Developing a People Plan for the NHS

25 April 2019

NHS England and NHS Improvement
The NHS Long Term Plan

- A vision for our healthcare system that delivers better outcomes for patients and is:
  - More personalised and patient centred
  - More focused on preventing ill-health
  - More likely to be delivered in community settings including people’s homes
  - More enabled by technology
  - Delivered by multi-professional teams from different organisations collaborating and co-ordinating care
We will need more people working in health and care over the next 10 years

- People are living longer
- Healthy lifespans are not increasing in line with total lifespans
- We are living longer with increasing numbers of comorbidities
- Meanwhile, science and technology is making it possible to treat previously untreatable conditions

Demand for Health and care will grow

Staff numbers in almost all roles will need to grow
BUT

• More of the same will not be enough
• We need different people in different professions working in different ways
Why will we need different?

Patients  Staff  Taxpayers
What does different look like?

- Making the NHS the best place to work
- Inclusive and compassionate leadership
- Honest assessment of shortages – nursing is the most urgent
- Cross disciplinary and 21st century working
- Collaborative and continued work on the people agenda
This is not a crash diet, it’s a new way of life for all of us

People planning is not a one off exercise

.... and needs to be integrated into financial and operational planning at every level ...

Changing culture takes sustained effort

.....The centre has a huge role to set the cultural weather

.....Doctors have an even bigger role to lead change everyday