

Health and Wellbeing Board Skills Audit Summary Report

Introduction

In September 2013 a skills audit was undertaken by the Board to identify the influence, knowledge and skills around the table and to gain an understanding of the additional knowledge and skills required to ensure the Board continues to operate cohesively and effectively. The findings will be used to inform both the forthcoming health and wellbeing peer challenge and the learning schedule for the forthcoming year.

This report summarises the findings of the audit

Methodology

A short questionnaire was disseminated to Board members asking 5 key questions

1. The Sector worked in and the area of responsibility
2. The skills, knowledge and experience brought to the Board
3. The additional skills required to be an effective Board member
4. The additional skills it was felt were required by other members in order for the Board to operate effectively
5. Offers of support from individual Board members to help deliver the identified additional skills and knowledge required

Audit Summary

Blackpool Health and Wellbeing Board brings together a wealth of skills, knowledge and expertise namely within the local authority and NHS – the full list is provided on page 2. In terms of the skills and knowledge required to be an effective member, understanding how each organisation operates emerged as the most common requirement. Fundamentally, board members need to better understand the structures of each other's organisations and how they operate within the context of a new health and wellbeing landscape, the key areas are illustrated in Appendix 1. Clarity around expectations, commissioning and funding opportunities were also identified as key requirements. The skills and knowledge it was felt were needed by other members to enable the Board to operate effectively included understanding prevention of common illnesses, supporting the health agenda as employers, applying professional challenge and holding the Board to account. The full list can be found on page 3.

The audit also highlighted the keenness to share knowledge and skills with a number of Board members offering to present subject areas across health and social care and on broader social and economic issues such as access to employment.

Based on the results of the audit a schedule has been produced comprising of three learning areas **understanding roles, understanding the health system and leadership** as shown in Appendix 2

It is hoped that the outcomes of this exercise will further mobilise the work of the Board, enabling it to operate with greater confidence, purpose and direction in championing and driving forward the health and wellbeing agenda locally.

Results

1. Sector/Level of Responsibility

Board membership is wide covering local authority, NHS, including providers, the Police and Third sector and there is considerable senior level responsibility. One Board member identified experience of both private and public sector working.

2. Skills Knowledge and Experience brought to the table

The predominate skills are:

- local authority structures and systems
- NHS systems, structures and regulation
- Chairing committees
- Adult and Children's services
- Clinical commissioning

Other skills and knowledge include:

- Access to Employment
- Nursing
- Early Years and Families
- Partnership working
- Crime and criminal justice
- Safeguarding
- Social Services
- General Practice
- Health promotion/protection/improvement and resilience
- Public speaking
- Transformation and Integration
- Personal development
- Performance management
- Monitoring delivery plans
- Primary Care
- Private sector
- Understanding individual patient needs
- Mental Health
- Managing change
- Understanding assurance processes

3. Additional skills/knowledge required by individual Board members.

Clarity around expectation
Clinical Commissioning
Commissioning
Funding
How the CCG operates
Local government structures and processes
NHS Framework/Hierarchy – how the NHS operates
Understanding organisational structures /roles and priorities of partner organisations

4. Additional skills it was felt are required by other members in order for the Board to operate effectively

Primary prevention of common illnesses
Dealing with the needs of individuals, especially complex patients
Supporting the health agenda as employers so that the Board can support people who typically find it difficult to gain employment
Understanding roles, structures and priorities of partner organisations
NHS England role
How to hold the Board to account and to challenge on behalf of the population
Finances of Council, CCG, Acute Trust and other partner agencies.
Strategic planning to secure improved outcomes for children.
Professional challenge to ensure the board understand how to monitor progress against plans.
Information about national guidance for roles e.g. the role of the health visitor

5. Offers of support

Individual Board members have offered to lead on the following areas by way of a short presentation or briefing or establishing a project group

Employment issues/Access to employment
Adult Social Care/Safeguarding
The role of NHS England
The structure, role and priorities of Lancashire Constabulary
CCG Finances
Developing a Child health plan
Adolescent mental health support

