

# South West London Investment Fund

**Integrated Care Partnership Priorities Fund:  
Tackling our system-wide workforce  
challenges**

12 October 2023



# Session overview



1. **SWL Investment Fund Overview**
2. **ICP Strategic Workforce Priority**
3. **ICP Strategic Workforce Priority: Applications for investment**
4. **Collaboration: ideas sharing**
5. **Working together on applications**
6. **Final questions**

# Introduction to the South West London Investment Fund

## Integrated Care Partnership Priorities Fund



The ICP Priorities Fund for 2023-25 will be targeted to support delivery of the Integrated Care Partnership's strategic plan and priorities. The fund is divided into

- ICP Workforce priority has an 80% allocation of funding.
- Remaining ICP priorities and cross cutting themes focussed (excluding HI) has an allocation of 20% of the funding.

The ICP Priorities Fund has a budget of £5 million across the two financial years until March 2025.



## Health Inequalities Fund

The Health Inequalities Fund has been awarded by NHS England to tackle Health Inequalities across South West London.

The Health Inequalities fund for 2023-25 will be distributed with 75% of funding for existing schemes and 25% for new schemes.

Place-based partnerships will receive an allocation of the funding using a needs-based approach.

£4.3 million is available to South West London for 2023/24.





South West  
London  
Integrated  
Care System

**Integrated Care  
Partnership  
Priorities Fund**



## ICP cross-cutting themes

Elevating patient, carers,  
and community voices

Equality, diversity, and  
inclusion

Championing the green  
agenda

Health  
inequalities



Children and  
young people



Prevention



ICP  
Strategic  
Priorities

Positive  
mental  
well-being



Older people



Workforce



The South West London  
Integrated Care Partnership

**strategic  
priorities  
and cross-  
cutting  
themes**



- The new ICP Priorities Fund for 2023-25 will be targeted to support delivery of the Integrated Care Partnership's strategic plan and priorities.
- This funding will help accelerate the delivery of our system-wide priorities and agreed actions

### ICP Priorities Fund financial allocation detail

Funding allocation	£3800k	£950k						
		£800k across all four priorities listed				£150k across all three cross-cutting schemes listed		
Priority	Workforce	Children and young people	Older People	Positive mental wellbeing	Prevention and self-care	Green	EDI	Elevating patient and carer voice
Bid cap	Min: £50k Max: £450k	Min: £25k Max: £150k				No minimum Max: £40k		

## ALIGNMENT TO ICP PRIORITIES

Strong schemes working at scale, that support the delivery of our system-wide priorities and actions

1

## FUNDING

A clear indication of how funding will be spent

2

## IMPACT

Applications that articulate the impact they will make and can evidence why their proposed scheme is credible

3

## MEASUREMENT

Applications that clearly demonstrate how they will measure that impact.

