



Wakefield District  
Health & Care  
Partnership

# Wakefield People Alliance

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Monday 7<sup>th</sup> November 2022, 9:00-11:00am




# Monday 7th November 2022, 9:00-11:00am

Agenda	Agenda item	Pillar Link	Reference	Lead	Papers	Time
1	<b>Chair:</b> <input type="checkbox"/> Welcome & Introductions <input type="checkbox"/> Minutes/Action Log <input type="checkbox"/> Chair's update		Information	Dr Linda Harris	Verbal/ Slide deck	9.00am
2	<b>State of the Adult Social Care Sector Report</b> <input type="checkbox"/> Summary overview	4,5,6	Information/Reference	Jeanette Cookson	Verbal/ Slide deck	9.15am
3	<b>Wakefield People Plan:</b> <input type="checkbox"/> Progress Report	All	Information	Dominic Blaydon	Slide deck	9.30am
4	<b>Regional/Place:</b> <input type="checkbox"/> Volunteering Framework and Principles	4,5,6	Discussion	Becky Bracey, Kirklees Dave Forrest, NOVA Wakefield	Slide deck	9.40am
5	<b>Place – Workforce Transformation:</b> <input type="checkbox"/> Health and Social Care Academy	5	Discussion	Phillip Marshall & Ellie Valentine, MYHT	Slide deck	10.00am
6	<b>System Workforce Horizon scanning:</b> <input checked="" type="checkbox"/> Check in and share <input type="checkbox"/> People Alliance Risks/Issues Log		Discussion	All All	Verbal	10.45am
7	<b>AOB</b> <input type="checkbox"/> Reminder: proposed items for Alliance Forward Plan 2022/23		Discussion	All	Verbal	10.55am
	<b>Date and time next meeting:</b> Monday 5th December 2022, 9:00-11:00am					11.00am



# Action Log – October 2022

Alliance Action Log	Lead	Complete	Progression/ Update
ICB to share Health & Wellbeing Hub intelligence and narrative for members Collate feedback from members once shared to support business case	JF PMO		Received several responses – emailed to J Farn
To share the Physical Health Checks flyer with members to promote the service.	JH		PMO - Emailed to members
Minutes from October meeting	 Microsoft Word Document		

PMO Action Log	Lead	Complete	Progression/ Update
To collate feedback from each organisation to understand cost of living oversight and share practice.	PMO		Collated organisational feedback via template - included in slide pack for info To share and review
System Workforce MOU Refresh – Work in progress	ST/PMO		
To develop a system Risk Log on workforce roles/service areas	PMO		To collate during meeting – included in 'Check in and Share' agenda item





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# System Workforce Horizon Scanning

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Members: Check in and share



# System Workforce Horizon Scanning – Overview/Actions

Reference	Lead	Type	Action	Date	Alliance Action
Meeting/Event	NHS West Yorkshire (ICB)	Workforce Hub Meeting – 12th October	Circulated by email from ICB	Oct	Any partners attended and able to share and update
Meeting/Event	NHS West Yorkshire (ICB)	WY Health and Care Partnership OD Network. The event will be held on the 9th November at the Crowne Plaza in Leeds and will run from 10:00am – 4:00pm	Full details of the event and the opportunity to reserve your ticket can be accessed using the following link: <a href="https://www.eventbrite.co.uk/e/west-yorkshire-health-and-care-partnership-od-network-relaunch-event-tickets-432463990437">https://www.eventbrite.co.uk/e/west-yorkshire-health-and-care-partnership-od-network-relaunch-event-tickets-432463990437</a>	Oct	Confirm representation attendance from partners
Meeting/Event	NHS West Yorkshire (ICB)	Retention Steering group - aligned to West Yorkshire and the Regional group for Northeast and Yorkshire	EV (MYHT) attended	Oct	
Guidance	NHS Employers	<u>Members link</u>  <a href="#">Integrated workforce thinking across systems   NHS Employers</a>	Integrated workforce thinking across systems: practical solutions to support integrated care systems (ICSs) - This guide has been written to support employers in integrated workforce thinking, in line with delivering the ICS strategy.	Oct	On Dec agenda
Programme	NHS West Yorkshire (ICB)	<b>Health Equity Fellowship Programme</b>	IBC emailed directly to organisations	Oct	Discssion: How do we support at system level
PMO request	HEE	WY Workforce Transformation Learning Needs Analysis for 2023/24	PMO – Jeanette Cookson emailed out to key leads – 10/10/22	Oct	To return to Jeanette Cookson
PMO request	PMO	Invitation to respond – check in and share: % Turnover Staff Exercise – system level	PMO emailed out to key leads – 12/10/22	Oct	PMO to share collated response by email - Nov
PMO request	Wakefield EDI Group	Invitation to respond – check in and share: EDI Workforce Data	PMO emailed - Each organisation to complete the Excel template and return Hashim Din	Oct	To return to Hashim Din – Wakefield Council

