Staff side response to the Long Term Plan

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Social Partnership Forum

- Opportunity to refocus priorities
- Current priorities
  - NHS cultures and staff experience
  - Service transformations
  - Service delivery
- SPF Strategic Group – engaged through WIP
- Delegated work to the SPF
Aspirations for new models of patient centred care

Existing pressures on the system

Getting the right numbers of staff, with the right skills
Key workforce issues

- Apprenticeships
- Workforce planning and partnership working
- Investing in higher level support roles
- Pre-registration course applications
- Restoring CPD funding
- Building local education capacity
- Impact of new service models
- Improving digital resources
The Workforce Implementation Plan

1. Comprehensive support package for careers
2. Investment in line managers
3. Creating flexible working cultures
4. Preventing violence towards staff
5. Planning and delivering in partnership
Making it meaningful

- Not another top down reorganisation
- Not about a “new deal”
- Deliver real change staff can see and feel
- Visibly tackling bullying and violence
- Redesigning processes based on WRES and WDES data
- SPF role now and in the future
- NHS – Employer of Excellence
What would have the biggest impact on recruitment and retention in your organisation/place?