4

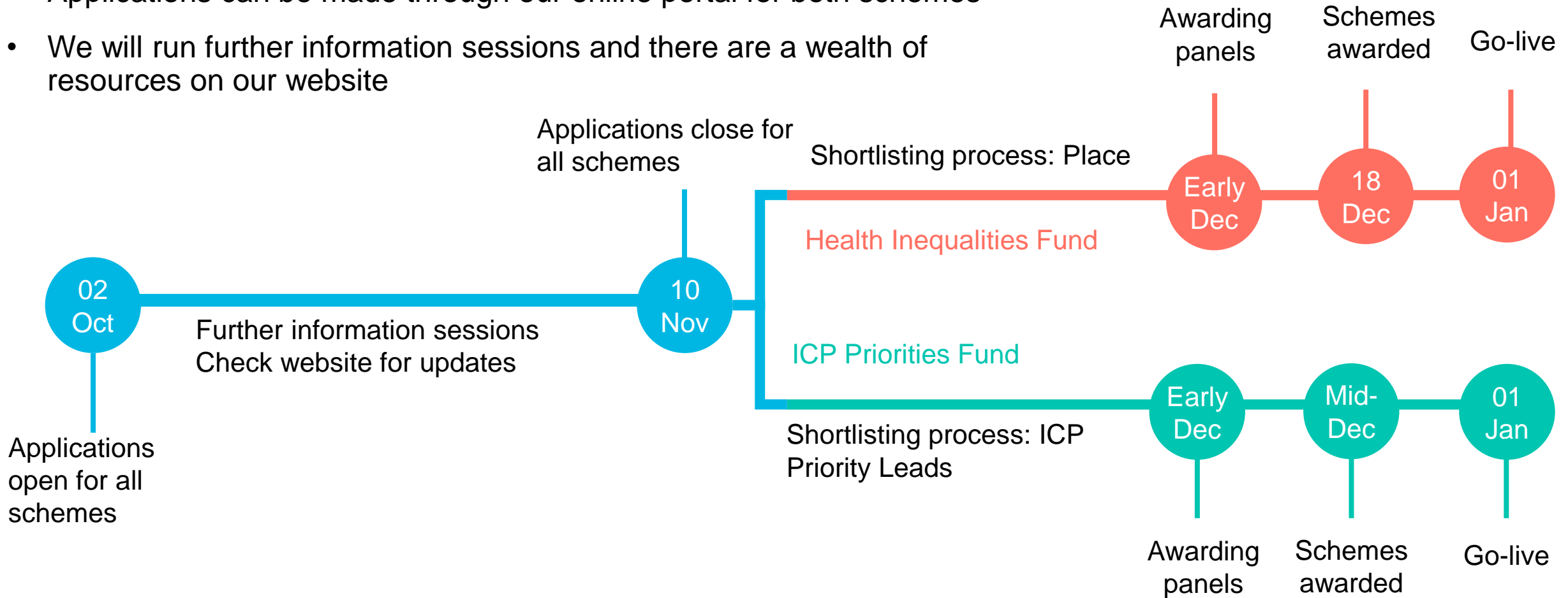
# ICP Priorities fund Applications



We are looking for....

# Combined process for this year

- Applications opened today and run until Friday, 10 November at 23:59
- Applications can be made through our online portal for both schemes
- We will run further information sessions and there are a wealth of resources on our website







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# Additional Support



# Voluntary, Community and Social Enterprise (VCSE) Alliance



**Sara Milocco**

South West London Voluntary,  
Community and Social  
Enterprise (VCSE) Alliance  
Director

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The Voluntary, Community and Enterprise sector (VCSE) in South West London is a key strategic partner with an important contribution to make in shaping, improving and delivering services, and developing and implementing plans to tackle the wider determinants of health.

The VCSE Alliance can support the community and voluntary sector to be a key partner to co-produce and deliver innovative health and care solutions for our local priorities.

If you are an ICS partner and would like to be linked up to a voluntary or community sector organisation with expertise in the area you are proposing in your application, then please contact Sara who can put you in touch.

This can include if:

- you have a project idea but do not know who to involve in the VCSE
- you are thinking about funding elements to the VCSE sector – in terms of service delivery or particular roles to be hosted by a VCSE organisation and based in the local community.

If you are a VCSE organisation or a local group, Sara can help by putting you in contact with similar organisations in other Places so that you can explore your application at scale across more than one Place in South West London.

# Elevating the patient, carer and community voice

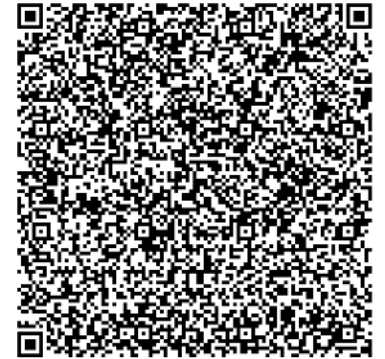
For all applications to the Investment Fund (both Health Inequalities and ICP Priorities Fund) - it is important to demonstrate how we are planning to work with people and communities impacted by the proposed project and to build on what we have already heard.

