



Better
Skills

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Jobs

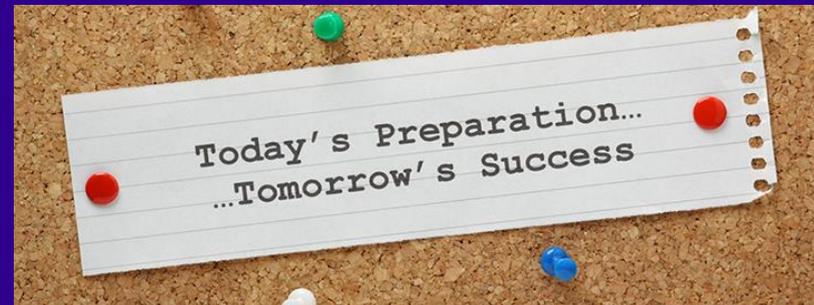
Better
Health



Effective Workforce Planning in Primary Care

Can we face the future without it?

19th August 2020, 12.30-1.15pm



Learning outcomes

- Develop understanding and awareness for more effective workforce planning to support sustainability of services fit for the future
- Understand what support is needed to build your capacity and capability to workforce plan more effectively
- With a panel of experts, explore some of the key challenges in relation to workforce planning in primary care and identify suitable ways forward



**What do we mean by workforce planning?
Multiple choice poll**

Which definition do you think is most accurate? A, B or C

A

“Getting the right people with the right skills and competences in the right place at the right time (and at the right cost)”

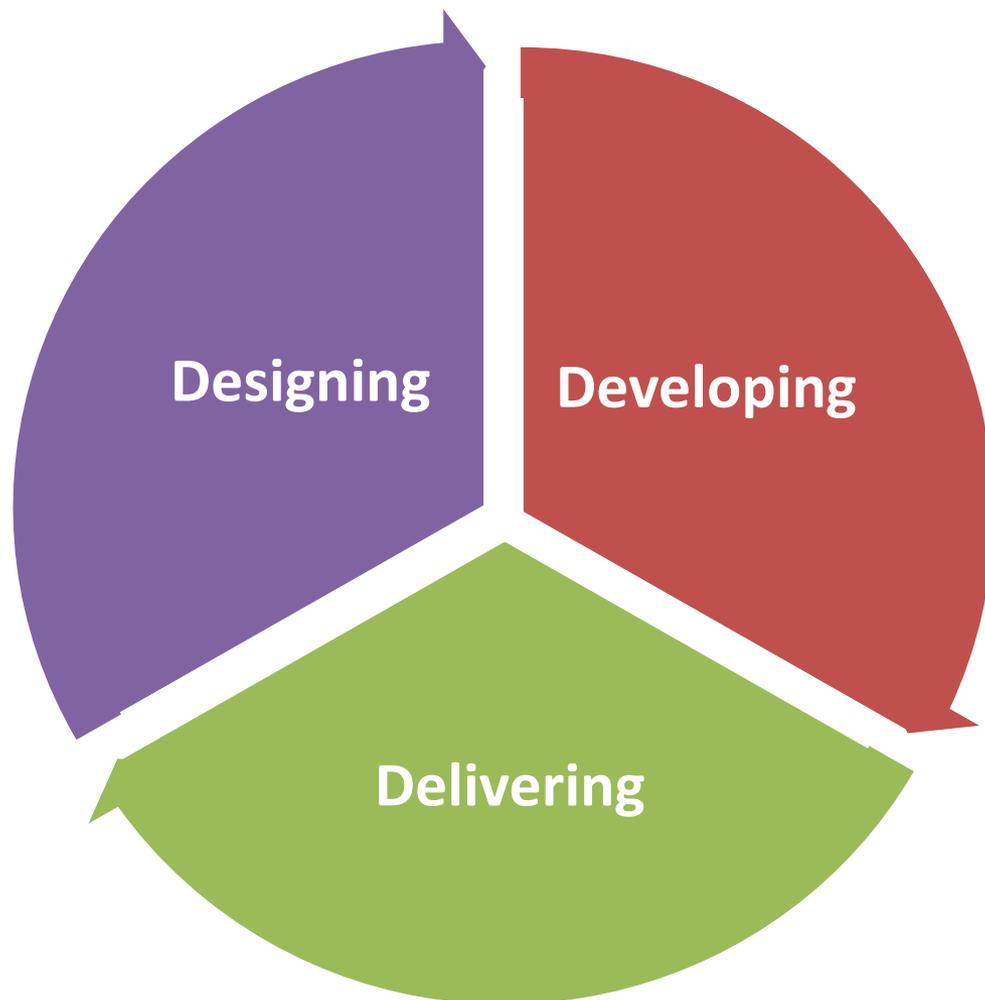
B

“ensure that NHS organisations have a workforce of the right size with the right skills and diversity organised in the right way within an affordable budget delivering the services needed to provide patient care to required quality standards

C

*a truly **seamless** system of health and care... means thinking about **who is best placed** to provide care and equipping those individuals with the **skills and expertise** to deliver the new models needed, **regardless of their professional affiliation, employer or location***

Workforce planning includes



the future workforce

Why is workforce planning essential for primary care sustainability?





Why PCN level Workforce Planning?

- Increased impact through enhanced Collaboration
- Economies of scale
 - Shared solutions/resources
 - Integrated solutions
 - Flexibility of solutions
- Service sustainability
- Enhanced MDT working
- New Roles and new ways of working
- Best use of existing staff skills
- Support network
- Shared workforce development priorities and opportunities
- Stronger links and joint working

“What do you believe are the greatest challenges to effective workforce planning in primary care?”

