

Adults and Health Committee Health Scrutiny session 14th December 2023 NHS Workforce Development – Primary Care and Nursing Workforce

Evidence received from:

- i. Chief People Officer, Cambridgeshire and Peterborough Integrated Care System
 - 06.12.23 [Published report - Item 14 refers](#)
 - 14.12.23 [Health scrutiny session \(public\)](#)

The Committee was pleased to welcome the Chief People Officer at the Integrated Care Board (ICB) to its public health scrutiny session on 14th December 2024.

Questioning focused on:

- The size and demographic of Cambridgeshire's primary care and nursing workforce
- New opportunities for collaborative working between local NHS health care providers and County, District and City councils to grow, retain and upskill the local primary care workforce.
- Ensuring access to NHS services and support for those experiencing digital exclusion.

Feedback

The Committee:

1. welcomes the 15% increase in GP contacts compared to a year ago. The Committee places on record its thanks to GPs and all primary health care professionals for their dedication and service to the people of Cambridgeshire.
2. notes the ageing demographic of GPs in Cambridgeshire and welcomes the local Integrated Care Board's success in increasing the numbers of GPs in training locally to higher rates than those seen elsewhere in the East of England or nationally.
3. welcomes the ICB's success in growing the number of primary care nurses locally since 2019 through the local training hub.
4. endorses the focus on retaining and upskilling the local primary care and nursing workforce.
5. welcomes confirmation that there is flexibility within the 111 service triaging process to best meet individual need and the stated commitment to ensuring that care and compassion are at the heart of health service delivery in Cambridgeshire.

6. welcomes the recognition of the potential for digital exclusion from health care services and the need to ensure that digital access to services is not the only route available.
7. welcomes the Chief People Officer's interest in exploring potential joint working with the County Council's new social care academy, the Cambridgeshire Academy for Reaching Excellence (CARE).
8. welcomes the Chief People Officer's offer to work collaboratively with the County Council and District and City councils to look at ways of encouraging health care professionals who train locally to stay in the area, for example in relation to accommodation issues.

Recommendations

In the context of its statutory health scrutiny function the Adults and Health Committee:

1. requests a note in six months' time on the measures in place to ensure that digital access to NHS health services is not the only route available to local people. **Action required – Chief People Officer, ICS**
2. requests that County Council officers liaise with the Chief People Officer at the ICS to explore the potential for joint working in relation to the County Council's new social care academy, the Cambridgeshire Academy for Reaching Excellence (CARE). A short written update is requested in three months' time. **Action required – Executive Director Adults, Health and Commissioning**
3. requests co-opted members of the Adults and Health Committee to share with their home Authorities the Integrated Care Board's interest in working collaboratively with the County Council and District and City councils to look at ways of encouraging health care professionals who train locally to stay in Cambridgeshire, for example in relation to accommodation issues. **Action required – All Co-opted members**