Opportunities to improve health and social care
Workforce Planning from an NHS Perspective

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Introduction

- Shaping the Future
- The Workforce Strategy
- Opportunities
The NHS Over the Next Five Years

- Funding Allocation
- Improving Quality, Outcomes and Patient Experience
- Investment Priorities
- Transforming Pathways
- Workforce Plans to underpin Service Strategies
- Productivity – services, technology, people
- Collaboration and Partnership
Shaping the Future through our workforce

- Improving health and social outcomes
- Reducing health and social inequalities
- Providing high quality care
- Improving User Experience
  - Consistently Excellent
  - Highly Valued
  - Productive and VfM
Opportunities to Shape the Future

- Integrated Care
- Across agency skill mix and skill development
- Transforming Community Services
- Personalisation
- Joint Commissioning
  - Collaborative Operating Model
  - Practice Based Commissioning
  - Adult and Childrens’ Services
- Joint Appointments
- NESC Development Programme
Challenges

- Thread workforce planning into Strategic Service Plans, Operating Plans, Business Plans
- The Economy – Circa £1.5b less in real terms by 2014 (workforce = 60-70% of NHS spend)
- Capacity and Capability for Intelligent Workforce Planning
- Professional Boundaries
- Political Support
- Knowledge and real time information systems
EXAMPLE - Southampton

JSNA - Major health challenges facing the City

- Life expectancy
- High inequalities
  - Major killers
  - Long-term conditions
  - The lives we lead
  - Influences on health
- Children and young people
- Vulnerable adults
- Older people

Aligning strategy: NHS and City Council and Our LAA

- JSNA
- CYPT – Children and Young People’s Plan (includes action to reduce teenage pregnancy)
- H&WBP – Health and Wellbeing Strategy (includes Later Years Partnership plans)
- Safe City Partnership – Safe City Plan (includes actions on alcohol and drug misuse)
- Economy and Enterprise Board – (includes plans for community regeneration)

6 Goals

- Every child gets the best start in life
- People choose and maintain healthy life styles
- Improve mental health and wellbeing
- Improve detection and treatment of long term conditions and improve self care
- Modernise care to improve access
- Redesign unscheduled care services

15 Initiatives

Aligning Delivery

- Locally Lead the NHS
- Work With Community Partners
- Engage with Public and Patients
- Collaborate with Clinicians
- Manage knowledge and assess needs
- Prioritise Investment
- Stimulate the market
- Promote Improvement and Innovation
- Secure Procurement Skills
- Manage the local health System
Towards Integrated Health and Social Care

**Joint Governance Structure**
- Strategy & Policy Board
- Joint Director of Adult Health and Social Care
- Joint Director of Public Health
- Children’s Trust
- Support Teams

**User Experience**
- Personalisation
- Reduced Hospital admissions and LoS
- Planned Care
- Joined up H&SC
What might success look like?

User satisfaction is high
- quality of care and outcomes are “best in class”
- the health and social care system “works” for the user
- Professionals are satisfied

Preventable health and social problems are reducing
- user safety is improving
- uptake of preventive programmes is high
- professionals feel they are making a difference.

Sustainable business models are in place
- resources are being used well and fairly
- financial uncertainty is minimised.