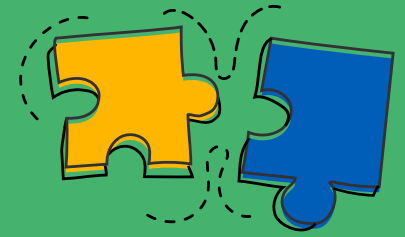# Principle 1
Systems Working

(1.1)

Is your organisation involved in workforce planning activities with other system partners? (for example, health, both acute and community services, social care etc).

If you are not currently working in collaboration with others when do you plan to, and which organisations do you plan to engage with?

Guidance notes: Here you should set out the ways in which your organisation works with other organisations (please state which) to undertake workforce planning activities. You should consider how effective your approach is in creating new roles to meet the needs of the population and services.

(1.2)

The practical opportunities and challenges of integration are routinely worked through by a process of collaboration. Do professionals continually build trust, reciprocity and share responsibility?

Guidance notes: You should consider and set out the ways through which opportunities and challenges which emerge are discussed and resolved with partners and how trust is built through reciprocity and shared responsibility across the system. Consider how effective this is.

(1.3)

Do you use networks/meetings/planning groups to discuss how current work roles and responsibilities can be adapted across system boundaries?

Guidance notes: Is space created to allow for knowledge sharing and collaboration across different parts of the system?

(1.4)

What clear and logical 'methodology' exists in your organisation to bring change from the workforce strategy, through to implementation?

Guidance notes: Consider the extent to which your organisation has clear methods and processes for bringing about the implementation of strategic ambitions. What do these methods look like?

(1.5)

Staff are listened to, and different experiences and opinions are understood. New ideas, messages and approaches are effectively shared - and understood. Trust, ownership and buy-in exist and it is felt by the workforce that 'every voice matters'.

Guidance notes: Here, you should consider the ways in which your organisation listens to and takes into account different perspectives, voices and approaches, and how effective these are in ensuring the members of the workforce feel that their voice matters.

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Principle 2
Stability
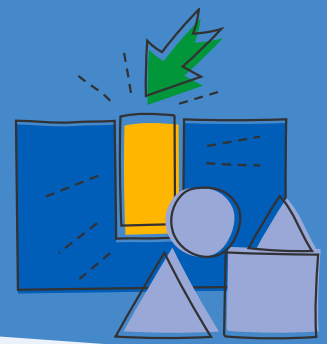
(2.1)

What is already in place and working well in stabilising the workforce?

Guidance notes: Here, you should consider if you can see evidence in your organisation of what constitutes best practice and methods in place to stabilise the workforce. These methods could relate to recruitment or retention as examples.

(2.2)

How do you promote roles in health and social care, and career opportunities in your organisation?

Guidance notes: Consider what your organisation is doing to attract new talent to health and social care.

(2.3)

Does your organisation actively discuss and make plans to encourage staff retention?

Guidance notes: Think about the measures your organisation has in place to support staff, and how effective these are.

(2.4)

Do colleagues know where and how to get support to move forward in their chosen career pathway?

Guidance notes: Think about the extent to which colleagues in your organisation are aware of where they can get support in considering and pursuing their chosen career pathway. Where and how do you support colleagues to diversify their career pathway?

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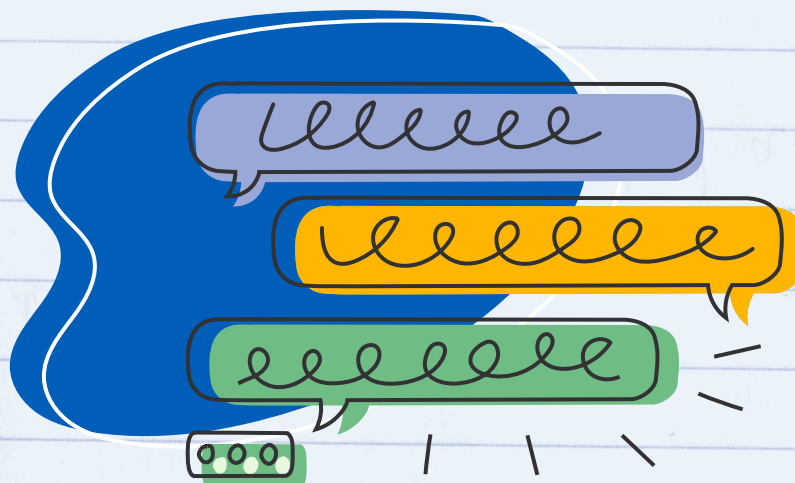
Principle 3
Learning and Education

(3.1)

Does your organisation collaborate with other providers across the system to develop your education framework?

