

# Rising pressure: NHS Workforce

Ben Gershlick, Senior Economist

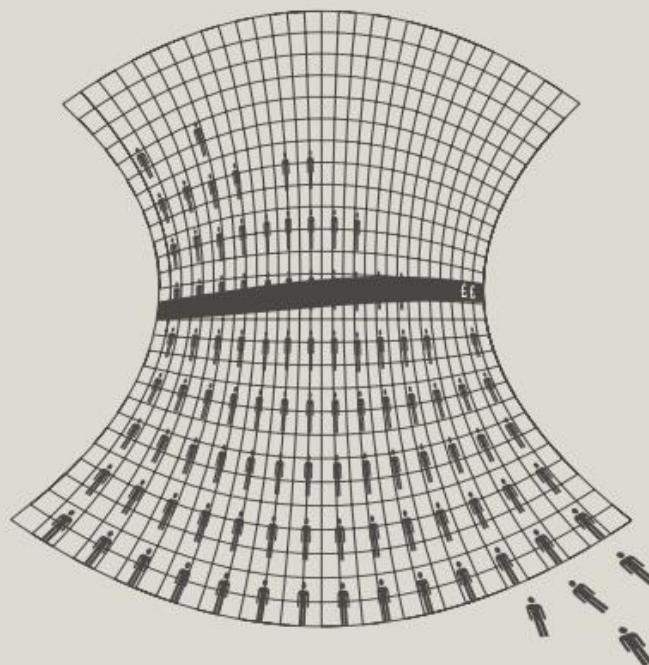
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1 February 2018

# Rising pressure: the NHS workforce challenge

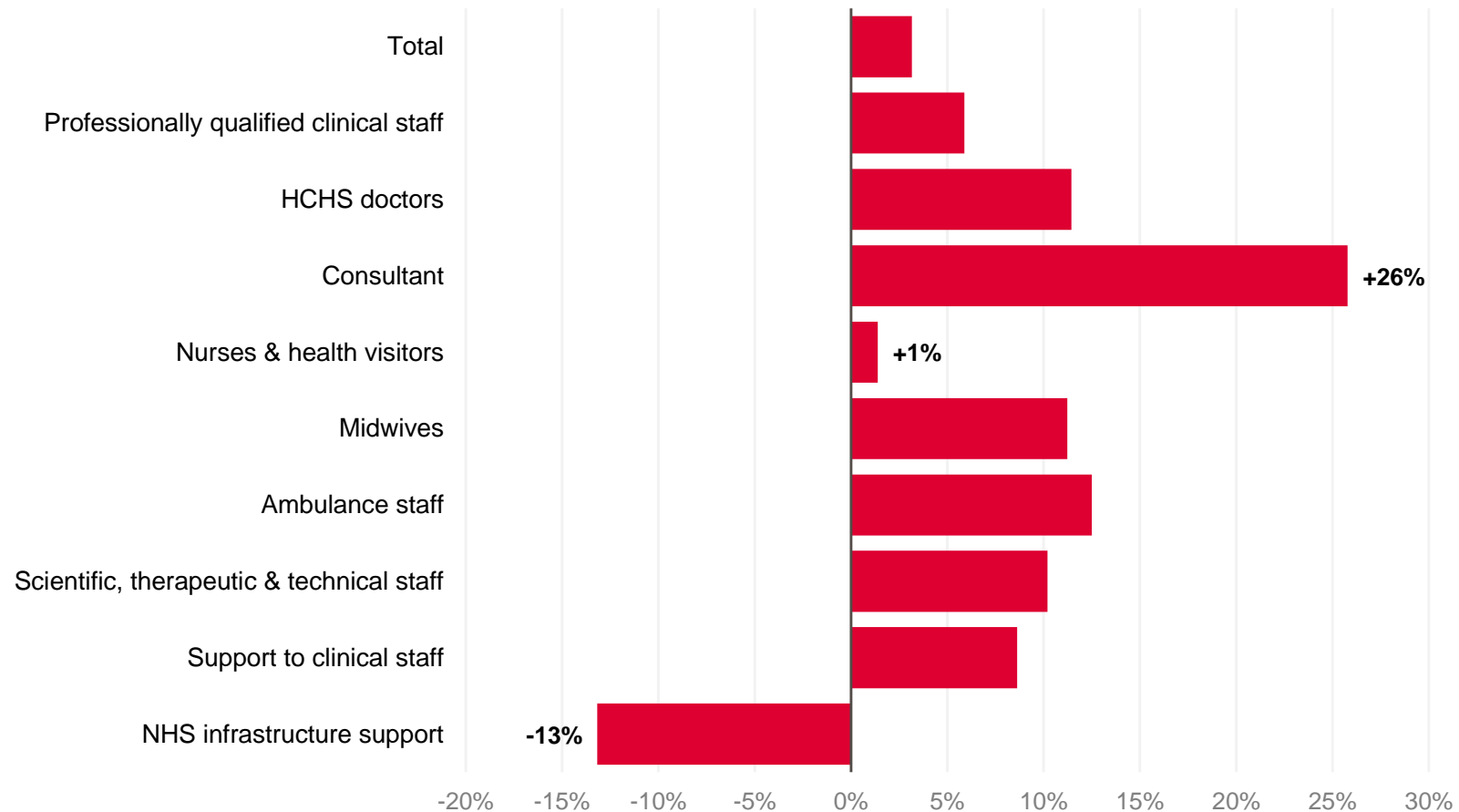
Workforce profile and trends of the NHS in England