**Date of next meeting:**  
**Monday 5<sup>th</sup> December 2022**  
**9:00-11:00am**





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## Members Information Only (Sharing good practice)

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System Overview – ‘Cost of Living’ support for employees



# LOCALA

LOCALA	Current practice/in place	Future practice
<b>Board Level decisions</b>	<p>Already reviewed mileage rates and adjusted this accordingly in the short term.</p> <p>We already operate Wagestream, however mindful of the additional burden this can create via associated debt.</p> <p>Ongoing review of benefits and opportunities linked to providing support and guidance discussions continue, to identify any further opportunities that can be reviewed and explored to provide ongoing support</p>	Continue to review all proposals and opportunities striking the right balance of what can be achieved
<b>HR initiatives/support</b>	<p>We provided on 4 consecutive weeks via our Wellbeing Wednesday Communications update, a raft of useful information, tips and guidance around financial support and wellbeing, useful links to support groups, pensions info, charity support, food support, discounts via our Happi app and confirmation of discounts via the Blue Light Card etc.</p> <p>We are also liaising with departments and working groups to support and direct to the most suitable level of guidance available, including CAB etc</p>	We will look to seek feedback and then review content and be picked up for a further set of communications to create ongoing support
<b>Staff Forum ideas</b>	We are working with all our Forums and in particular our Partnership Forum, working closely with the Unions to understand and identify additional support that may be available by being a union member etc	This remains ongoing
<b>Staff feedback</b>	This has been limited, but appreciate of the support being provided to face the challenges, with more detailed 1:1 support conversations also taking place	We will continue to engage and encourage feedback to review any alternative opportunities available
<b>Gaps that could be supported as a system approach</b>	This clearly remains a huge challenge and concern for all, our work is ongoing, however any further guidance, support or tips would be greatly received and appreciated	Continue to reach out and seek guidance and support



# CONEXUS

Conexus	Current practice/in place	Future practice
Board Level decisions	<ul style="list-style-type: none"> <li>Working From Home policy supporting reduced journeys</li> <li>Buying and selling of annual leave policy to support staff work life balance</li> <li>Supporting flexible working / condensed hours</li> <li>Pay our apprenticeships above the minimum apprenticeship rate and pay them travel allowance in the first 12 months of their apprenticeship.</li> </ul>	<ul style="list-style-type: none"> <li>Pay uplift for staff weighted to lower pay bands</li> <li>Looking at proposal to pay professional registration fee</li> <li>Look at uplifting family leave payments to above statutory payments level</li> <li>Considering increasing NEST pension employer contribution</li> </ul>
HR initiatives/support	<ul style="list-style-type: none"> <li>Advertised working from home tax relief government offer</li> </ul>	<ul style="list-style-type: none"> <li>Currently working on a cost of living top tips guides including access to different resources for our workforce</li> <li>Looking into the Blue Light discount card offer for the wider workforce</li> <li>To continue to promote working from home tax relief offer to staff members who might not been aware of it yet</li> </ul>
Staff Forum ideas	N/A	
Staff feedback		<ul style="list-style-type: none"> <li>Considering introducing a staff feedback survey around company pay and benefits and other areas in support of future pay / terms and conditions decisions</li> </ul>
Gaps that could be supported as a system approach		

