Shaping the Future Workforce

“NHS South Central – Improving health and alleviating the causes of poor health for the benefit of patients, the public and taxpayer alike in Oxfordshire, Buckinghamshire, Berkshire, Hampshire and the Isle of Wight”
Why are we here?

• Improve patient/client care by:
  – Getting to know each other
  – Consulting on NHS South Central Workforce Strategy
  – Considering if/how we work together to align the health and social care workforce for the future.

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Current situation

- South East Employers & Audit Commission

- South Central Strategic Health Authority Workforce Strategy

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Approaches

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• Unemployment going up (almost 3m)
• Taxes up & Public spending down
• To achieve a 2% growth in NHS would mean a 4.5% reduction in ALL other spending dep’ts.
• Recovery options
  – Quickest by 2027 and ranges to 2047

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• Increase in demand for services for older people – **ageing population**.

• Changing balance of competition (**policy**) between and within sectors due to economic changes

• Innovation in **technology** and **partnership** working reducing demand for some skills and increasing others

• Pressure for a more diverse workforce to **respond to the needs of a diverse society**

• Increasingly **tight fiscal budget**

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£20bn per year for 4 years – not cut but the value of the gap between need and income

Productivity needs to rise by 6% year on year for next 6 years

NHS productivity over past 10 years = -0.4%

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£5.8 billion Health budget NHSSC

60-70% Spend on workforce

£41,750 Average pay cost (NHS Trusts)

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Forecast £1.5 - 2bn over 3 years

assumption: at least 60% will be pay cost reduction

= at least 14,300 ftes

… or 4,700 ftes per year for three years
Where we were

Sickness
Hospital
Activity targets
Monopoly
Provider led
Productivity
Impersonal care
Labour intensive

Where we’re going

Health
Home
Safety, Quality
Plurality
Commissioner
Productivity
Personal care
Technology/Innovation

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What’s Needed

• Change mindset (cultural reform)
  – Quality AND value not either/or
• Get on with it now (urgency)
  – Plan over years not just for today
• HR playing its part (healthy workforce: Boorman)
  – If we can’t take care of our own how can we care for users
• Working across boundaries
  – Internal and external, structural, professional…

“What’s Needed

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Today is the future we were promised yesterday.

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