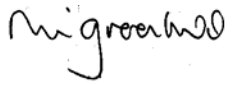
I

The SHA led Assurance process requires PCT proposals to meet challenging national criteria (‘tests’), set out in the national guidance. These include organisation development, change management, workforce planning, and training and development, as well as trade union and staff engagement.

Your engagement in this process should ensure that full weight is given to broader workforce and organisation development issues in the context of overall regional quality and productivity plans. It will also give you an opportunity to identify how you can best support PCTs and other NHS organisations as they take forward this change; for instance through the use of MPET funding.

I know that many of you are already properly engaged in this process, but DH TCS policy staff asked me to highlight the importance of your engagement in the process.

Yours sincerely

A handwritten signature in black ink that reads "Nic Greenfield". The signature is written in a cursive style. To the right of the signature is a vertical red line.

Nic Greenfield
Director of Workforce
Director of Employee Relations for the NHS
07973549977