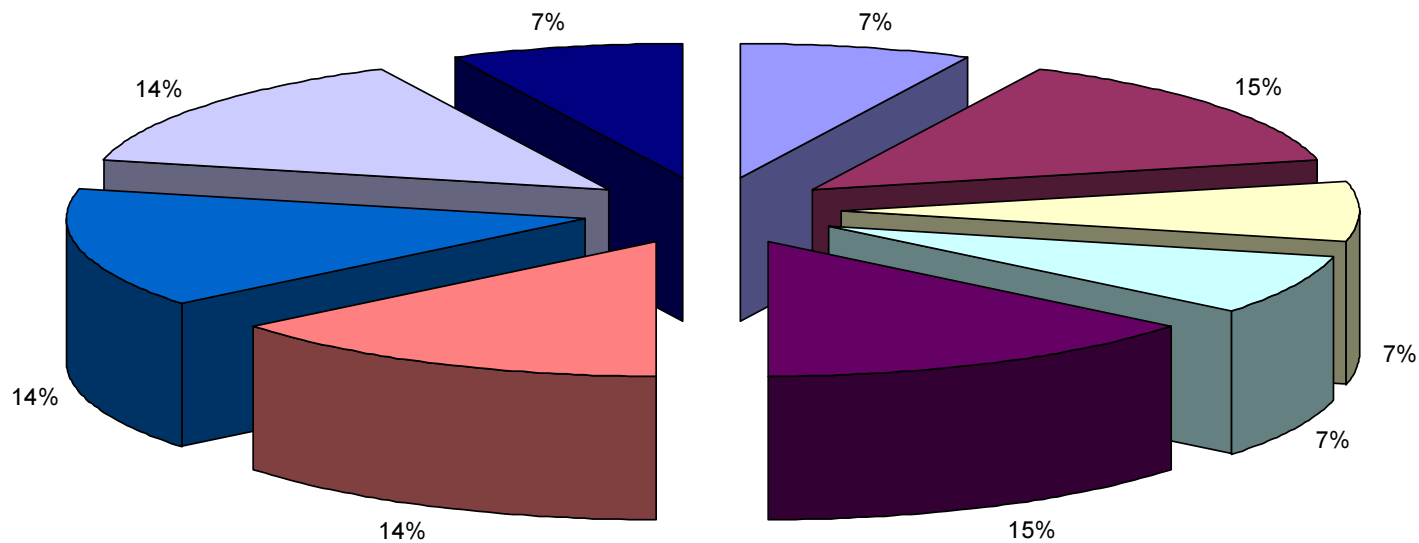
6. Recommendations/actions.

The Board is asked to

- Review and formally approve the learning schedule with a commitment to deliver and complete the schedule during financial year 2014-15, this will involve liaising with individual Board members and/or nominated officers to present on specific subject areas which will be included in the main agenda.
- Undertake a second inward looking session in 12 months time to include reflection on the learning undertaken over the course of the year and consider the value added.

Appendix I

Skills Required by Board members



- | | |
|---|---|
| Clarity around expectation | Clinical Commissioning |
| Commissioning | Funding |
| How the CCG operates | Local government structures and process |
| NHS Framework/Heirarchy - how the NHS operates | Organisational structures |
| Understanding roles and priorities of partner organisations | |

Appendix 2

Proposed learning schedule 2014-15

Understanding respective roles and responsibilities
Local government structures
Overview of the responsibilities of the Council
The structure of the CCG
Overview and responsibilities of the Acute and its role on the Board
Overview and responsibilities of NHS England and its role on the Board
The structure of Lancashire Care and its role on the Board
The structure of Lancashire Constabulary and role on the Board
Structure and capabilities of the VCS
Understanding the local health and wellbeing system
How the NHS works in the new system
Understanding Public Health data
Local NHS Financial position, financial plans, QIPP
Integrated Care/Integration Transformation Fund
Interpreting the JSNA
The role of NICE and its relationship with local authorities and health and wellbeing boards
Leadership and Interpersonal
Further reflection on leadership for health and wellbeing to include: <ul style="list-style-type: none">• Strategic priorities and planning• Understanding accountabilities• Stakeholder engagement• Equality, Diversity and the JHWS• Measuring success• Understanding and delivering national policy locally
Understanding background, personal styles and interests of fellow members