# NOVA

NOVA	Current practice/in place	Future practice
Board Level decisions	<ul style="list-style-type: none"> <li>Review of salaries</li> </ul>	<ul style="list-style-type: none"> <li>Future pay increases</li> </ul>
HR initiatives/support	<ul style="list-style-type: none"> <li>Sovereign Healthcare policy</li> <li>Staff rewards policy</li> <li>Financial support/information</li> <li>Referrals to support agencies</li> <li>Ability to return to office working to reduce home utility bills.</li> </ul>	<ul style="list-style-type: none"> <li>Sovereign Healthcare policy</li> <li>Staff rewards policy</li> <li>Financial support/information</li> <li>Referrals to support agencies</li> <li>Ability to return to office working to reduce home utility bills.</li> <li>External provider webinars to support</li> </ul>
Staff Forum ideas		
Staff feedback	<ul style="list-style-type: none"> <li>Positive feedback on support provided.</li> <li>Feedback on salaries not keeping up with COL increases.</li> <li>Concern about fixed term contracts.</li> </ul>	
Gaps that could be supported as a system approach	<ul style="list-style-type: none"> <li>Mixed sector teams, NHS and VCSE sector and VCSE Sector cannot match NHS agenda for pay salary and expenses rise.</li> </ul>	

# SWYPFT

SWYPFT	Current practice/in place	Future practice
<b>Board Level decisions</b>	<p>Temporary increases in mileage payments until the end of September, subject to review.</p> <p>Advance payments for staff undertaking high mileage.</p> <p>Implementation of Wagestream enabling staff to access part salary in month and access bank payments quicker, with financial coaching option.</p> <p>Citizens advice drop in sessions held on our sites.</p> <p>Subsidised food costs at our canteens.</p> <p>Vouchers and bonus offered previously as thank you to our staff.</p> <p>Investment in learning and development and career progression opportunities.</p> <p>2022 wellbeing at work survey comments reviewed for feedback on financial wellbeing.</p>	<p>The Trust is regularly reviewing options going forward.</p> <p>Chief People Officer engaged in HRD network and system level discussions.</p>
<b>HR initiatives/support</b>	<p>Focus group held on financial wellbeing and discussion in our workplace wellbeing groups.</p> <p>Use of our intranet to signpost to advice and support offers.</p> <p>Working in partnership with staff side on this agenda.</p> <p>Attend workshops/networking events to share ideas.</p>	<p>Continued promotion of NHS support offer/local services.</p> <p>Increase skills and confidence in line managers and wellbeing champions in having conversations about financial issues.</p> <p>Engagement with our staff networks to understand key challenges for different demographic groups.</p> <p>Continue to provide individual support to staff.</p>
<b>Staff Forum ideas</b>	<p>Increase support for staff with car parking charges</p> <p>Increase basic pay levels (recognising this is determined nationally)</p> <p>Increase in mileage payments.</p> <p>Teams to be mindful of cost of living challenge when arranging social events.</p>	<p>Continue staff engagement/listening events.</p>
<b>Staff feedback</b>	<p>As above</p>	
<b>Gaps that could be supported as a system approach</b>	<p>Networking and sharing ideas in place and across the ICS.</p> <p>We attend the NHS Employers wellbeing champions network which is used to share developments and what different Trusts are doing.</p>	<p>System level initiatives to increase financial awareness/knowledge/education for staff. Commission support offers.</p>

