HCP WORKFORCE UPDATE

1.   Background

1.1   The 0-19 Healthy Child Programme is delivered through three key service elements:

- Health Visiting
- School Nursing
- Family Nurse Partnership

1.2   Health Visitors and School Nurses are qualified and registered nurses or midwives, who may have undertaken further training to become a Specialist Community Public Health Nurse (SCPHN) and work in teams with a range of skill mix.

1.3   In April 2013, local authorities took on the statutory responsibility of delivering and commissioning public health services, including the school nursing services. Subsequently Health Visiting was transferred to the Local Authority in October 2015. Cambridgeshire currently commissions the service from Cambridgeshire Community Services NHS Trust (CCS), a local health provider.
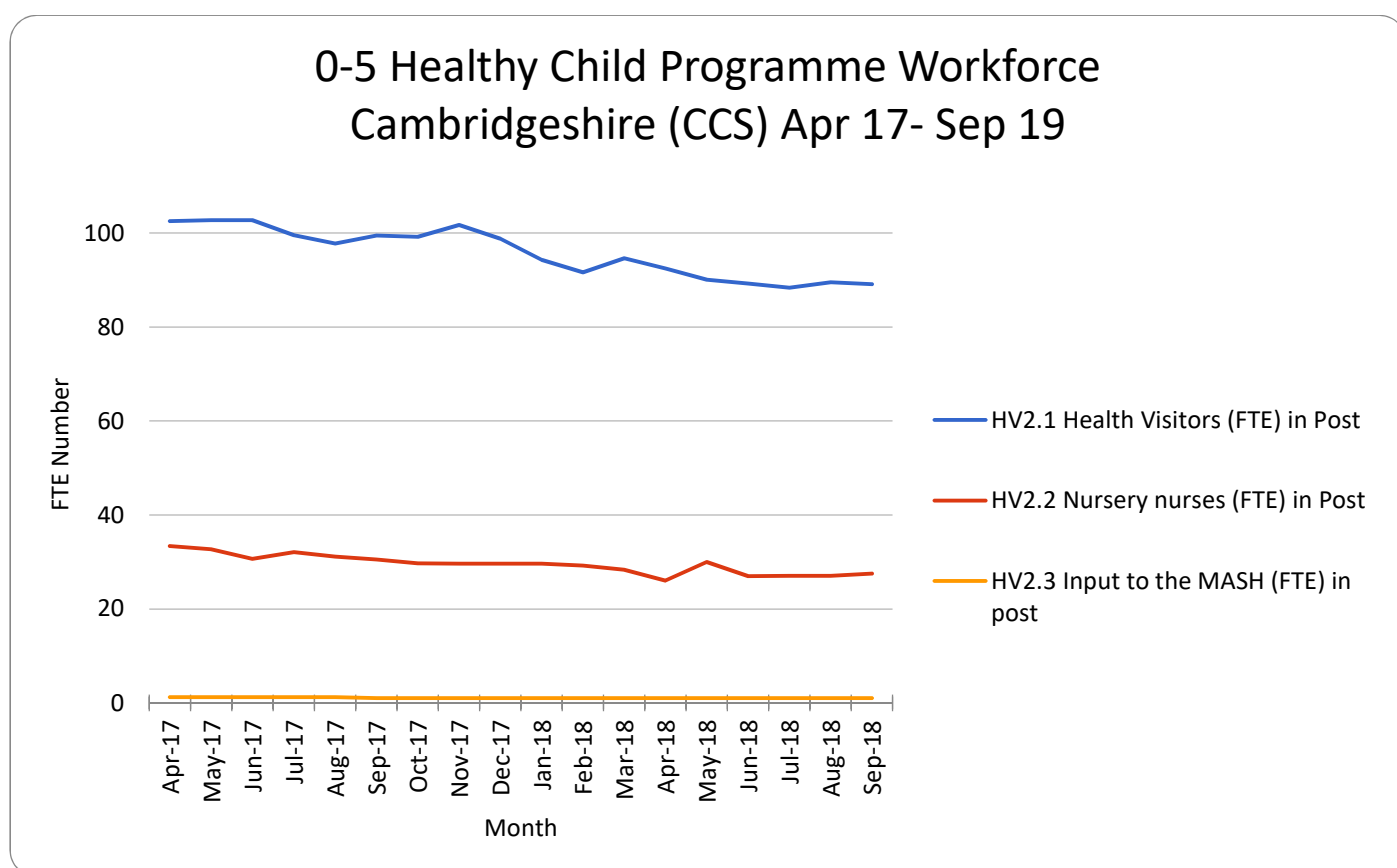
2.   Main Issues

