

A Draft Health and Care Workforce Strategy for consultation



Developing people for health and healthcare www.hee.nhs.uk

What is it?

- First system-wide workforce strategy for 25 years
- Covers health and carers, self-care and volunteers
- Includes social care facts and figures, recognising important relationships. Separate DHSC consultation underway
- Includes what has been done since 2012, what we are doing now and ask what we should do next
- Timeframe from 2012 to now, from present to 2022 and beyond to 2027 to reflect HEE's Framework 15
- Produced by HEE, with NHSE, NHSI, PHE and DH but also chief professional officers, regulators, unions and others in key sectors
- A consultation with a final strategy to be published in June/July 2018 to coincide with NHS 70



NHS Health Education England



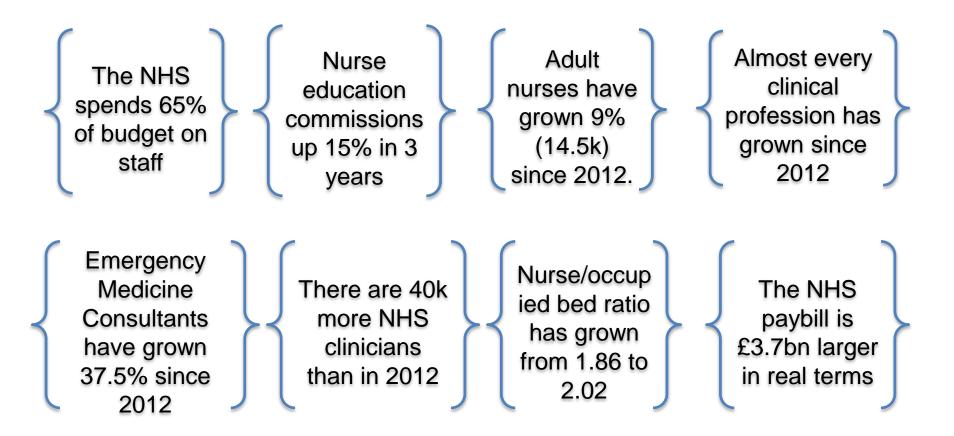
A Health and Care Workforce Strategy which...

... tells the story of recent years and where we have already made a difference ... recognises change can be difficult and complicated but we can succeed together ... outlines the key interventions we will make now to deal with current issues ... analyses the transformation the NHS workforce needs for the future ... and sets out the actions that will start that journey

A workforce strategy for the whole NHS to improve the quality of care for patients now and in the future by ensuring a workforce in the right numbers, with the right skills, values and behaviours in the right place at the right time.

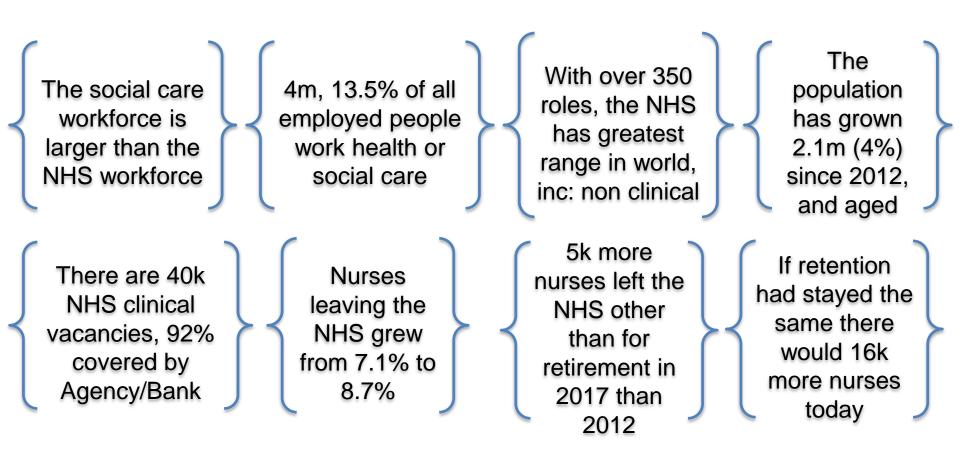


Since 2012





Current workforce...





What's next...

Turnover rates between NHS trusts range vary by 3:1	25% more clinical placements funded for future new nurses	Medical student places to grow by 25%	8k health support workers applied for 2k nursing associate posts
4k people on clinical return to practice courses	Without change the NHS will need 190k new staff by 2027	At 2012/17 rates, with no change, the NHS will grow by 72k by 2027	Of 45k nursing associates by 2027, 17k expected to become RNs

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Growing our workforce

- Growth comes from three areas: new graduates, return to practice and recruitment from outside the NHS, alongside retention of current staff
- The NHS has turned on all these supply taps
- Education will grow to deliver nurse, AHP and medical graduates over the coming years
- New roles will grow the NHS and improve skill mix, but retention of current staff has the most immediate impact on growth and quality of care
- We need to move towards self sufficiency for staff but also play our part in the wider world as a worldclass provider of education and training



The workforce responses to the FYFV

- FYFV Next Steps outlined priority areas to deliver overall vision
- Integrating care will be vital to the delivery of nearly all these priorities and the vision overall
- HEE has produced workforce responses to each of these priority areas:
 - Cancer
 - Mental health
 - Urgent and emergency care
 - Maternity
 - Primary care
- Learning disability is another area where workforce change is needed.



Have your say

Health Education England

We want to hear views from across the country to inform the Workforce Strategy that will be published in July 2018 to coincide with the NHS's 70th birthday. We will, for example:

- Hold at least one stakeholder event in each region, in partnership with ALBs
- Hold webinars/online discussions on specific topics
- Consult at LETB meetings in this period
- Take advantage of already scheduled stakeholder events and meetings across ALBs
- Create a web-based mechanism for final responses and ongoing Q&As
- Use social media to promote the consultation.

The consultation is open until 5pm, Friday 23 March 2018

NHS Health Education England

What can you do to help?

- Please share it with your stakeholders;
- Engage with HEE about the content; and
- Respond to the consultation

Link to the workforce strategy

www.hee.nhs.uk/our-work/planning-commissioning/workforce-strategy

Link to the consultation portal https://consultation.hee.nhs.uk/