



15 April 2025

**To: All Members of the Workforce Board
All Directors of HR and OD
All Chief Executives
All Members of the Integrated Care Board
All Members of the Integrated Care Partnership
All NHS Place Directors
All Collaborative Directors
All Workforce Board Committee Chairs and Senior Responsible Officers**

Dear Colleague

Re: Our People Strategy – Year Four Priorities

In May 2024, we wrote to you to launch Year Three of our Breakthrough HNY Workforce Transformation programme, which supports the delivery of the Humber and North Yorkshire Health and Care Partnership People Strategy. Together we have developed a collaborative vision for how we will transform our shared workforce across all parts of the system, whilst meeting our current workforce challenges.

We would like to take this opportunity to thank you for your ongoing support during the last year. Over 200 volunteers from all parts of the system have come together to work collectively on our ten workstreams, and all have made considerable progress in terms of both outcomes and agreeing new ways of working between all organisations across our system. This has demonstrated what can be achieved through our partnership commitment to workforce transformation. At a time when our system has been at its most challenged, this has been a significant achievement.

We are pleased to be able to share with you the Breakthrough HNY storybook, [Joining the Dots](#) which provides an overview of the work we have undertaken in 2023/24. We would be grateful if you could share this widely across your organisations.

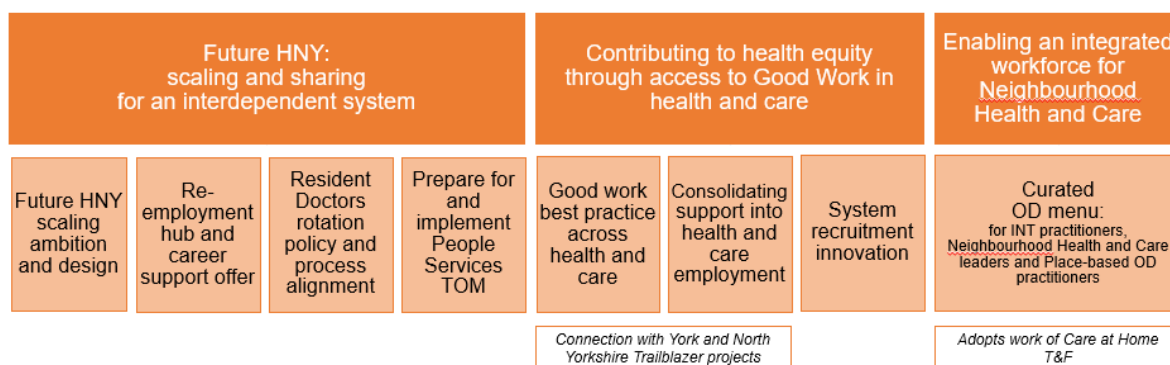
Across the Humber and North Yorkshire Health and Care Partnership, our collective workforce remains our biggest asset and our greatest risk.

Building on the success so far, we recently began planning for the next year of our programme, starting with a survey across all partner organisations to better understand their key issues and priorities and what would make the biggest difference to them. Supported by the survey findings, our fourth Workforce Summit in March 2025 identified key issues shared by every part of the system and there was a firm commitment that these could only be addressed by working together as a strong partnership with a shared 'One Workforce' vision. This [short film](#) gives an insight into how our dispersed leaders are feeling about our work so far and the challenge ahead.

The Summit was a valuable opportunity to listen to and learn from all parts of our system.

This is our opportunity to think and work differently across health and social care.

Informed by the Summit, we are now ready to launch our 2025/26 Breakthrough HNY programme. We believe that this is the right time to consolidate and link up some of our current workstreams and to strengthen the role of the Committees which report into the system level Workforce Board. These will be:



These areas of work will be led by Senior Responsible Officers drawn from across our system, convened by members of the ICB People team and delivered via short-term Task and Finish groups which will report into the system-wide Workforce Board. A full list of the 2025/26 Task and Finish Groups and a brief outline of their role and remit is attached to this letter.

We are looking for broad **Task and Finish Group membership** from across the system for both new and established groups, so please give some thought as to where you and others in your organisations and networks could participate and forward details to Carly McIntyre (carly.mcintyre1@nhs.net) by the 30 April 2025. Identified SROs and convenors will organise kick off meetings for all groups at the earliest opportunity. Supporting this work via the Task and Finish Groups is an opportunity for all partners from across the system to be involved in the design and delivery of key actions and priorities over the next year.

Whilst we appreciate the significant pressures we are all working under at this point in time, we believe that this is a valuable opportunity to continue to grow and develop our shared workforce leadership across the system, and we believe that everyone has something valuable to contribute.

If you need any additional information or clarification, please do not hesitate to contact either of us. Thank you once again for your ongoing support and commitment, which is much appreciated.

Yours sincerely,



Jason Stamp, Senior Responsible Officer for Workforce
Jayne Adamson, Executive Director of People

Breakthrough 2025/26

Transformation programme

