NHS
South Central

What do workforce planners want from Higher and Further Education?

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Workforce Review Team

WRT – galvanising workforce thinking

WRT is a group of dedicated healthcare workforce planners who provide objective modelling, analysis and evidence-based recommendations in order to enable patient-centred and clinically driven strategic decision making across the healthcare workforce

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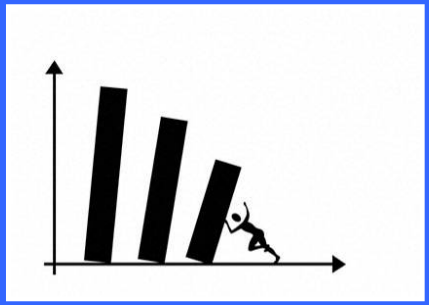
What does WRT do?

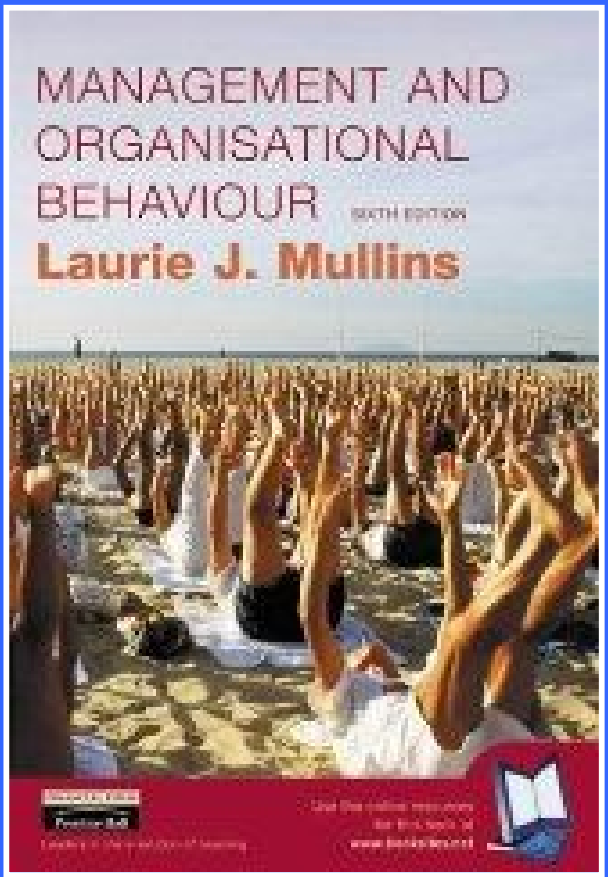


- **Influences**
  workforce planning and development priorities eg WRT workforce risk assessments and models

- **Stimulates**
  the way NHS services are delivered by sharing evidence, analysis and best practice via review meetings, conferences and workshops

- **Advises**
  managers and policy makers on how to adopt effective workforce strategies

What is workforce planning?



"Effective workforce planning anticipates potential future imbalances between the supply and demand for different skills in time for action to be taken."

Mullins, L.J. (1996),

Management and Organisational Behaviour, Edition 4, London: Pitman Publishing

Higher and further education need to be part of the action

In an ideal world …

HE and FE would:

- React quickly
- Anticipate changes
- Give data and feedback
- Work in partnership
- Be flexible

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Sources of data

Key information is gathered from:

- **ESR data collected from the Information Centre**
- **Postgraduate deaneries**
- **Professional bodies**
- **Royal Colleges**
- **Medical Schools Council**
- **Strategic Health Authorities**
- **Department of Health no longer pays for HEFCE data**

WRT annual process

WRT information gathering process (Nov - Apr)

Assessment of Workforce Priorities (AWP)

Care area reports produced

Feedback findings (Autumn)

AWP recommendations affecting FE and HEIs

Children's services:

- **Consideration of succession planning for senior clinical and leadership roles**
- **Need to work in association with HEIs and other education providers towards the future nurse educator roles**

AWP recommendations affecting FE and HEIs

Nursing:

- **Total nursing commissions (degree and diploma) have reduced between 2005/6 and 2007/8**
- **A number of SHAs have increased the number of nursing places at HEIs**
- **Employees and HEIs to collaborate on developing the future of nurse educator roles**

AWP recommendations affecting FE and HEIs

Midwifery:

- **SHAs plan to recruit an extra 4,000 midwives to the NHS by September 2012**
- **SHAs need to work with PCTS and providers to achieve the planned expansion**

AWP recommendations affecting FE and HEIs

Staying healthy:

- **Demand for health visitors is likely to increase**
- **SHAs should work with HEIs to develop public health competencies as a feature of pre-registration training to extend the workforce able to deliver public health**

AWP recommendations affecting FE and HEIs

Operating Department Practitioners (ODPs):