This includes:

- **Inclusive representation of our people and communities** – involving the right people in the right conversations and amplifying the voices of people with lived experience and carers, inclusive of all protected characteristic groups and people of all socioeconomic backgrounds.
- **Starting early and continuing our conversations** – build on what we have already heard and involve people at the beginning of our plans.
- **Guided by insight and intelligence** – ensuring that we take a population health approach which is informed by what both our local quantitative and qualitative data tells us.
- **Adopting principles of coproduction** – where possible we work in a way which involves people who use health and care services, carers and communities in equal partnership. We engage with people early so that their views can meaningfully influence the design, delivery, and evaluation of health and care services.

Helpful links:

[Healthwatch community insights reports](#)



[Insight from South West London engagement](#)





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# Tackling our system-wide workforce challenges

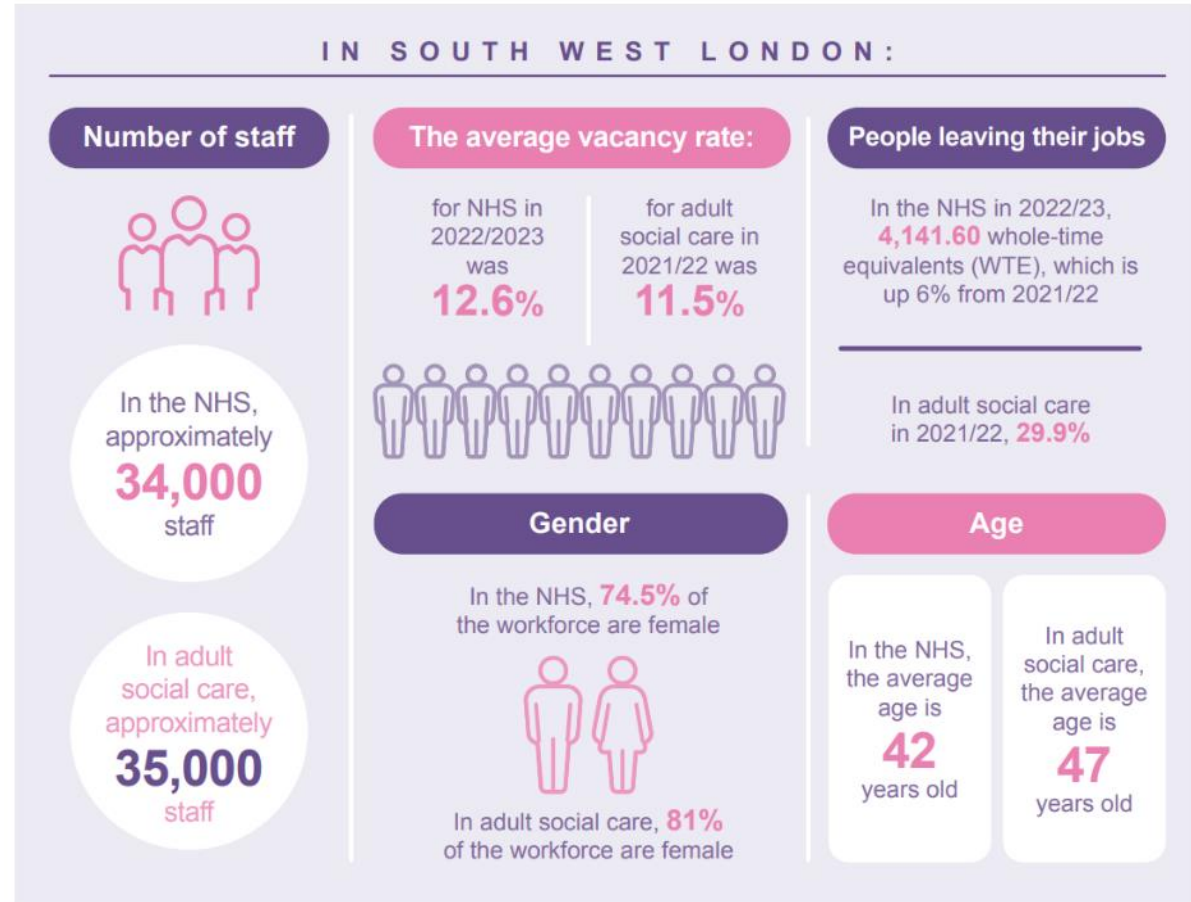


# Tackling our system-wide workforce challenges

Our workforce is our biggest asset

Approximately 80,000 people are employed in the health and care sector in South West London making it the third largest employment sector in South West London.

