

# A Health and Care Workforce Strategy

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## A 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.

## **with six system-wide principles**

1. Securing the supply of staff the health and care system needs in order to deliver high quality care in the future
2. Training, educating and investing in the workforce to give new and current staff flexibility and adaptability
3. Providing broad pathways for staff so they have careers, not just jobs
4. Widening participation in NHS jobs
5. Ensuring that the NHS, and other employers in the system, are model modern employers
6. Ensuring that in future service, financial and workforce planning are properly joined up

## ...shaping the future beyond 2021/22

- If we do not reduce demand, change services or increase productivity the NHS will need 190,000 more staff by 2027
- On historic rates the NHS will only grow by 72,000 over that period, but a number of initiatives are in place to accelerate this
- Trusts will require further support to manage retention and productivity
- The NHS needs better data and intelligence to deliver better planning
- Only an engaged and valued workforce can reduce variation and really deliver productivity that lasts
- Regulation, upskilling and advanced clinical practice vital to improving skill mix

## **& developing the NHS workforce**

- Strategy applies to all our workforce but specifically considers :  
medicine, nursing and midwifery, dental, AHPs, healthcare science,  
pharmacy and the wider workforce
- Seven workforce groups each have own characteristics, issues and  
responsibilities as well as a number of cross-cutting issues
- Multi-disciplinary working requires professions to be confident and  
developed around what they bring to the team; each unique and  
important
- Advances in technology, innovation, care and treatment will  
transform some professions and healthcare
- Leadership development programmes are required across the  
system

# In Yorkshire and the Humber.....

**We have 3 emerging integrated care systems each**

- ....with a Local Workforce Action Board
- ....with a local workforce strategy or framework
- ....supported by an ICS workforce hub, an HEE team of workforce advisers, educators, clinical faculty & planners, and information
- ....working with Primary Care training hubs
- ....with investment £ and several interventions and initiatives

**In order that**

- each Programme and every Place have the opportunity transform their workforce