James Buchan, Anita Charlesworth, Ben Gershlick, Ian Seccombe

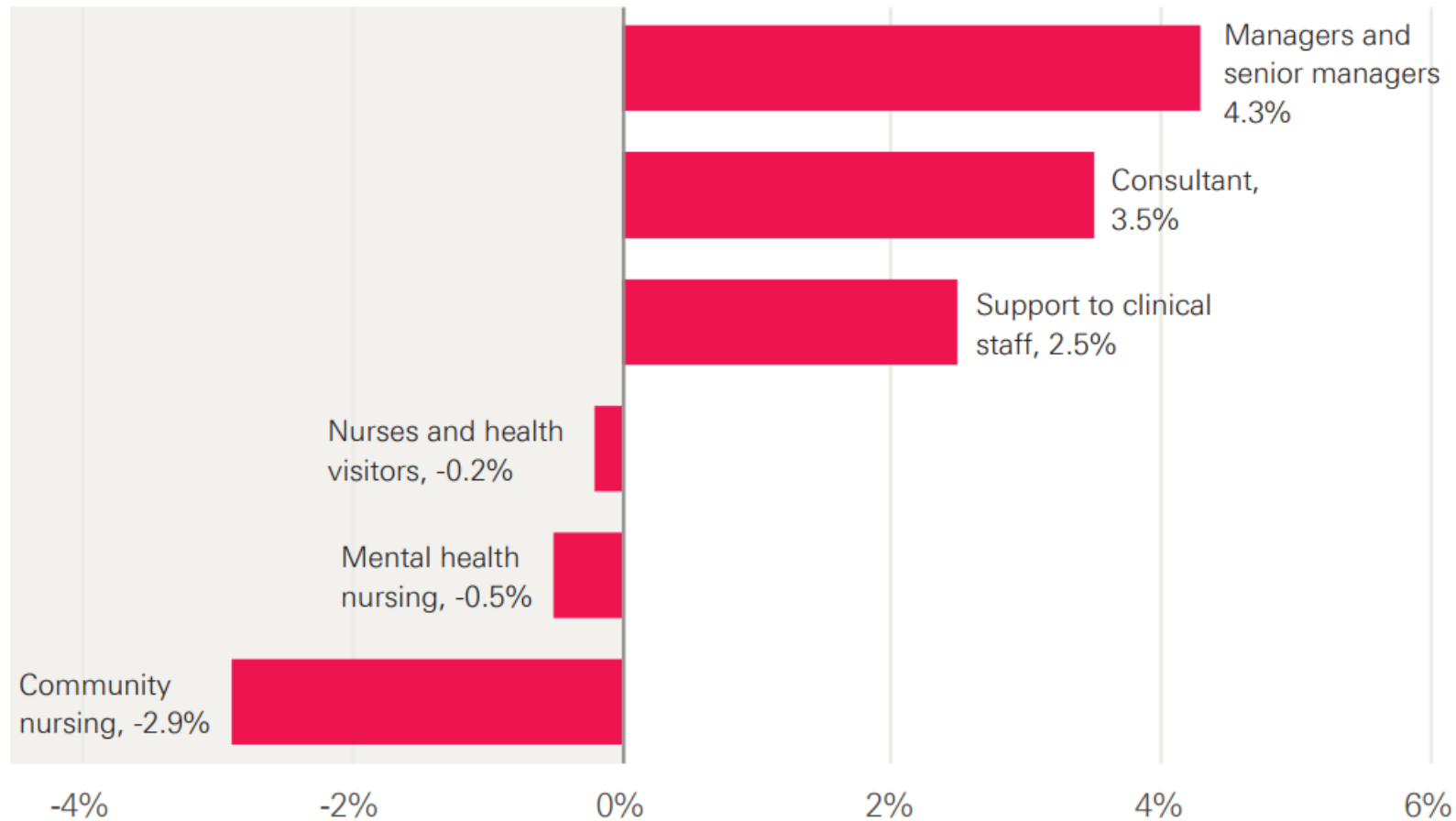


Staff numbers