- **Currently the ODP training programme is a diploma course**
- **There is a move to become an all graduate entry profession with a three year BSv ODP degree starting in 2012**

AWP recommendations affecting FE and HEIs

Diagnostics:

- **SHAs and employers to continue their focus on training and recruitment of new scientists to increase the size of the permanent workforce**
- **Establishment of structured training and career progression for healthcare scientists**

AWP recommendations affecting FE and HEIs

Dementia:

- **Need for improved training is a priority, cutting across all themes of the National Dementia Strategy (DH 2009)**
- **In the medium and longer-term, curricula for undergraduate professional qualifications and continuing professional development**

AWP recommendations affecting FE and HEIs

Pharmacy workforce:

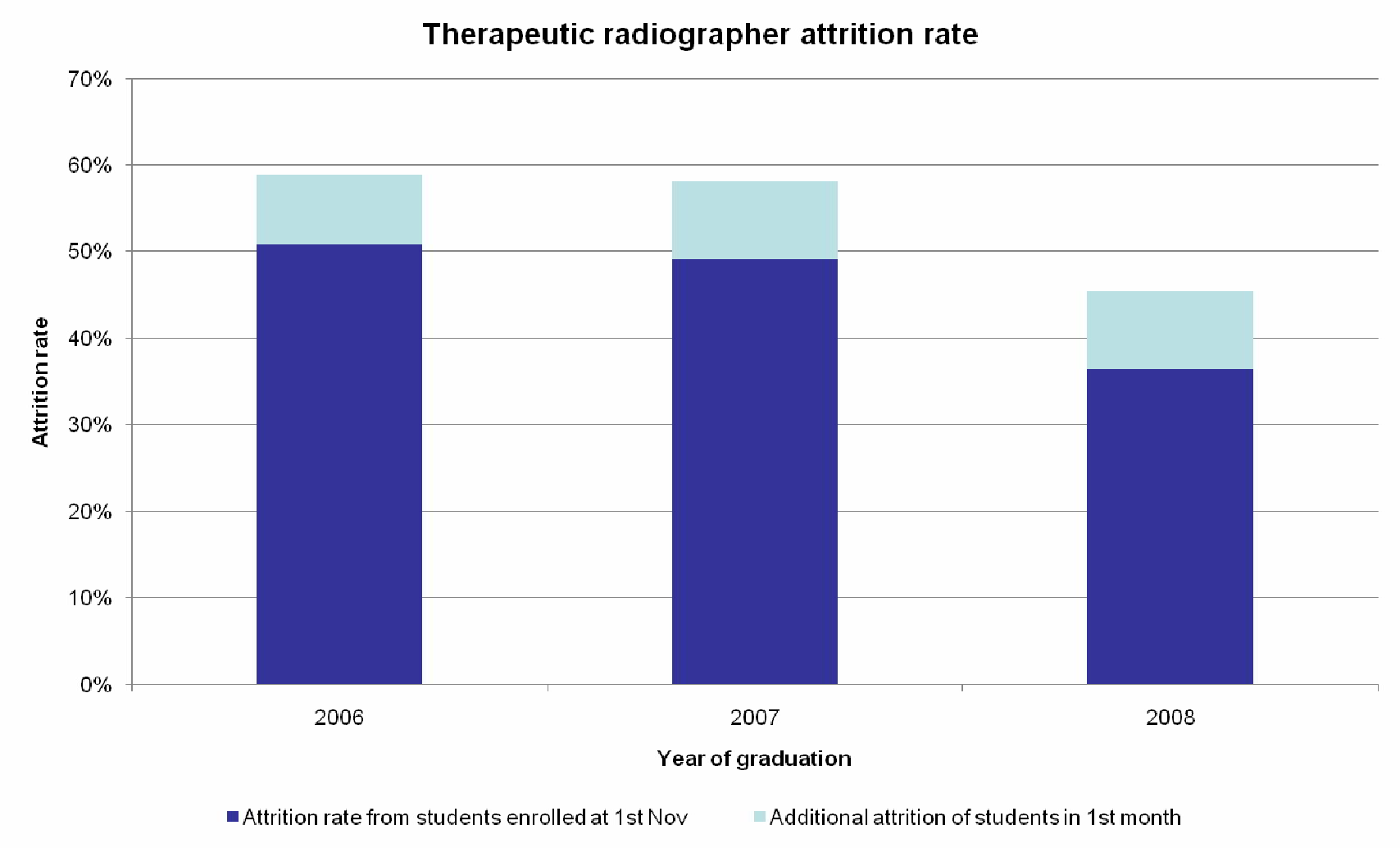
- **WRT analysis suggests evidence of room for growth of pharmacists**
- **There should be an expansion of the number of pre-registration trainee pharmacy placements**
- **This should be in combination with other recruitment and retention initiatives to attract pharmacy graduates**