Our population is also supported by a large number of volunteers, voluntary sector organisations and carers



# Tackling our system-wide workforce challenges

## **Targeting difficult to recruit health and care roles – *to reduce vacancies and improve our services and care***

- Agree three most difficult to recruit roles and develop a plan to tackle this (**year one priority**)
- Reduce use of agency, targeted on three roles (**year one priority**)

## **Making South West London a great place to work – *to improve retention of our existing staff and attract new talent into SWL***

- Mayor's good work standard and London Living wage across the partnership
- Review SWL health and wellbeing offer
- Improve ease of movement between orgs
- Anti-racism framework

## **Supporting local people into employment - *to reduce health inequalities, support the cost of living, better reflect the communities we serve***

- Increase apprenticeships and work experience (**year one priority**)
- Employ 100 young people into health and care (**year one priority**)
- Develop integrated Health and Care Workforce Academy
- Make it easier for local people to access job opportunities in health and care e.g. simplify processes, support people with their applications.

## **Designing our future workforce – *identifying new or different roles that will be needed to support health and care in the future***

- Review the vision for health and care organisations and the workforce needed to deliver it
- Consider growth, workforce data, staff feedback, impact of technology
- Identify critical skills and capabilities for new roles and the training and development needed

# Difficult to Recruit Roles

Targeting difficult to recruit health and care roles so that we reduce vacancies and improve our services and care.

To do this we will:

- Agree three difficult to recruit roles across the partnership and target action to support recruitment processes.
- Increase permanent recruitment in roles with high levels of agency staff. We will reduce agency spend so to support continuity of care to service users and residents and focus on recruitment and retention of our permanent workforce. We will target three roles with the highest numbers of agency staff; to increase the percentage of staff in those roles who are directly employed.

# Making South West London a Great Place to Work

Making South West London a great place to work to improve retention, attract new people into South West London, and support the health and wellbeing of our people.

To do this we will:

- All partners working towards achievement of the Mayor of London's Good Work Standard, including paying staff and contractors at least London Living Wage to reflect the high cost of living in the capital.
- Review the South West London health and wellbeing offer so that we look after those who look after others and explore ways to improve this.
- Improve how easy it is for our staff to move between organisations in South West London so that they can develop and grow without having to leave South West London.
- Establish an anti-racism framework across our partnership (please see the health inequalities section for further information).



# Supporting Local People into Employment

Supporting local people into employment to reduce health inequalities, support the cost-of-living crisis, better reflect the communities we serve and help tackle poverty

To do this we will:

- Increase apprenticeships and work experience placements. As part of work on apprenticeships, we will work with partners to secure and fill 100 work experience opportunities or placements in five priority roles to support people to gain new skills and learning to prepare them for employment in our system. We will work with our managers to develop next steps into apprenticeships within these areas. (Year 1)
- Employ 100 young people into health and care roles. Collaborating with schools, universities, and organisations who work with young people, ensuring the breadth of roles and opportunities available are promoted, and providing support with application processes, career development and support for young people choosing health and care employment. (Year 1)
- Develop an Integrated Health and Care Workforce Academy that includes all partners, building on the Mayor's skills academy programme (NHS) and the adult social care workforce academy to support local people into good jobs in health and care. The plan to be developed may include: -
  - Actively promoting jobs and careers in health and social care, including career pathways through system wide recruitment campaigns targeted to local people and communities.
  - Promoting career development options with the potential to develop an integrated career advisory/support service.
  - Proactively work with local community groups to support people from our most disadvantaged communities into good jobs in health and care.

# Questions and answers



You can send follow-up questions to  
[swl.investmentfund@swlondon.nhs.uk](mailto:swl.investmentfund@swlondon.nhs.uk)

Please feel free to raise your hand or  
post a question in the chat