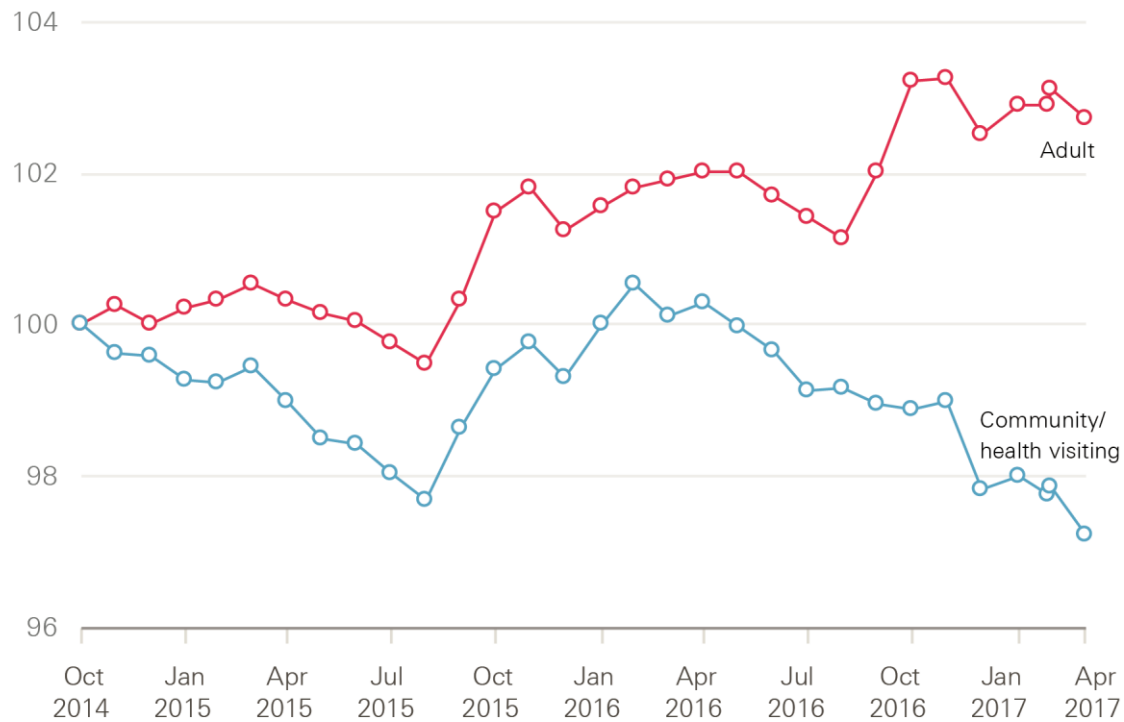
# Change in numbers of full-time equivalent staff in the NHS in England (%), April 2010–April 2017



