

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



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

The NHS
spends 65%
of budget on
staff

Nurse
education
commissions
up 15% in 3
years

Adult
nurses have
grown 9%
(14.5k)
since 2012.

Almost every
clinical
profession has
grown since
2012

Emergency
Medicine
Consultants
have grown
37.5% since
2012

There are 40k
more NHS
clinicians
than in 2012

Nurse/occup
ied bed ratio
has grown
from 1.86 to
2.02

The NHS
paybill is
£3.7bn larger
in real terms

Current workforce...

The social care workforce is larger than the NHS workforce

4m, 13.5% of all employed people work health or social care

With over 350 roles, the NHS has greatest range in world, inc: non clinical

The population has grown 2.1m (4%) since 2012, and aged

There are 40k NHS clinical vacancies, 92% covered by Agency/Bank

Nurses leaving the NHS grew from 7.1% to 8.7%

5k more nurses left the NHS other than for retirement in 2017 than 2012

If retention had stayed the same there would 16k more nurses today

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

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 world-class 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

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

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/>