

# NHS Assembly – Briefing No. 2

Update from second meeting (July 2019) – [www.longtermplan.nhs.uk/nhs-assembly](http://www.longtermplan.nhs.uk/nhs-assembly)

## WHAT IS THE NHS ASSEMBLY?

The NHS Long Term Plan (7:17) sets out:

“We will build on the open and consultative process that this plan is built on, and strengthen the ability of patients, professionals and the public to contribute, by establishing an NHS Assembly in early 2019.”

The Assembly is co-chaired by Dr Clare Gerada and Professor Sir Chris Ham and has a membership of 56 individuals drawn from across the health and care sectors.

The membership brings broad stakeholder insight and frontline experience to discussions, serving as a “guiding coalition” on implementation of the improvements outlined in the plan.

## We’ve launched the NHS Assembly Podcast:

With interviews and clips from the meetings, the podcast will give you a feel and flavour of Assembly discussions.

<https://www.longtermplan.nhs.uk/publication/nhs-assembly-podcasts/>

## Discussion 1 - Making the NHS the best place to work - the interim NHS people plan



### Prerana Issar, Chief People Officer

provided an overview of the work needed to support the implementation of the NHS people plan. The Interim plan will enable the NHS workforce to deliver the outcomes of the NHS Long Term Plan and ensure the NHS is

a great place to work. This will focus on wellbeing, career development and diversity but will go further than previous work as it will also focus on enabling the culture changes necessary for the NHS Long Term Plan to be delivered.

You can access the interim NHS people plan at:

<https://www.longtermplan.nhs.uk/publication/interim-nhs-people-plan/>

Assembly members advocated raising the profile of people issues across NHS organisations, to resolve, make changes, support, innovate and improve wellbeing across the organisation.

Staff and patients must be valued equally. To do this we have to be solution focused, providing staff with a range of support from basic amenities (showers, water fountains, somewhere to rest on night shift) to psychological support so that we retain our staff and ensure that they are not adversely affected by the job. This should be considered as “the cost of doing business”.

Good management practice is key – focusing on how we connect to each other effectively and how to ensure people leave the workplace not having taken on more stress.

## UPDATE FROM LAST MEETING

You can access the summary brief of the April meeting on our webpages:

<https://www.longtermplan.nhs.uk/publication/nhs-assembly-briefing-1/>

## Implementation Framework

Since the last meeting the NHS Long Term Plan Implementation Framework has been published. You can access this and supporting information at:

<https://www.longtermplan.nhs.uk/implementation-framework/>

## Discussion 2 – Beyond our workforce - supporting all our people

### Caring Inside and Out: Helen Walker, CEO Carers UK



Helen described how, with the number of potential unpaid carers on the rise, the NHS Plan and the Interim People Plan offer ways forward to transform the way that we support carers and deliver the personal and economic gains to the NHS, to patients and to families.

Importantly, this includes the thousands of people working at every level of the NHS who are juggling work and also providing unpaid care to family and friends, as well as the carers supporting patients who come through the doors of the NHS. She set out the scale of the challenge:



#### Unpaid carers' contribution

#NHSThinkCarer

- 5.4 million unpaid carers in England
- Carers UK estimate could be as high as 7.4 million
- About 6,000 become carers every day
- Value of support: £108 billion (2015) – same as NHS budget

#NHSAssembly @Helen\_M\_Walker @CarersUK



#### NHS Workforce - #NHSThinkCarer

- 250,000 NHS workers juggling work and unpaid care
- 1 in 5 workers are also carers (1:7 average)
- 72,000 quit work to care

#NHSAssembly @Helen\_M\_Walker @CarersUK

Assembly members agreed that there is a strong business case for supporting carers to stay in the NHS workforce.

There was a clear consensus among Assembly members that the system needs to be proactive in recognising carers and work with them to ensure that they are adequately supported and their wellbeing is consistently recognised, with measurable results.

There is a need to ensure is that NHS organisations have effective carers policies that remove barriers to remaining in or re-joining the workforce and these need to be applied consistently across NHS organisations. Other practical steps that could be taken are the introduction of measures and indicators of progress and providing access to flexible working and psychological support.

### The Oldham model – a community assets approach,



Dr Carolyn Wilkins, leader across health and the Local Authority in Oldham, described how they are exploring ways to ensure that every asset they have contributes to support thriving communities and build an inclusive. They recognise that how they work is as, if not more important as what they do.

