NHS People Plan update

Prerana Issar – Chief People Officer

Social Partnership Forum, Strategic Group Meeting
11 September 2019
Spending Review settlement

- 3.4% real-terms increase in Health Education England budget
- Will provide £150 million for new investment in continuing professional development (CPD)
- … and £60 million for additional investment in People Plan priorities
- CPD funding will be for nurses, midwives and allied health professionals, helping them to:
  - develop their careers
  - develop new clinical skills to enhance patient care
  - maintain continuing professional registration
  - move between different roles in different parts of the NHS
- Employers will be expected to provide match funding of at least £100 million
- We will work with partner organisations over the next two months to develop more detailed proposals and help get the best possible benefits for staff and patients from this new investment
Publishing the full People Plan

• Now aiming to publish full People Plan before Christmas following early SR settlement
• Will be more intensive engagement over next two months to help agree priorities
• Focusing on initial set of high impact actions including:
  • A new core offer for all staff working in the NHS
  • A new leadership compact
  • Immediate priorities for releasing time for care and workforce redesign
  • Further action to boost supply, including attracting more people into health and care careers, reducing attrition from training and a more diverse/flexible range of training options
  • Supporting collaborative approaches at system (STP/ICS) level, including closer partnership between health, local government and the wider care sector
• We expect to refresh the People Plan on at least an annual basis
Making the NHS the best place to work: core offer

A one-hour conversation on Twitter that anyone could join using the hashtag #OurNHSPeople.

The biggest-ever tweet chat in the NHS!
- 2,500 people joined
- They sent more than 6,000 tweets
- The conversation carried on for a week
- They reached an audience of more than 4,000,000 people

The first ‘NHS Best Place to Work’ tweet chat, 8th July 2019
#OurNHSPeople

The emerging themes

Belonging
- Being a valued member of an NHS team
- Pride of being part of the NHS and supporting patients and families to be healthy
- Applying the values (social justice) principles of the NHS to NHS employees
- Connecting our roles with NHS purpose

Autonomy
- Having more control in my workplace, & working in ways consistent with my values
- More control over the way I work
- Building my agency (power) to make a positive difference

Competence
- Growing & developing my skills & career
- More time for learning
- More flexibility in careers
- More development and support for leaders, particularly mid-level leaders

Defining
- Basic needs that need to be met for me to do my job
- Having somewhere to eat
- Healthy, nutritious food available for staff
- Being able/encouraged to take breaks

The biggest group of ideas were about flexible working
- 65% of the respondents had worked in the NHS for ten years or more
- 42% of respondents to the closing poll felt the chat was ‘powerful and insightful’

First tweet chat alone generated:
- 5,881 tweets
- 800 specific ideas
- 65% of the respondents had worked in the NHS for ten years or more
- 42% of respondents to the closing poll felt the chat was ‘powerful and insightful’
Making the NHS the best place to work: core offer

- Initial engagement period has included three tweet chats with well over 1,300 participants
- All NHS organisations will use opportunity of NHS Staff Survey to engage further, supported by:
  - ‘call to action’ (Prerana Issar/Navina Evans)
  - brief online good practice guide to staff engagement
  - use of Citizen Space, Twitter and TalkHealthandCare to harness widest possible input
  - regional workshops
- Please help publicise opportunity for staff to say what they would like from core offer
- In parallel, we will begin to test potential key elements of offer with partner organisations