NHS
South West

# Adapting to local needs - the South West Experience

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# Characteristics

NHS South West

- Formed from 3 organisations
- Covers the largest region in England from Tewksbury to Lands End and stretching out to Dorset
- Few large centres of population
- Rural, dispersed population
- Limited number of major roads
- Poor transport infrastructure

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# Workforce characteristics

- NHS employs over 120,000 staff
- Generally stable workforce with low turnover
- Generally more mature profile than the norm
- One of region's largest employers – 34% of available labour force in Cornwall work for health and social care

# South West Priorities

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- Improving delivery of care by a well prepared and informed workforce
- Developing a healthy system to support sustained development
- Aligning investment to service improvement
- Developing good quality partnerships with education and service

# Local needs

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- Dealing with the geographical challenge
- Flexible use of the resource both academic and financial
- A mature workforce with low turnover but high levels of risk from retirements
- Balancing academic credibility with current practice experience across professions

# Process

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- Recognition of complimentary priorities
- A shared and consistent approach to demand modelling via risk assessment
- Engagement with higher education at a strategic and operational level
- Open financial planning to promote sustainable high quality education

# System management for workforce planning, workforce development and education commissioning

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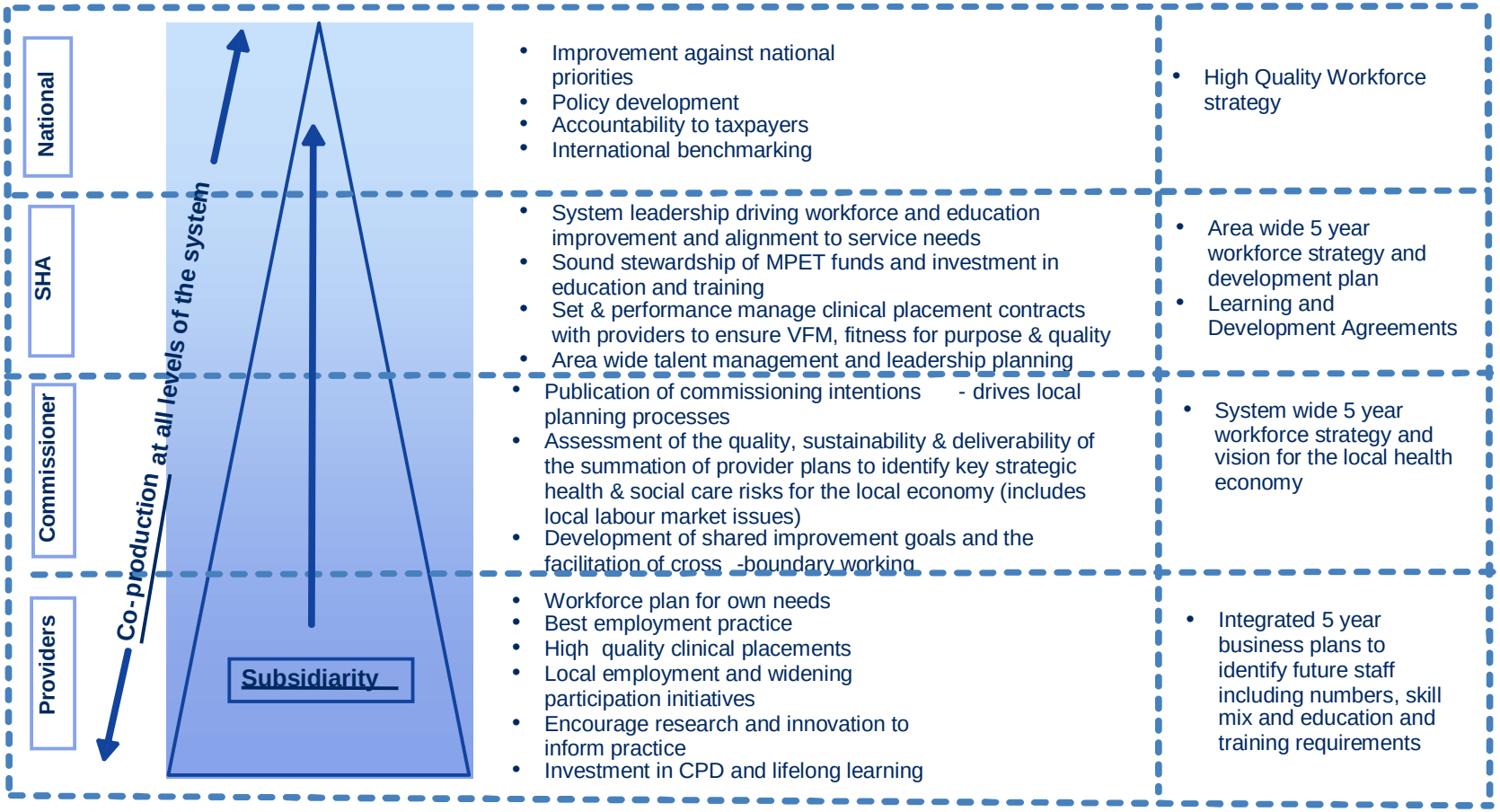


**Sources of evidence: SHA assurance process, world class commissioning, staff survey, student feedback etc**