

Vision & outcomes		Rationale for change	
<p>Surrey Heartlands will be recognised as a great place to work, where the focus is on providing quality and consistency of care across the region. There will be a shift from the current multi-organisational view of the workforce to a more unified Surrey Heartlands identity, which will be recognised as providing excellent work and living opportunities within the environment of Surrey. By creating a best in class workforce with a strong and universally recognised philosophy and culture we will be able to attract and retain the best professionals who will in turn provide the best service to our population. Committed to the Surrey Heartlands citizen-led co-design communications and engagement initiative.</p>		<p>Surrey Heartlands is a new strategic planning area for workforce planning and management. Significant opportunities therefore exist to leverage the combined workforce of all eleven partner organisations to look at how we solve the current challenges as well as develop a future workforce model that operates as one integrated team to support the combined Health and Social Care agenda.</p>	
Assumptions			
<ul style="list-style-type: none"> There is no financial benefit defined to date for the Workforce workstream – it is assumed that any financial benefit will be realised in other workstreams. 			
Objectives			
<ul style="list-style-type: none"> Address the immediate operational challenge of ensuring that sufficient staffing is provided to deliver services to the population of SH, prioritising logically across the system when it is not possible. 	<ul style="list-style-type: none"> Develop the ‘future workforce’ model for SH that centres around a ‘one team’ philosophy to sustainably deliver the new pathways and models of care developed by the STP. Involve staff in the future vision and secure commitment for the plan to achieve it collaboratively. 	<ul style="list-style-type: none"> Define, enable and deliver a strategy to equip the SH workforce with the necessary skills & values to enable & drive the vision. Promote and build the health, wellbeing and resilience of the workforce. 	<ul style="list-style-type: none"> Define the ‘employee offer’ that makes SH an attractive place to work, driving recruitment and retention. Create the environment and cultural conditions where everybody is a leader and advocate for Surrey Heartlands on behalf of the population.
Risks/ Mitigation			
<ul style="list-style-type: none"> Cultural and behavioural shift, if not done correctly will result in the workforce not engaged and bought into the transformation > adopt robust workforce engagement and change management approach 			

