



BHR Health and Care Academy

Grow our own

Better care, better lives, together for all

BHR Health & Care Academy Update

Barking and Dagenham Health and Wellbeing Board – November 2021



Executive Summary

Key drivers for change



NHS
The NHS Long Term Plan

NHS
Health Education England

NHS
COVID-19 Pandemic

NHS
WE ARE THE NHS: People Plan 2020/21 - action for us all

Inequalities

System Resources

London Race Strategy

Integrated Care System Development

Key System Workforce Challenges

Recruitment, particularly to clinical roles

Retention, particularly in Local Authority and care roles

Agency use

Staff sickness

Supporting staff wellbeing

Capacity in individual origination's teams to address all aspirations / key challenges

Increasing workforce to patient ratio, particularly in primary care

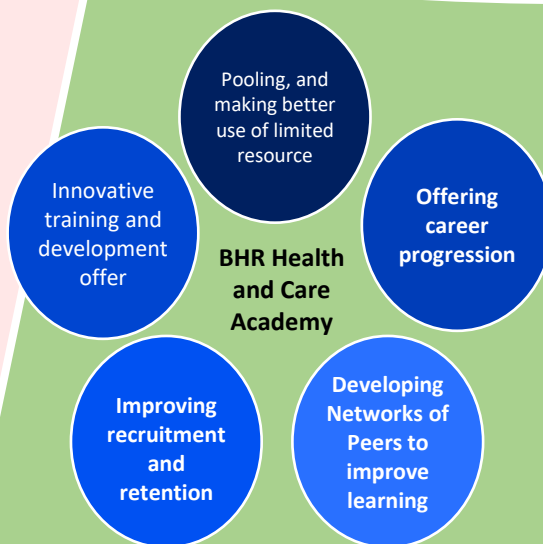
Proposed System Solution: BHR Health and Care Academy

OUR VISION

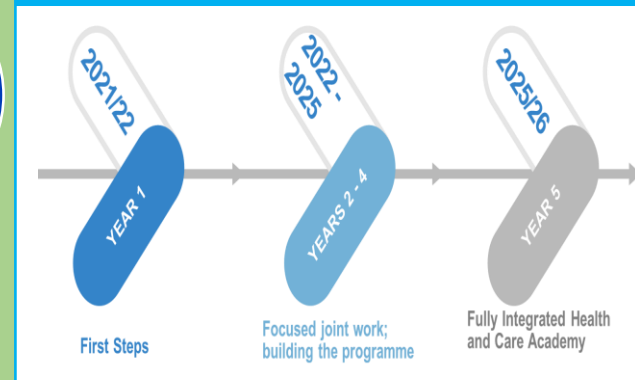
INTEGRATION, CULTIVATION, MOTIVATION;
GROWING, DEVELOPING AND EMPOWERING A WORLD CLASS DIVERSE BHR WORKFORCE

OUR PURPOSE

Combine our resources to RECRUIT, TRAIN, and RETAIN a world class diverse workforce, delivering transformative change to address system issues and improve outcomes for local people



Five Year Plan



Key Partners: BHRUT, NELFT, London Borough Barking and Dagenham, London Borough Havering, London Borough Redbridge, BHR Team in NEL CCG, BHR Training Hub, BHR Primary Care/General Practice, Care City, voluntary sector, private sector, HEE, Trade Unions, ELHCP

Launch event evaluation

- 189 delegates registered
- 120 delegates attended
- 80 delegates stayed online until the end of the event
- 61 delegates completed poll
- Over 80% agreed or strongly agreed that the Dashboard will help with workforce planning and the Academy will help with recruitment and retention

Next Steps:

- Operational Delivery Phase
- AHP Deep Dive 18th Nov 2021 (11 am – 1pm) – Registration will be open to all
- Dashboard Development – Phase 2 underway to refresh and embed the operational model's capabilities