

The Lincolnshire People Plan 2022/2023



Introduction



There is a long history of joint working in Lincolnshire between the NHS, local authority, Public Health, social care, the third sector, housing and children's services. The COVID-19 pandemic provided further opportunities to develop relationships across health and social care and therefore saw a step change and the development of the first People Plan 2020/2021.

2020/2021 and 2021/2022 saw the creation of the People Team, reporting to the People Board, providing strategic oversight to the People Plan and further progressing engagement across the system.

For 2022/2023 there is now both the requirement and foundation on which to start to deliver on key people priorities and therefore Lincolnshire is now building on our existing strengths and moving forward towards the People Plan 2022/2023 with the addition of the People Hub, Centre for Innovation.

This document outlines our 2022/2023 vision, priorities and objectives for our People, incorporating the NHS Long Term plan, People Plan and defined Lincolnshire People Priorities.

The COVID-19 pandemic significantly affected the NHS and its workforce, providing new challenges as well as changing the way we work and deliver care.

The Lincolnshire People Plan 2022/2023 must take account of the challenges we now face, including backlogs in the healthcare system, increased demand, workforce gaps and staff fatigue.

It is important to also acknowledge the associated challenges for our rural county, financial recovery and constraints on funding and possible unknown future changes within the political landscape.

Huge strides have been made in digitally enabled transformation and this provides further opportunity to improve the working lives of our workforce and help them to deliver health and social care.



Our Vision

A "One Workforce" ICS approach

To grow and develop our workforce in Lincolnshire and provide an environment which aligns to the NHS People Promise.

People Promise





The Themes

Looking after our people

- An agreed Health and Wellbeing Strategy aligned to the People Plan
- A clear System wide Health and Wellbeing offer
- A clear Health and Wellbeing Operating model
- A review of the Occupational Health offer in line with the 'Growing Occupational Health Wellbeing Together' review



Belonging

- Support organisations in reducing Bullying and Harassment for those with protected characteristics
- Share best practice for inclusive recruitment
- Support organisations to implement Just and Restorative Cultures
- Strengthen System staff networks



New ways of working and delivering care

- Increase the wider workforce – volunteers and reservists
- Optimise the capacity of the workforce through maximising the use of e-rostering and e-job planning
- Implement a Collaborative Bank with a focus on System bank and agency spend



Growing for the future - workforce planning and modelling

- Secure expertise in workforce planning
- Create a detailed workforce plan to identify and prioritise current workforce gaps





Growing for the future - pipeline and our future workforce

- Preparation of an Apprenticeship strategy aligning with the workforce plan from 23/24
- Coordinate joint ventures such as 'new to care HCSW' cohort recruitment

Growing for the future – attraction

- Raise the profile of the County as a place to live and work in Health and Social Care for the domestic market
- Promote System wide best practice in attracting staff to Lincolnshire from Overseas



Growing for the future - retaining our people

- Deliver a System wide retention plan across Health and Social Care, coordinate and manage the development of a specific set of retention outcomes
- Work with the People Promise Managers to embed the People Plan and the People Promise

Leadership, lifelong learning, and talent

- Undertake a stocktake of the current offers and programmes
- Create and agree a System wide Leadership and Lifelong learning strategy
- Introduce Scope for Growth