# Spectrum

Spectrum	Current practice/in place	Future practice
Board Level decisions	<p>Cost of Living award £600 for 2022/23 pro rata for part time , paid monthly to support C/L rises</p> <p>Introduction of new pay and grading structure – Agenda for Change</p>	No plans at this time to introduce for 2023/24
HR initiatives/support	<p>Access to support through EAP provider &amp; Vivup benefits scheme</p> <p>Hybrid/remote working models – reducing travel costs</p> <p>Promotion of mental health First aiders to provide support.</p> <p>Free Parking on most sites – rota in place for free parking spots where free parking is not available</p> <p>Vivup benefits – access to home electronics</p>	<p>Increase in number of MHFA</p> <p>Exploring H &amp; W strategies to support and cope with crisis</p>
Staff Forum ideas	<p>Mileage rates – reviewed locally and increased to 45p per mile for above 3500 mile. Temp until March 2023</p> <p>H &amp; W support</p> <p>Ask to explore more flexible working opportunities.</p>	
Staff feedback	Provided via Staff Council (Forum)	
Gaps that could be supported as a system approach		

# MYHT

MYHT	Current practice/in place	Future practice
Board Level decisions	Increase mileage rates Wagestream	Citizens advice bureau on site
HR initiatives/support	'Ask Bill' addition to employee assistance programme Benefits programme	Metro card scheme Promote benefits options such as blue light card with discounts at supermarkets etc
Staff Forum ideas		Ideas being explored: Better support and facilitation for car share schemes More education on energy saving tips Supporting local food banks with food waste
Staff feedback		
Gaps that could be supported as a system approach		

# Prince of Wales Hospice

POW Hospice	Current practice/in place	Future practice
Board Level decisions	Recent review of pay scales	<p>Reviewing options to introduce such as salary sacrifice for pensions and a wider range of benefits.</p> <p>Reviewing option for early draw down of salary.</p> <p>Reviewing option for buying and selling of annual leave.</p>
HR initiatives/support	<p>Additional promotion of EAP scheme, particularly in relation to finance advice and debt.</p> <p>Promotion of Blue Light Scheme and other charity related discount schemes.</p> <p>Promotion of government support schemes, i.e. help with energy</p>	
Staff Forum ideas	Promotion of money saving ideas, i.e. cheapest petrol, etc.	Staff discounts to our charity shops
Staff feedback		
Gaps that could be supported as a system approach		Any ideas which could be circulated more widely

# Wakefield Hospice

Wakefield Hospice	Current practice/in place	Future practice
Board Level decisions		
HR initiatives/support	Employee Assistance Programme and Cash Health Plan introduced in October	
Staff Forum ideas		
Staff feedback		
Gaps that could be supported as a system approach		

# Wakefield Local Authority

Wakefield Council	Current practice/in place	Future practice
Board Level decisions	Temporary increase mileage rate for essential, casual and motorcycle users.	
HR initiatives/support	<p>Offer employee benefits in the form of salary sacrifice schemes such as cycle2Work, subsidised rail and bus travel and other discounts and offers for local and national companies.</p> <p>More money in my pocket was launched for the citizens of Wakefield and this includes employees who live in the district. <a href="#">More money in your pocket - Wakefield Council</a></p> <p>We have had an internal comms campaign around mental health and money worries too (see below) :</p> <p><a href="#">Mental Health &amp; Money Advice</a> (MHMA) have launched a cost-of-living hub providing information, signposting, tips and advice on the following areas:</p> <p><a href="#">Dealing with money problems during the cost-of-living crisis</a></p> <p><a href="#">How the cost-of-living crisis might affect your mental health</a></p> <p><a href="#">How to manage your mental health and money following the energy price rise</a></p> <p>Tips and ideas on <a href="#">how to manage your spending</a></p>	
Staff Forum ideas	<p><a href="#">Live Well Wakefield</a> – providing help and advice on healthy living for the people of Wakefield</p> <p><a href="#">Turning Point Talking Therapies</a> - offers a variety of help for people aged 16 or over and registered with a Wakefield GP. Including groups, workshops and individual support</p> <p><a href="#">Wakefield Council Mental Health Support</a> – there is a wealth of information for different organisations to support mental wellbeing and mental ill health, you will also find a copy of the Positive MH Support services, the latest news letter is attached.</p> <p><a href="#">Making Every Contact Count</a> - Yorkshire and Humber Region – Resources and links to Better Health and Wellbeing</p>	
Staff feedback		
Gaps that could be supported as a system approach		