Developing a People Plan for the NHS

2nd May 2019
The NHS Long Term Plan

• A vision for our healthcare system that delivers better outcomes for patients and is:
  • More personalised and patient centred
  • More focused on preventing ill-health
  • More likely to be delivered in community settings including people’s homes
  • More enabled by technology
  • Delivered by multi-professional teams from different organisations collaborating and co-ordinating care
We will need more people working in health and care over the next 10 years

• People are living longer
• Healthy lifespans are not increasing in line with total lifespans
• We are living longer with increasing numbers of comorbidities
• Meanwhile, science and technology is making it possible to treat previously untreatable conditions

Demand for Health and care will grow

Staff numbers in almost all roles will need to grow
BUT

- More of the same will not be enough
- We need different people in different professions working in different ways
Why will we need different?

- Patients
- Staff
- Taxpayers
What does different look like?

• Making the NHS the best place to work

• Inclusive and compassionate leadership

• Honest assessment of shortages – nursing is the most urgent

• Cross disciplinary and 21st century working

• Collaborative and continued work on the people agenda
Some detail on Best Place to Work

• An opportunity to take action to support staff as we engage about a ‘core offer’
• Work already in train to address staff experience issues
• Alignment with leadership values, behaviours and actions in 19/20
• Supporting the sharing of great practices and improving impact
This is not a crash diet, it’s a new way of life for **all of us**

People planning is not a one off exercise

.... and needs to be integrated into financial and operational planning at every level …

Changing culture takes sustained effort

.....The centre has a huge role to set the cultural weather

.....Partnership working at all levels will be critical
Questions

• An opportunity for increased regional engagement – what role can you play?

• What can we build upon and how do we model that to support culture shift?

• What does the ‘core offer ‘ mean to you?