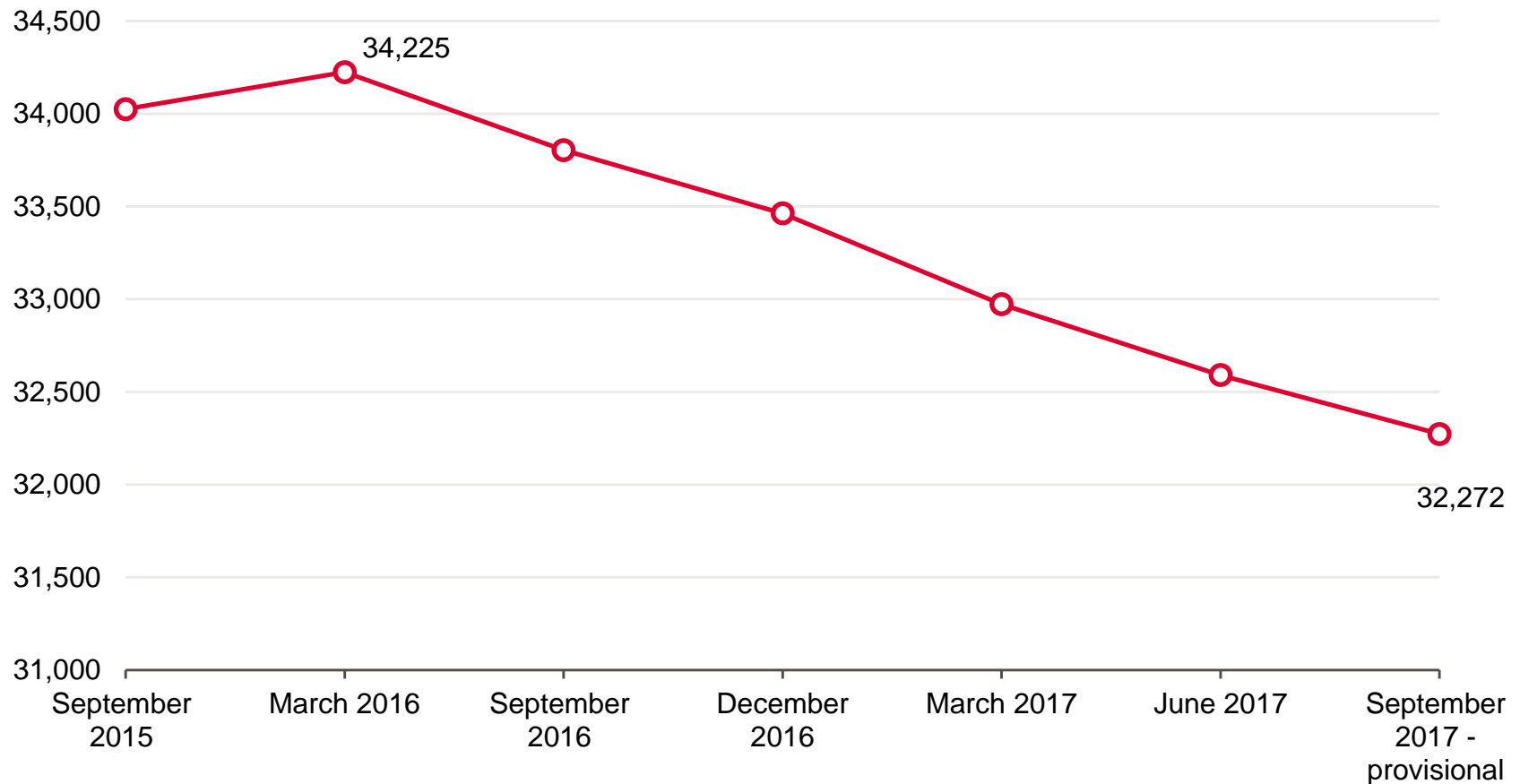
# What's happened over the past year?



# Nurse mix