## WIDER READING

### Our commitment to carers

NHS England's Director for Experience, Participation and Equalities Neil Churchill's blog on how the Long Term Plan for the NHS will impact on carers: <https://www.england.nhs.uk/blog/our-long-term-commitment-to-carers/>

### Model Employer Strategy

Increasing black and minority ethnic representation at senior levels across the NHS <https://www.england.nhs.uk/wp-content/uploads/2019/01/wres-leadership-strategy.pdf>

### Sustainable Health and Social Care – Connecting environmental and financial performance.

This Kings Fund report from 2012 is still relevant today and provides helpful background to the breakout session.

<https://www.kingsfund.org.uk/publications/sustainable-health-and-social-care>

### Working together to deliver the NHS Long Term Plan

This report by The Independent Healthcare Providers Network demonstrates how NHS / independent sector partnerships are already helping to deliver the priorities outlined in the NHS plan.

<https://www.ihpn.org.uk/wp-content/uploads/2019/06/IHPN-Working-together-11-June-web.pdf>

As an employer, this means connecting quality jobs with local people, and maximising opportunities for people from under-represented areas of the borough. It also means looking after the wellbeing of the workforce by creating opportunities for staff to take part in physical and social activities during the working day.

As well as actively championing the wellbeing of the workforce, the approach is about making sure the workforce continually promotes and supports the wider wellbeing of our communities and places.

## Oldham Model



### Spotlight on: A workforce that reflects our communities – the Workforce Race Equality Standard

Although BAME leadership representation across the NHS is improving there is a need for further accelerated improvement. Aspirational goals (targets) to increase BAME representation at leadership levels and across the pipeline will further galvanise action in this area.

The Workforce Race Equality Standard (WRES) supports NHS organisations in England to close the gaps in workplace experience and opportunities between white and black and minority ethnic (BME) staff.

Shortly after the publication of the NHS Long term Plan, the WRES team published the [Model Employer strategy](#) that outlines the strategic approach and operational interventions to meet the aspiration in relation to BAME representation across the NHS, by 2028.

The Assembly membership was challenged to support this by demonstrably promoting workforce race equality in day-to-day activities such as talking at meetings and events, writing articles and blogs, looking at their own organisations and identifying areas for improvement.

## STAY INFORMED

### Meeting dates

05 September - The next meeting of the NHS Assembly will take place in Manchester as part of NHS Expo. The Assembly meeting will be closed to non-members, however the day before (04 September) we will be hosting three discussion sessions on a range of topics which are open to everybody. To find out more about Expo or to register to attend please visit:

<https://www.england.nhs.uk/expo/agenda/>

3 December London

### Stay up to date

Visit our webpages <https://www.longtermplan.nhs.uk/nhs-assembly/> and click “subscribe” or follow the news and discussion on twitter #nhsassembly

### Listen to the NHS Assembly Podcast

<https://www.longtermplan.nhs.uk/publication/nhs-assembly-podcasts/>

## Spotlight on: Achieving zero net carbon by 2050

As one of the UK’s largest procurers and consumers of goods the NHS has a responsibility to act wisely in how we use resources and dispose of waste.

Health and care related travel accounts for around 5% of all road travel in England each year. In 2017 the health and care system’s carbon footprint was around 27.1 Mega tonnes CO<sub>2</sub>, it consumed 2.23 billion m<sup>3</sup> water and the NHS contributed nearly 590,000 tonnes of waste.

These figures demonstrated an 18.5% reduction in carbon use against the 2007 baseline and a 21% reduction in water use, despite an increase in healthcare activity over the last 10 years, but there is still more that the NHS can do.

The NHS Long term Plan made a number of commitments to reduce the NHS’ impact on the environment by:

- Contributing to improving air quality
- Reducing avoidable single use plastics
- Reducing the NHS’ carbon footprint

There are examples of really innovative work in this area. The Assembly heard from Dame Jackie Daniel, Assembly members and Chief Executive of Newcastle Hospitals NHS Foundation Trust about her organisation’s commitment to achieve net zero carbon by 2040.

The government has set a target for the country to be net zero carbon by 2050, and if this is to be achieved all parts of the NHS will need to act. The NHS Assembly considered what else health and care systems, hospital trusts, patients, clinicians, and others could do to contribute to these goals.

Assembly members pointed out that many of the commitments in the Long Term Plan will contribute to reducing the NHS impact on the environment, including favouring the use of technology rather than a reliance on travelling to physical locations.

Similarly, “thinking green” can be used to improve health and wellbeing for staff, encouraging more outdoor spaces, and greenery in their work environment as well as having a positive impact on other areas of focus – such as staff recruitment and retention (with initiatives such as public transport schemes for NHS staff etc.)