Please put your thoughts in the public chat feed



Hints and Tips for Primary Care Network Workforce Planning



- **Collaboration**
 - Inter, intra and external agency working
 - Shared endeavour and patient outcomes and patient experience
- **Realistic and affordable**
 - What's the budget available?
 - What services are you intending to provide?
 - What workforce have you got and are likely to be able to recruit?
- **Working differently**
 - Focus on **what** skills and competences are **needed** rather than what you currently have or want.... Not a wish list!
- **Base on best evidence and information**
 - population, services, workforce, health and social trends
- Enhance **MDT working**

PCN Workforce Planning Approach

Getting started

1. Defining the workforce plan based on policy direction

Where are you now?

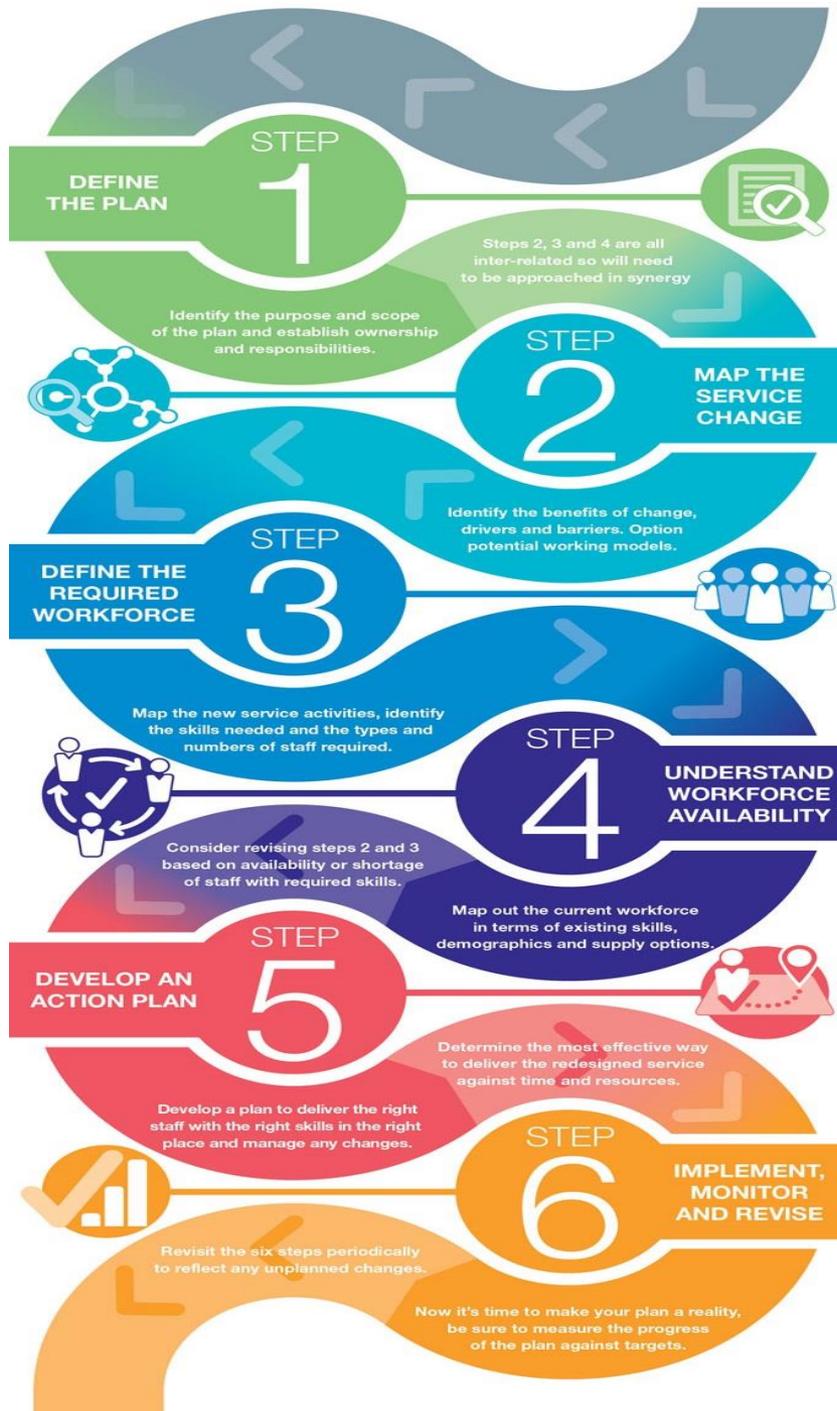
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| 2. Engaging stakeholders | 3. Local population and health needs analysis | 4. Service demand analysis and local trends | 5. Understanding the current workforce issues across the PCN |
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Where do you want to be?

- | | |
|--|----------------------------------|
| 6. Identifying shared service solutions across the PCN | 7. Future workforce requirements |
|--|----------------------------------|

How are you going to get there?

- | | | | | |
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| 8. Identifying workforce transformation opportunities | 9. Exploring workforce supply and development routes | 10. Gap analysis - current verses future workforce | 11. Developing the PCN action plan and priorities | 12. Governance and delivery |
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The **Six Steps Methodology**
to integrated workforce planning

Panel discussion and questions



“Having heard from the speakers and panel, what support do you think primary care needs to enable effective workforce planning?”

Please put your thoughts in the public chat feed

