Overview of the Workforce Implementation Plan

Tom Kirkbride, Local Director (West Midlands)
Structure

• Workstreams:
  • Future Medical Workforce
  • Future Clinical Workforce
  • Making NHS best place to work
  • Leadership, Development & Talent Management
  • Tech skills and enablement

• Workstreams meet weekly until Spring – following outputs:
  • 10 year vision
  • Short term Action Plan
  • Assessment of work that needs to cease to enable LTP

• Final Interim Plan to SoS in April – Final Plan end of 2019
• Prerana Issar to the role of Chief People Officer.
Themes

- Direction of travel – workforce front and center
- Spending review - will be crucial
- Devolution of workforce – emerging
- Workforce architecture – under discussion
What do we know

- Aim to improve nursing vacancy rate to 5% by 2028
- 25% increase in nurse undergraduate places in 2019/20 – requires 5,000 (25%) extra clinical placements [50% increase in 2020/21]
- Medical school places growing from 6,000 to 7,500 per year – specialist/generalist shift in balance
- NHSI is committed to improving staff retention by at least 2% by 2025, the equivalent of 12,400 additional nurses
- By 2020/21 need to create 21,000 new posts in mental health
- NHS will have the most comprehensive national mental health support offer to doctors of any health system in the world.
Weekly Bulletin

An NHS workforce for the future
Issue 9 - 26 March 2019

In this issue:
- Julian Hartley: Developing our plan together
- Closing the gap: Key areas for action on the health and care workforce
- Leadership, development and talent management
- Tech skills and enablement
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- Future clinical workforce – Healthcare Science
- A view from Healthwatch
- Spotlight: Support for SAS doctors

Developing our plan together

As we near the end of March, I’ve been reflecting on the approach we have taken over the last few weeks. We’ve made real efforts to be true to our commitment to be inclusive and open in our discussions and it’s been encouraging to have so many colleagues keen to collaborate.

Our partners on the national steering group, the hundreds of organisations and experts represented in our workstream partner meetings, and those who’ve signed up to receive our weekly bulletins and shared ideas on Talk Health and Care – all share a sense of collective ownership of our emerging workforce plan.

This week marks your last chance to post ideas on Talk Health and Care. If you haven’t already, please read through some of the posts and add your voice to the discussion. We’ve had a great response so far, with over 350 new users offering hundreds of ideas and comments.

This is only the beginning. A key principle of the emerging plan is to empower local systems. Despite our extensive engagement, we know we can’t reach every person in every part of the NHS. That’s why the next phase will be crucial in ensuring people feel they have the resources locally to improve what it feels like to work in the NHS.