

# **Consultation: Facing the Facts, Shaping the Future**

## **A draft health and care workforce strategy for England to 2027**

We want to hear views from across the country to inform the Workforce Strategy that will be published in July 2018 to coincide with the NHS's 70th birthday.

The questions in this consultation are deliberately broad. We want the fullest debate, and no issue or suggestion should be excluded simply because we did not ask the right question. We also welcome specific comments on elements of the strategy.

Once you have printed the document please post it to:

Workforce Strategy Consultation Response  
The Communications Team  
Health Education England  
Second Floor  
Stewart House  
32 Russell Square  
London WC1B 5DN

The consultation closes at 5pm on Friday 23 March 2018.

**Question one**

Do you support the six principles proposed to support better workforce planning; and in particular, aligning financial, policy, best practice and service planning in the future?

Areas to explore may include:

- What more can be done to help staff work across organisations and sectors more easily?
- What data do we need to ensure we can plan effectively, and how do we align across workforce, finance and service planning?
- For what sort of measures/plans/proposals should the Workforce Impact Assessment be used?

**Question two**

Do you feel measures to secure the staff the system needs for the future can be added to, extended or improved, if so how?

Areas to explore may include:

- Are there fresh ideas for attracting more people to work in the NHS, either as new recruits or returners?
- What scope is there to extend workforce flexibility using ideas such as credentialing, transferable qualifications, scope of practice and others?

**Question three**

Do you have comments on how we ensure the system is effectively training, educating and investing in the new and current workforce?

Areas to explore may include:

- Are there any specific areas of curricula change or new techniques such as gamification or new cross cutting subjects like leadership, public health or quality improvement science that should be taught to all clinicians?
- How does the system ensure it spends what is needed on individual CPD and gets the most effective outcomes from it?

**Question four**

What more can be done to ensure all staff, starting from the lowest paid, see a valid and attractive career in the NHS, with identifiable paths and multiple points of entry and choice?

Areas to explore may include:

- What more can be done to create careers not jobs for all staff, regardless of qualifications, entry level and current skills?
- What reforms are required to medical education and training to deliver the doctors the system needs in the future but also supports the needs of the system now?

**Question five**

Do you have any comments on how to better ensure opportunities to; and meets the needs and aspirations of; all communities in England?

Areas to explore may include:

- What more can be done to attract staff from non-traditional backgrounds, including where we train and how we train?
- How we better support carers, self carers and volunteers?

**Question six**

What does being a modern, model employer mean to you and how can we ensure the NHS meets those ambitions?

Areas to explore may include:

- What more would make it more attractive to work or stay in the NHS as you progress through different careers stages?
- What should the system do to ensure it is flexible and adaptable to new ways of working differing expectations of generations?

**Question seven**

Do you have any comments on how we can ensure that our NHS staff make the greatest possible difference to delivering excellent care for people in England?

Areas to explore may include:

- What opportunities are there for making a difference through skill mix changes, staff working flexibly across traditional boundaries, and enabling staff to work at the top of their professional competence?
- What more can be done to deploy staff effectively and reduce further the use of agency staff?
- What more should we do to help staff focus on the health and wellbeing of patients and their families?
- What are the most productive other areas to explore around management and leadership, technology and infrastructure?



**Question eight**

What policy options could most effectively address the current and future challenges for the adult social care workforce?