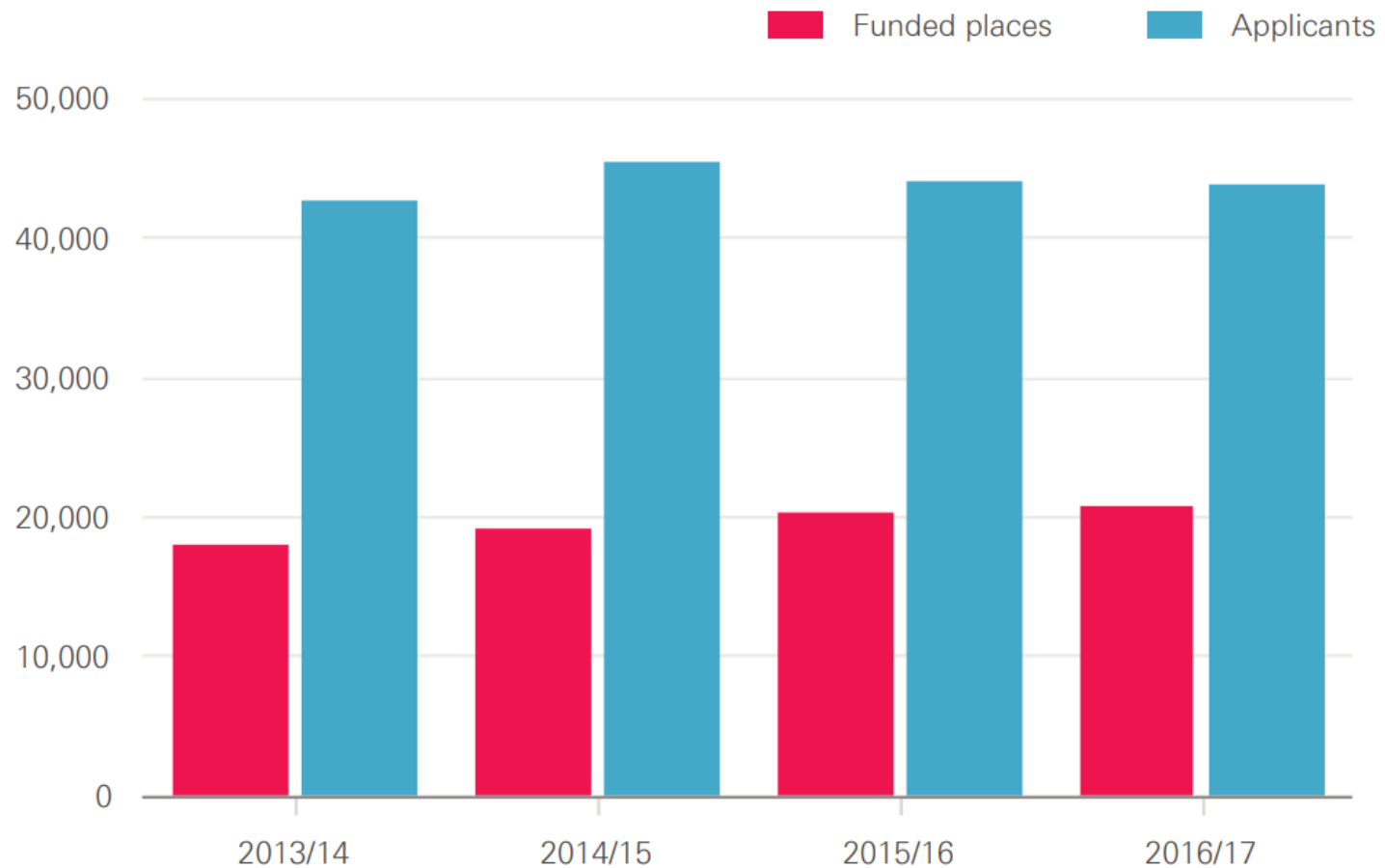
# General Medical Practitioners (Full time equivalent, excluding locums)



