

**NORFOLK HEALTH OVERVIEW AND SCRUTINY COMMITTEE  
MINUTES OF THE MEETING HELD AT COUNTY HALL, NORWICH  
On 26 May 2016**

**Present:**

Mr R Bearman	Norfolk County Council
Mr M Carttiss (Chairman)	Norfolk County Council
Mrs J Chamberlin	Norfolk County Council
Michael Chenery of Horsbrugh	Norfolk County Council
Mrs A Claussen-Reynolds	North Norfolk District Council
Ms E Corlett	Norfolk County Council
Mrs L Hemsall	Broadland District Council
Dr N Legg	South Norfolk District Council
Mrs M Stone	Norfolk County Council
Mrs S Weymouth	Great Yarmouth Borough Council
Mr P Wilkinson	Breckland District Council

**Substitute Member Present:**

Ms L Grahame for Ms S Bogelein, Norwich City Council

**Also Present:**

Ross Collett	Head of Norfolk and Suffolk Workforce Partnership and representative for Health Education East of England
Brian Watkins	County Councillor
Patrick Thompson	Shadow Public Governor- Great Yarmouth, Norfolk Community Health and Care NHS Trust
Maureen Orr	Democratic Support and Scrutiny Team Manager
Tim Shaw	Committee Officer

**1(a) Election of Chairman**

Resolved (unanimously)  
That Mr M R H Carttiss be elected Chairman of the Committee for the ensuing year.

(Mr M R H Carttiss in the Chair)

**1(b) Election of Vice-Chairman**

Resolved (unanimously)  
That Dr N Legg be elected Vice-Chairman of the Committee for the ensuing year.

**2 Apologies for Absence**

Apologies for absence were received from Mr C Aldred, Ms S Bogelein, Mr D Harrison and Mrs S Young. Apologies for absence were also received from Mr C Walton, Head of Democratic Services.

### **3. Minutes**

The minutes of the previous meeting held on 14 April 2016 were confirmed by the Committee and signed by the Chairman.

### **4. Declarations of Interest**

Ms E Corlett declared an “other interest” in item 8 in that she was the local authority shadow governor (Children’s) to the NCH&C.

### **5. Urgent Business**

There were no items of urgent business.

### **6. Chairman’s Announcements**

#### **6.1 Welcome to Ms Emma Corlett and Mr Peter Wilkinson**

The Chairman welcomed to the Committee Ms Emma Corlett, who had replaced Mr Bert Bremner. Ms Corlett was the Norfolk County Council Member Champion for Mental Health and had until recently worked for Norfolk and Suffolk NHS Foundation Trust.

The Chairman also welcomed Mr Peter Wilkinson who had replaced Mrs Shirley Matthews as the Breckland Council representative on the Committee.

### **7 Initiatives to Address NHS Workforce Issues in Norfolk**

7.1 The Committee received a suggested approach from the Democratic Support and Scrutiny Team Manager to an update report from Norfolk and Suffolk Workforce Partnership/Health Education East of England (HEE) on local initiatives to address NHS workforce Issues in Norfolk that had been reported to the Committee in July and October 2015.

7.2 The Committee received evidence from Ross Collett, Head of Norfolk and Suffolk Workforce Partnership and a representative for Health Education East of England (HEE).

7.4 The Chairman reminded Members that as neither HEE nor its regional or local branches were commissioners or providers of local NHS services, they were outside the scope of the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013, which meant that their engagement with the Committee was on a voluntary basis.

7.3 The following key points were noted:

- Ross Collett gave Members a PowerPoint presentation about the vision that the Norfolk and Suffolk Workforce Partnership and Health Education East of England (HEE) had for a more targeted, responsive and collaborative approach to workforce planning in Norfolk.

