Oversupply of the Workforce – Creative Solutions

Caroline Chipperfield asked the delegates for creative solutions for dealing with the oversupply of the workforce resulting from a reduction in demand over the next few years.

Table discussions resulted in the following suggestions:

- Trusts could have “regional” posts where the staff member could be flexible and able to be redeployed quickly to where the need is.
- Innovative posts could be created within social care.
- Diplomats and graduates could be offered a top up year with further training and a guarantee of bank work from trusts.
- Placements could be given for periods of eight weeks, supported by grants. These could be different types of placements across health and social care.
- Trusts could work more closely with eg, Prison Service, Armed Forces and the Private Sector.
- There should be more preparation in the final year for employment eg leadership skills and support for placement capacity.
- There should be greater control and assessment of numbers to manage oversupply more efficiently.
- Different/more experiences could be offered with guarantees of further education.
- Part-time posts could be substituted for full time posts (although increasing headcount could be an issue).
- More senior staff could be freed up with secondments/sabbaticals for example allowing the creation of new posts and trusts could support career breaks for existing staff.
- The posts could be paid at a lower band initially while gaining experience and continuing education and development then absorbed into substantive roles when they became available.
- Increase communication with the talent pool to ensure all needs are being met.