Key Communications  
Date: 20.12.2019  
Region: West Midlands

Welcome

System Working  
Health Education England - Tom Kirkbride  
There is a commitment to trainee nurse associates (TNA), 1400 in the Midlands for 2019-20, which includes scoping work with Skills for Care for use into social care. It is important to support ‘grow your own’ with these roles with staff progressing from HCAs to TNAs to RGNs. There is a £5000 annual grant for nursing, midwives, some allied health professional students from September 2020

Discussion on staff side engagement with STPs  
LETBs will be moving to become regional people boards – the details are being worked through, and it's likely to be from April 2020. The challenges are consistent across all the STPs in the West Midlands – recruitment and retention; winter pressures; financial balance; ageing workforce in some parts. It’s important to use retire and returns to support the workforce supply gaps. There are some issues among the regional staff side reps related to their regular engagement with LWABs and sharing information through the regional SPF

West Midlands SPF Priorities  
They agreed to focus on the following areas during 2020: Culture – focus on civility, the Chris Turner ‘civility saves lives’ work with a potential to invite him to the partnership conference. Retire and return – sharing good practice, supporting mindset to enable this, myth busting. Job matching – whether this can be done to share resources regionally.

NHS Improvement / England Regional Director for Midlands – Steve Morrison  
Headlines from the upcoming People Plan: Quality of leadership – do we have the right quality leaders in these roles – values and behaviours driven recruitment. Staff numbers – with a heavy focus on nursing as the main challenge, which is being well responded to in terms of clinical placement expansion, plus maintain and increasing this over time. 21st century care – new ways of working. How to close the efficiency cap between what is required and what can be delivered. How we manage the workforce: national, regional, system, organisational. Many of the recruitment and retention and modernising needs to be done at system level.