AWP recommendations affecting FE and HEIs

Therapeutics:

- **Difficulty in filling existing training places to therapeutic radiography courses**
- **DH has invested £5,000,000 in facilities for virtual learning for radiotherapy students**
- **SHAs and HEIs to review strategies for recruiting more students to radiotherapy courses**

Therapeutic radiographers



AWP recommendations affecting FE and HEIs

Therapeutics:

- **HEIs to use the full potential of virtual training environments**
- **SHAs and HEIs to convert some undergraduate training courses to graduate training schemes**

The AWP is available for consultation until Friday 17 July 2009, comments are welcomed to:

AWP.feedback@wrtnhs.org

It can be found on the WRT website at:

www.wrt.nhs.uk

A final version will be available from Monday 7 September 2009

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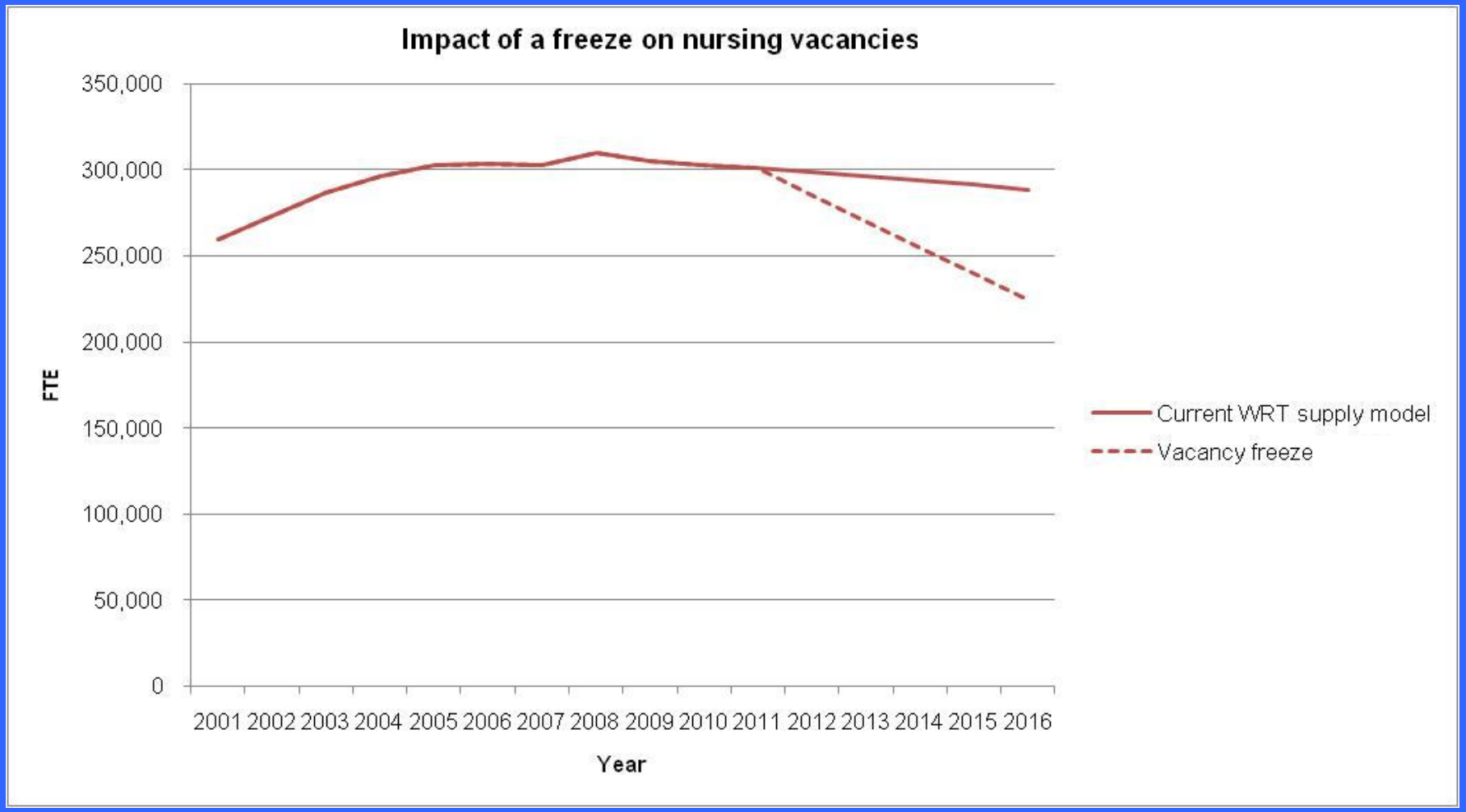
What would happen if …



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