2.1   Health Visiting.
Nationally, since the completion of Call to Action in 2015, the Health Visiting workforce has decreased by 10% per year. This figure is in part attributed to the age profile of the workforce, with over 30% eligible for early retirement. Locally, the picture is similar.

2.2   School Nursing
Similar to Health Visiting, between 2014 and 2018 nationally, the school nursing workforce has decreased, and this is mirrored locally. In March 2017, CCS reported staffing issues within the school nursing service due to staff leaving, combined with long term sickness. The Royal College of Nursing recognised in 2017 that this was a national issue, and identified a reduction in the number of full time school nurses of 16% between 2010 and 2017. At the same time, the number of school aged children in the population is rising, and forecast to rise further over the next 5 years. Between 2016 and 2021, it is forecast that the number of children aged between 11 and 16 will rise by 14.7%, and this trend continues to 2026.

2.3   The purpose of this summary is to:
- Provide workforce figures to show:
  - Changes in workforce numbers from April 2017 to September 2018
  - An overview of the age profile of staff in the Health Visiting and School Nursing services
- Summarise the actions that CCS is taking to address both the recruitment and retention of staff.

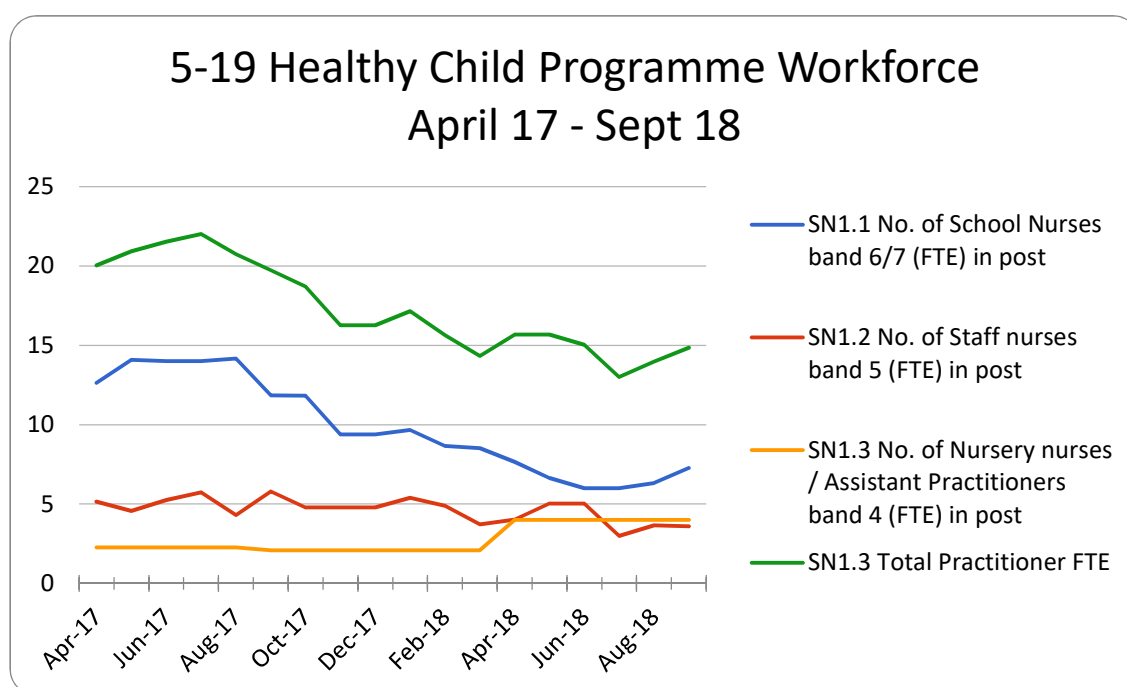**3.   Summary of workforce statistics 1 April 2017 – 30 September 2018**

