Aligning Workforce Planning

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Judy Curson
Director, NHS Workforce Review Team
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)
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:
Challenges

- Budgets
- Pay
- Joint strategic needs assessment
- Perverse incentives
- Pensions
- Contributions of users and carers
- Personalisation

NHS Workforce Review Team
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?