Care Quality Commission

Higher Education's contribution to the workforce- a healthcare perspective

23rd June 2009

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Overview

- Background
- Issues and Challenges
- Potential ways forward

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Background

- Personal perspective
- Brief history of workforce planning
- National versus local workforce planning

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Issues and Challenges

Registration of health and social care providers

Workforce:-

- Compliance with regulations -
  - 19 Fitness of workers
  - 20 Staffing
  - 21 Supporting staff
- Compliance with registration criteria – Outcome 11

People using service are safe and their health and welfare needs are met by appropriate and competent staff

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Outcome 11

- Appropriate recruitment procedures
- Employment checks
- Staff registered with relevant professional regulator
- Referral of staff no longer fit to work
- Sufficient staff, with right experience qualification and skills
- Staff properly supported
- Staff properly trained, supervised and appraised
- Enable staff to acquire further skills and qualifications relevant to work

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Issues and challenges

- Cultural differences
- Conflicting priorities
- Rapidly changing healthcare
- Diverse needs
- Plans to modernise career and educational pathways for nurses

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Issues and challenges

- National versus local workforce planning
- Recruitment
- Retention

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The way forward

What are the potential solutions?

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Discussions

Any big challenges / issues I've missed?

What are our 3 biggest challenges that impact on meeting workforce needs?

What solutions can we – HE / healthcare / Government – do to address these?

What 3 things can we do as quick wins?

Discuss