Aligning Workforce Planning

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Shared issues facing us

• Changing demography:

South Central 2010 - 2020

- Population 4.1 million → 4.4 million (7.5% increase)

- Over 65s 653,000 → 822,000 (25% increase)
SC population age profile in 2010 and 2020

<table>
<thead>
<tr>
<th>Age group</th>
<th>2010</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-14</td>
<td>650</td>
<td>700</td>
</tr>
<tr>
<td>15-24</td>
<td>600</td>
<td>650</td>
</tr>
<tr>
<td>25-34</td>
<td>550</td>
<td>600</td>
</tr>
<tr>
<td>35-44</td>
<td>500</td>
<td>550</td>
</tr>
<tr>
<td>45-54</td>
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<td>500</td>
</tr>
<tr>
<td>55-64</td>
<td>400</td>
<td>450</td>
</tr>
<tr>
<td>65+</td>
<td>350</td>
<td>400</td>
</tr>
</tbody>
</table>
Shared issues facing us

• Prevalence of Long Term Conditions:

275,000 → 350,000
(27% increase)

Dementia:
47,000 → 61,000 (30% increase)
Challenges

Structures of the different workforces:

- PCT whole provider arm by AfC pay band (Christmas tree)
- Council adult social care by pay grade (Christmas tree)
Challenges

? Budgets

? Pay

? Pensions

? Joint strategic needs assessment

? Contributions of users and carers

? Perverse incentives

? Personalisation
The need for joint working

We need to change how we plan and use workforce to meet these needs and overcome the challenges.
2 specific workforces:

- Caring for older people
- Safeguarding children
Discussion groups

• Shared challenges

• Enablers and barriers to working together

• What are WE (local organisations) going to do?

• What do THEY (SHA/GO/national) need to do?