Guidance notes: Think about ways in which training needs are identified across the integrated health workforce. Are there any areas in which knowledge is shared to facilitate the development of training?

(3.2)

What support has your organisation put in place to ensure that learning, skills and new ways of working developed during the COVID-19 pandemic are actively being built upon, shared and more widely adopted?

Guidance notes: Describe any efforts your organisation has made to embed and spread any positive changes to ways of working (or any other learning) that have arisen during the COVID-19 pandemic.

(3.3)

How are colleagues provided with the space, time and encouragement to take up learning and training opportunities?

Guidance notes: Think about any ways in which your organisation seeks to ensure staff have the encouragement and opportunity to take advantage of learning and training opportunities, and consider the extent to which this is achieved in practice.

(3.4)

How does your organisation ensure that learning, education, and development opportunities are actively supported and protected?

Guidance notes: Think about any ways in which your organisation seeks to ensure staff have the space and protected time to take advantage of learning and training opportunities, and consider the extent to which this is achieved in practice.

(3.5)

How is your organisation linking with other providers across the system in delivery of training and education opportunities?

Guidance notes: Identify any efforts being undertaken by your organisation to help bring about greater joint delivery of training for those working across different parts of the health and social care system in Devon.

(3.6)

What recognition and celebration of learning achievements exist in your organisation?

Guidance notes: Describe how your organisation seeks to recognise and celebrate the learning achievements of its staff.

Principle 4
Digital

(4.1)

Are your workforce digitally enabled? ?

Guidance notes: Think about the technology the workforce are using and if they feel competent using it to its full potential.

(4.2)

Is there is strong connection between digital literacies and wider staff training offers?

Guidance notes: Consider what training is offered to staff to ensure they are digitally enabled and if this links with other training delivered to staff.

(4.3)

Is there a clearly defined rationale communicated to staff for the introduction of new technology, and the approach taken?

Guidance notes: Think about how the introduction of new technology is communicated to staff. Do they have a part in shaping the direction of travel with the use of new technology?

(4.4)

Do staff feel ownership of new digital approaches?

Guidance notes: Think about the connection staff have when new approaches to technology are taken: do they feel part of the journey when significant changes happen?
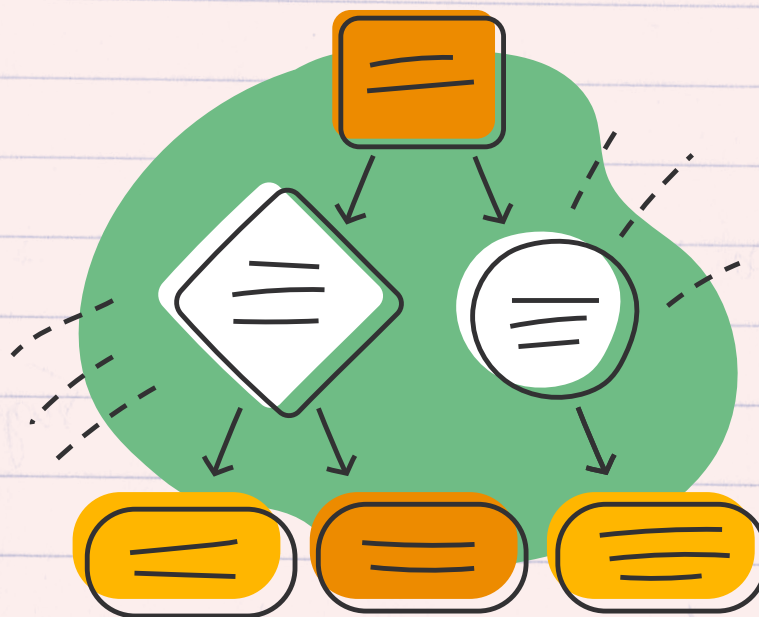
Principle 5
Sustainable

(5.1)

Does your organisation encourage strong, dynamic and responsive approaches to staff engagement within professional or workforce streams?

Guidance notes: *Think about ways in which frontline staff may be able to identify, report inefficiencies: are staff able to see that feed back into practice?*

(5.2)

What do you understand to be the disparities and inequalities across the system that impact upon your workforce?

Guidance notes: *Think about contractual arrangements that affect pay, terms and conditions, ability to work flexibly, working conditions, type of shift patterns etc.*

(5.3)

What financial plans does your organisation have in relation to allocation of resources? How does your organisation clearly set out these financial plans to meet changing needs of services?

Guidance notes: *Think about what level of awareness is there in relation to the financial position of the system and how are these shared and communicated to staff, are they involved in the plans?*

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