

# Developing a People Plan for the NHS

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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**