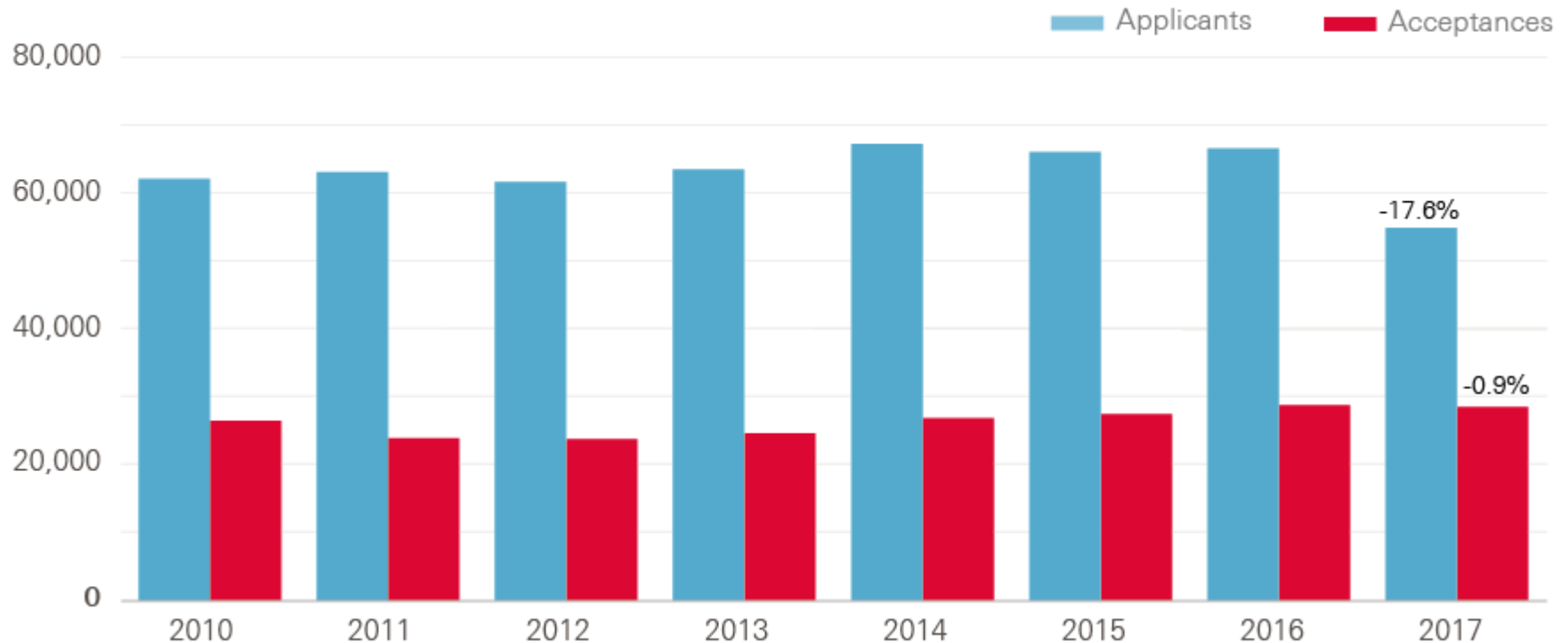
# Nurse bursaries



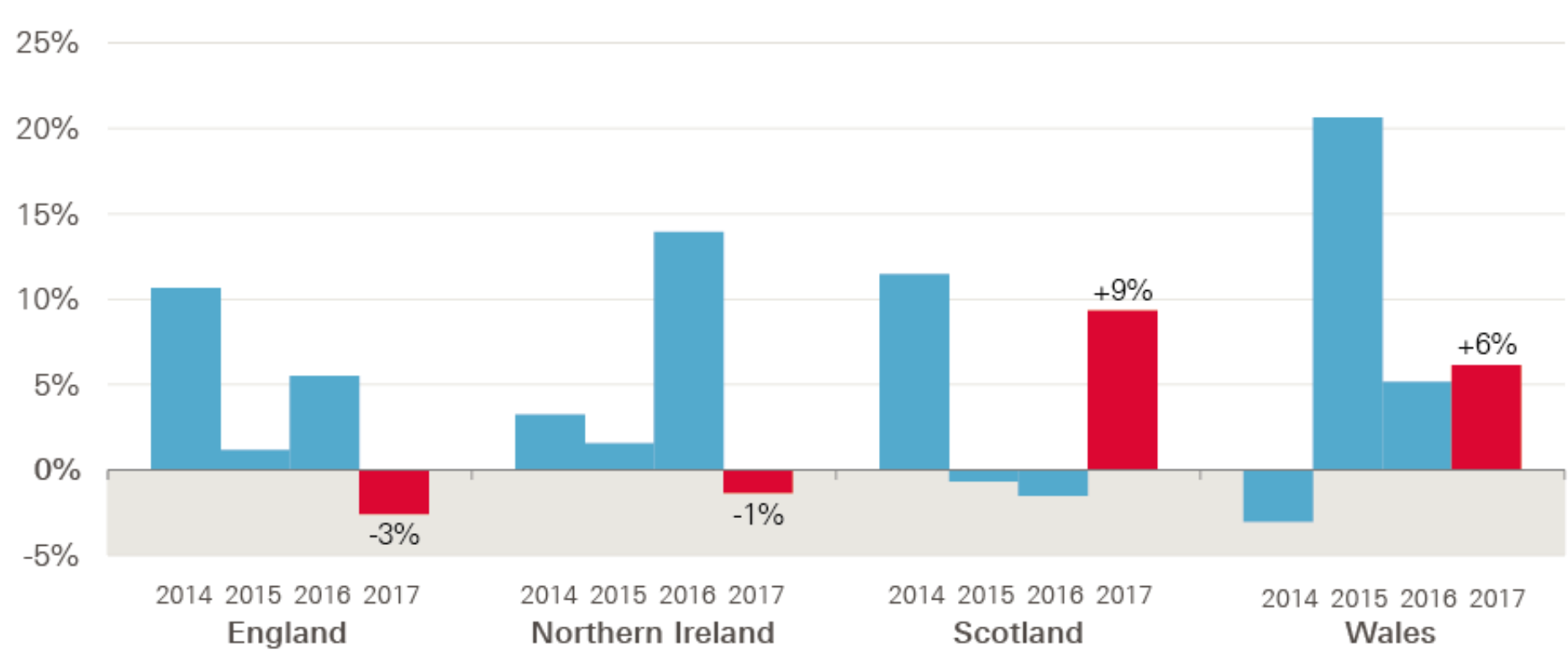
# Bursaries – why the switch?