- The presentation explained the workforce hotspots in Norfolk, the workforce vacancy rates, the workforce supply by Norfolk locality, the numbers of patients per FTE staff member, plans to address supply gaps, how the initiatives of the Workforce Partnership would be measured, the implications of self-funding for new students in health and care training in Norfolk and details as to workforce sustainability and transformation plans. (*Note: A copy of the presentation from Health Education England / Norfolk and Suffolk Workforce Partnership can be found on the County Council website alongside the NHOSC agenda papers and minutes for this meeting*).
- In answering Members questions, Mr Collett said that there was a reliance on international recruitment to meet many of the NHS workforce commitments.
- Overall, there was sufficient workforce capacity in Norfolk but it was not always in the right places.
- There was an aging workforce and a reduced pool of potential employees to call upon.
- The retention of experienced NHS staff was seen as an important issue.
- Marketing Norfolk to those seeking health care related work was seen as a particularly important issue but outside of the role of the HEE.
- The HEE took care to ensure that its local and national plans were aligned with the service planning processes of NHS providers and commissioners so that it was able to turn the service strategies and visions of its key partners into a reality.
- The HEE had set its targets on critical areas such as planning for more doctors, dentists and physician's associates and providing new training opportunities for adult and mental health nurses, therapists and paramedics.
- With the introduction of self- funding for non-medical students announced as part of the comprehensive spending review the HEE would no longer be commissioning non-medical education from 2017. The HEE would, however, still have a statutory requirement to protect NHS workforce supply.
- Some of the key decision-making points for workforce planning were more driven by the length of time that it took for students to complete health and care training courses (and the academic cycle of universities in general) than they were by the financial annual planning round of the NHS.
- Initiatives were being developed locally with the Workforce Partnership Board to address workforce gaps and meet future service needs in terms of education.
- The balance in the relationship between the Universities and the employer organisations was changing. With the change to self-funding for student nurses from 2017 onwards, providers would be able to negotiate to provide placements to universities. Student numbers would be limited by provider trusts' capacity to provide adequate supervision rather than HEE's capacity to commission places.
- The HEE had been working for some time with recognised experts to commission a wider range of medical courses than it had in the past that would result in increased activity in General Practice by 2020.
- The "fall out" rate for students failing to complete health and care training courses at the UEA had declined for several years. The attrition rate for these kind of courses was now estimated at approximately 8%.
- Those UEA health and care training students who were failing to complete their courses were leaving university earlier in the academic year than was the case in the past.

#### 7.4 Ross Collett **agreed** to provide further information for Members about:-

1. The rates of attrition of students in health and care training in Norfolk.
2. Where students went to work after they had graduated from training in Norfolk.
3. The UEA evaluation of the Collaborative Learning in Practice (CLP) pilot (referred to in the presentation).

7.5 Patrick Thompson, Shadow Public Governor- Great Yarmouth, Norfolk Community Health and Care NHS Trust, spoke about the importance of evaluating the success or otherwise of changes in the NHS workforce in the context of the impact those changes had on patient experiences of the NHS.

7.6 The Committee was grateful to Ross Collett, Head of Norfolk and Suffolk Workforce Partnership, and a representative for Health Education East of England (HEE), for attending the meeting.

## 8. Forward Work Programme

8.1 The Committee received a report from Maureen Orr, Democratic Support and Scrutiny Team Manager, that set out a proposed forward work programme for the remainder of 2016.

8.1 The Committee:

1. **Agreed** its forward work programme as set out in the report.
2. **Agreed** to fill a vacancy for a formal link member with the Norwich CCG (following the departure from the Committee of Mr Bert Bremner). The names of Mrs Margaret Stone and Mrs Emma Corlett were put forward to fill this vacancy. On being put to the vote there were 7 votes in favour of Mrs Margaret Stone and 2 votes in favour of Mrs Emma Corlett whereupon **Mrs Margaret Stone was appointed as NHOSC link member with Norwich CCG and Ms Emma Corlett was appointed as substitute.**
3. **Agreed** to take up an offer of an informal meeting with Mr Ian Newton, Department of Health, on the issue of development of a primary care education and training tariff. This informal meeting would be arranged separately from the NHOSC timetable of meetings and open to all committee Members who wished to attend. Dr Wendy Thomson, Managing Director of Norfolk County Council, would also be invited to attend.
4. **Noted** that at the next meeting Members would be able to consider how they wished to receive feedback from the Children's Services Committee Task and Finish Review Group (of which Margaret Stone was a Member) that was undertaking a review of access to support and interventions for children's emotional wellbeing and mental health.
5. **Noted** that a representative of Norse had been invited to attend a Committee meeting of North Norfolk District Council to discuss the issue of Cranmer House, Fakenham and the establishment of Supported Care Service community-based teams. Feedback would be given to NHOSC Members through the Member briefing note.

6. Members who had any other items which they wished to have considered for inclusion in the forward work programme were asked to contact Maureen Orr, Democratic Support and Scrutiny Team Manager, in the first instance.

**Chairman**

The meeting concluded at 12.05 pm



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