The following charts show the changes in staffing numbers from April 2017 to date. The charts show that Health Visitor and Nursery Nurse numbers are currently stable, following a steady decline since April 2017. School Nursing numbers have recently started to improve following a similar period of decline.

 The figure at 3.3 highlights the challenge faced by an ageing workforce. 29% of Health Visitors are currently over the age of 55. The School Nursing workforce is younger, however most staff are over 40, with very few younger staff.

3.1   Health Visitor staff in post 1 April 2017 – 30 September 2018

3.2   School Nursing staff in post 1 April 2017 – 30 September 2018

5-19 Healthy Child Programme Workforce April 17 - Sept 18

Legend:
- SN1.1 No. of School Nurses band 6/7 (FTE) in post
- SN1.2 No. of Staff nurses band 5 (FTE) in post
- SN1.3 No. of Nursery nurses / Assistant Practitioners band 4 (FTE) in post
- SN1.3 Total Practitioner FTE

3.3   Age profile of qualified Health Visiting and School Nursing Staff in Cambridgeshire

	Headcount								
	Age Profile								
Role Descriptions	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
Health Visitor Community Services	1%	2%	10%	21%	13%	17%	10%	23%	5%
Qualified School Nurse - School Nursing	0%	7%	7%	0%	29%	29%	29%	0%	0%

4.   Actions to address workforce pressures

4.1   Skill mix

In order to develop a sustainable and effective service model, the Trust has undertaken a workforce modelling and service capacity exercise and proposed a service model which makes use of changes to skill mix to deliver effective services which meet the requirements of the Healthy Child Programme, within a realistic staffing level.

4.2   Safeguarding

A significant proportion of the time of qualified staff is spent on safeguarding. Current processes have been reviewed and streamlined to ensure that working practices meet safeguarding requirements, but the paperwork required has been streamlined so that less time is spent on report-writing, but time spent attending case conferences is protected.

4.3   Recruiting and retaining staff

Other measures that are being implemented to improve recruitment and retention within the HCP service are:

- Increasing the number of students in training e.g. there are 9 Health Visitor and 5 School Nurse students who are due to qualify as Specialist Community Public Health Nurses SCPHN) in August 2019
- Establishing a rolling programme of "Growing our own" from the Trusts current Band 4 workforce, so that there will always be people on the Nursing programme who once they have completed this, will then have the opportunity to do the SCPHN qualification. There are currently 3 Band 4 staff who have started the nursing programme, and this will be extended to other staff as part of the rolling programme.
- Within the service model the Trusts have included a Band 5 development role that will then lead to undertaking the SCHPN qualification
- The service model has also included new Band 5 roles within the 5-19 offer that do not require nursing qualification and therefore will attract other expertise such as graduate psychologists, youth workers etc.
- The Trusts have agreed a Recruitment and Retention Premium (RRP) across both organisations for roles within Cambridgeshire city, Peterborough and Fenland where there are recruitment hotspots.

5.   Summary

Following a steady decline in the numbers of staff in post in both the Health Visiting and School Nursing services, numbers appear to have stabilised in recent months. It is too early to know whether this position will be maintained in the medium term.

The Trust continues to take actions to improve staffing levels through improved role design, increasing the numbers in training, and financial incentives in areas where recruitment is particularly difficult.

Strategically, the proposed service offer is based on a sustainable service model which will use skill mix to ensure that service standards are met within the resource envelope.