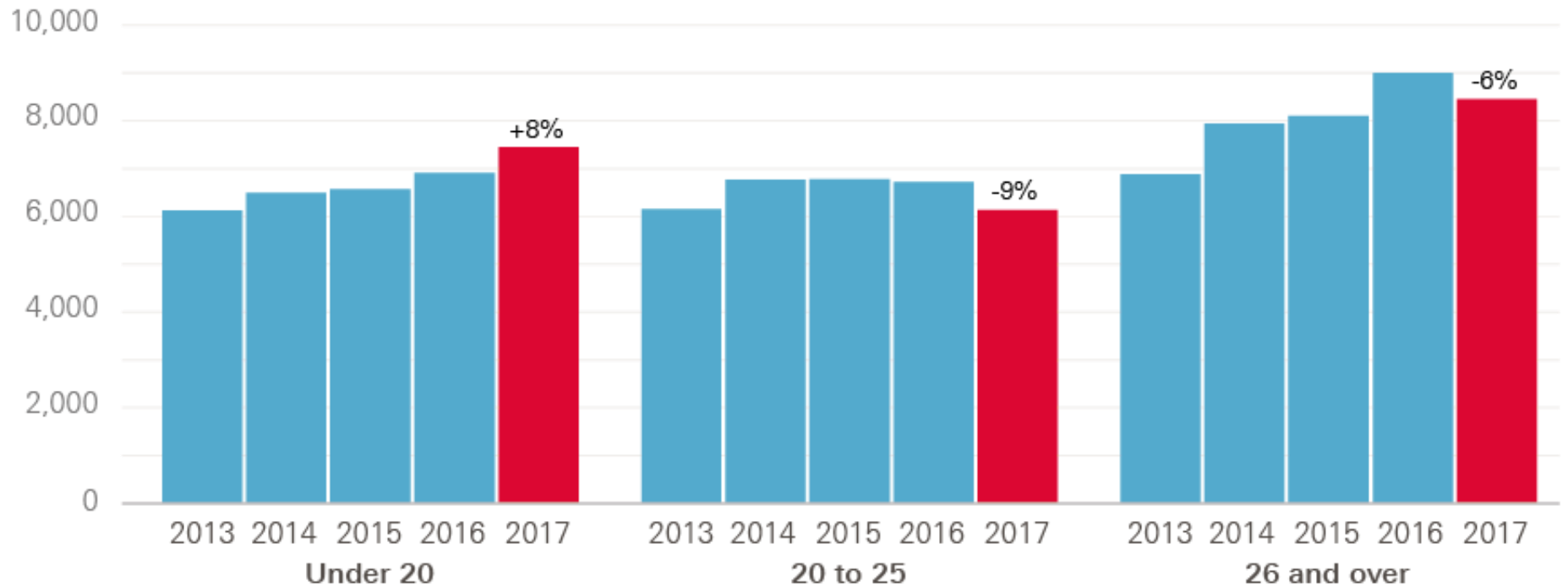
# What's happened - Nursing applicants



# What's happened - *Placed* applicants

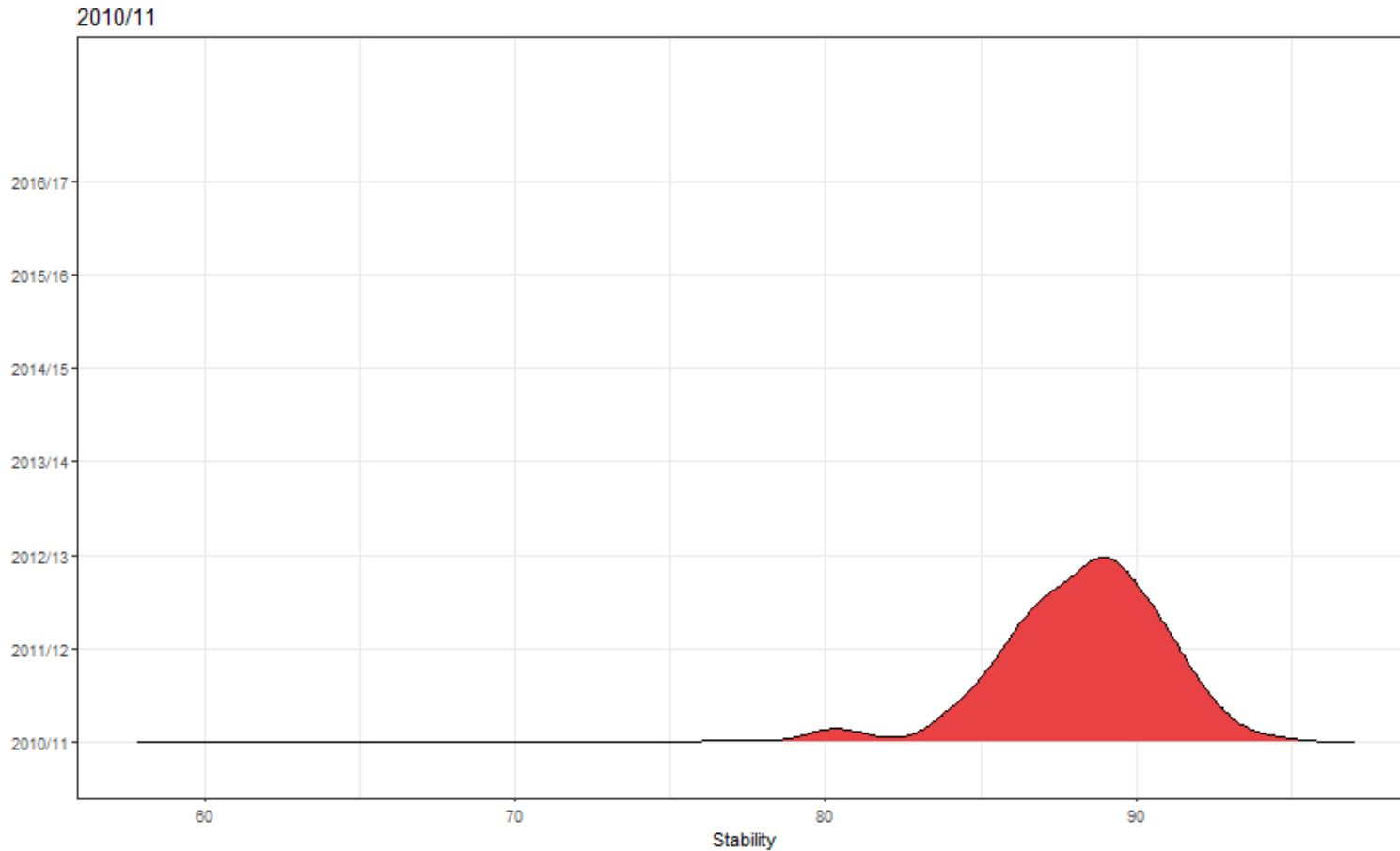


# Age profile of placed applicants on nursing courses in England, 2013–17

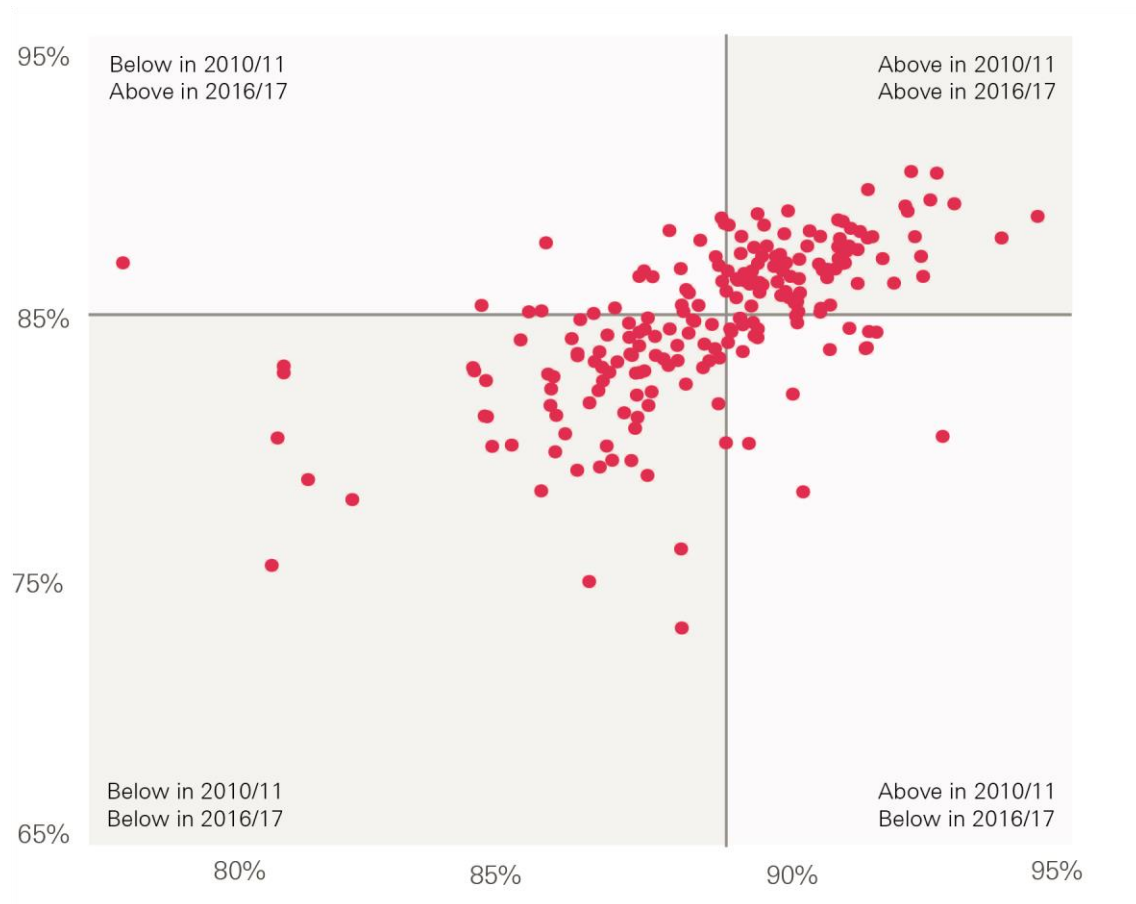


# Retention

# Retention – stability index over time



# Retention – stability index relationship



# Conclusions

## Trends

- Lots more docs/managers, fewer nurses/GPs
- More acute nurses, fewer community

## Bursaries

- Big drop in applicants, but relatively flat # placed
- Age profile big change YoY – issues for MH/LD

## Retention

- Big variation, and variation has increased
- Has got worse
- Trusts' relative performance quite stable



# Conclusions

## Trends

# Need proper, coordinated long-term approach to workforce planning

- Big drop in applicants, but relatively flat # placed
- Age profile big change YoY – issues for MH/LD

## Retention

- Big variation, and variation has increased
- Has got worse
- Trusts' relative performance quite stable

Thank you

