



Asiantaeth Genedlaethol  
Arwain ac Arloesi mewn  
Gofal Iechyd

National Leadership  
and Innovation Agency  
for Healthcare

**Cefnogi GIG Cymru** *i gyflwyno gofal iechyd o safon fyd-eang*  
**Supporting NHS Wales** *to deliver world class healthcare*



# **Reshaping the Nursing Workforce**

## **Relationship between Workforce Planning and education provision for the future workforce**

**Stephen Griffiths**

Director of Workforce Development, NLIAH

# Aim



Identify the change in approach to workforce planning



Describe the engagement process



Highlight the impact workforce plans have on education provision



Highlight some key indicators regarding education provision

# National Leadership and Innovation Agency for Healthcare in Wales (NLIAH)



Workforce  
Development



Leadership



Service  
Improvement



Equality and  
Human Rights

# Health Boards (HBs) in Wales



# Function of Workforce Planning

## Primary Function


Enable organisations to plan its future workforce



## Secondary Function

Identify education training needs

# Previous approaches to workforce planning in NHS Wales

- 
- Based on **workforce needs** regardless of other factors
  - Based on **what we could afford** regardless of workforce needs
  - Based on **what we want** regardless of what we could afford

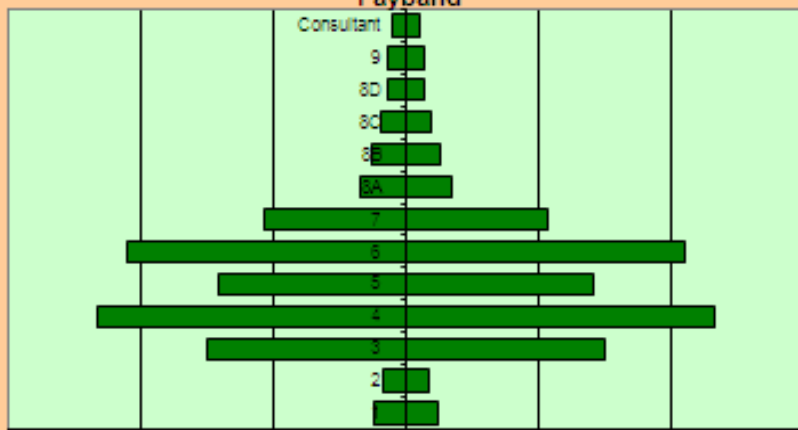
# Key Features of new approach to Workforce Planning

- Full integration with service and financial planning – alignment of cycles
- Development of a (Workforce) Planning Framework (Six Stage Framework)
- Clear methodology linking activity and workforce – stronger evidence base/data
- Focus on teams and roles rather than solely specific professional groups – clinical engagement
- Focus on capabilities rather than numbers... however some numbers are important!



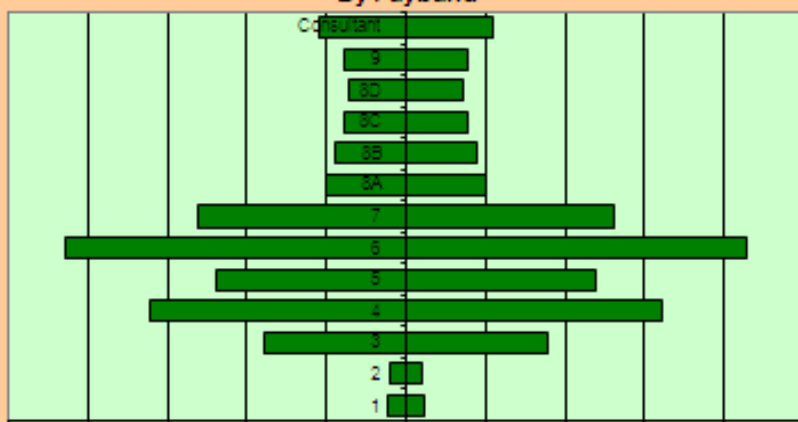
# Workforce Configuration Tool

Future Workforce Configuration % FTE Selected Staff By Payband



Band	FTE In 2015	Percentage FTE	Change from current	Change from
Consultant	91.10	1.07%	16.70	0.00
Band 9	111.70	1.32%	20.70	0.00
Band 8D	122.90	1.45%	22.40	0.00
Band 8C	161.90	1.91%	30.10	0.00
Band 8B	221.40	2.61%	40.40	0.00
Band 8A	288.60	3.41%	52.80	0.00
Band 7	903.50	10.66%	167.80	0.00
Band 6	1,777.50	20.97%	331.80	0.00
Band 5	1,205.00	14.22%	225.00	0.00
Band 4	1,967.30	23.21%	956.40	0.00
Band 3	1,269.20	14.97%	236.90	0.00
Band 2	151.20	1.78%	28.10	0.00
Band 1	204.30	2.41%	38.20	0.00
Total	8,475.60	100%	2,167.30	0.00

Future Workforce Configuration % Salary Selected Staff By Payband



Total Salaries		
Mid point on cost AFC salaries		
Consultant	£17,001,177.66	5.39%
Band 9	£12,423,201.40	3.94%
Band 8D	£11,287,341.24	3.58%
Band 8C	£12,423,872.49	3.94%
Band 8B	£14,242,347.61	4.52%
Band 8A	£15,832,434.38	5.02%
Band 7	£41,157,569.18	13.06%
Band 6	£67,621,965.75	21.46%
Band 5	£37,773,918.25	11.99%
Band 4	£50,617,310.91	16.06%
Band 3	£28,147,454.54	8.93%
Band 2	£2,957,571.79	0.94%
Band 1	£3,678,870.96	1.17%
Total	£315,165,036.16	100.00%

Current Group Being Looked At

Trust	(All)
Service Group/Division	(All)
Directorate/Speciality	(All)
Area	(All)
Department	(All)
Occupation Group	(All)
Occ Code Description	(All)
Occ Code	(All)

Difference with 2008 budget

£104,955,252.31

% Change Each Year Over 7 Years

5.956%

Print This Sheet

Reset Figures

Specify Change In Staff

# Engagement with Stakeholders

Review workforce plans and wider workforce intelligence



Develop education commissioning proposals



Engage with key stakeholders



Develop recommendations for agreement by policy leads and then Welsh Government

# Professional Healthcare Education Provision covers...

Pre – reg Nursing

Midwifery

Health Visitors

Community roles

Routes include:

Post Grad entry

Widening Access

HCSW support

# Education provision in Wales



# The delivery of health care education



# All Wales Nursing and Midwifery Pre-Registration Group

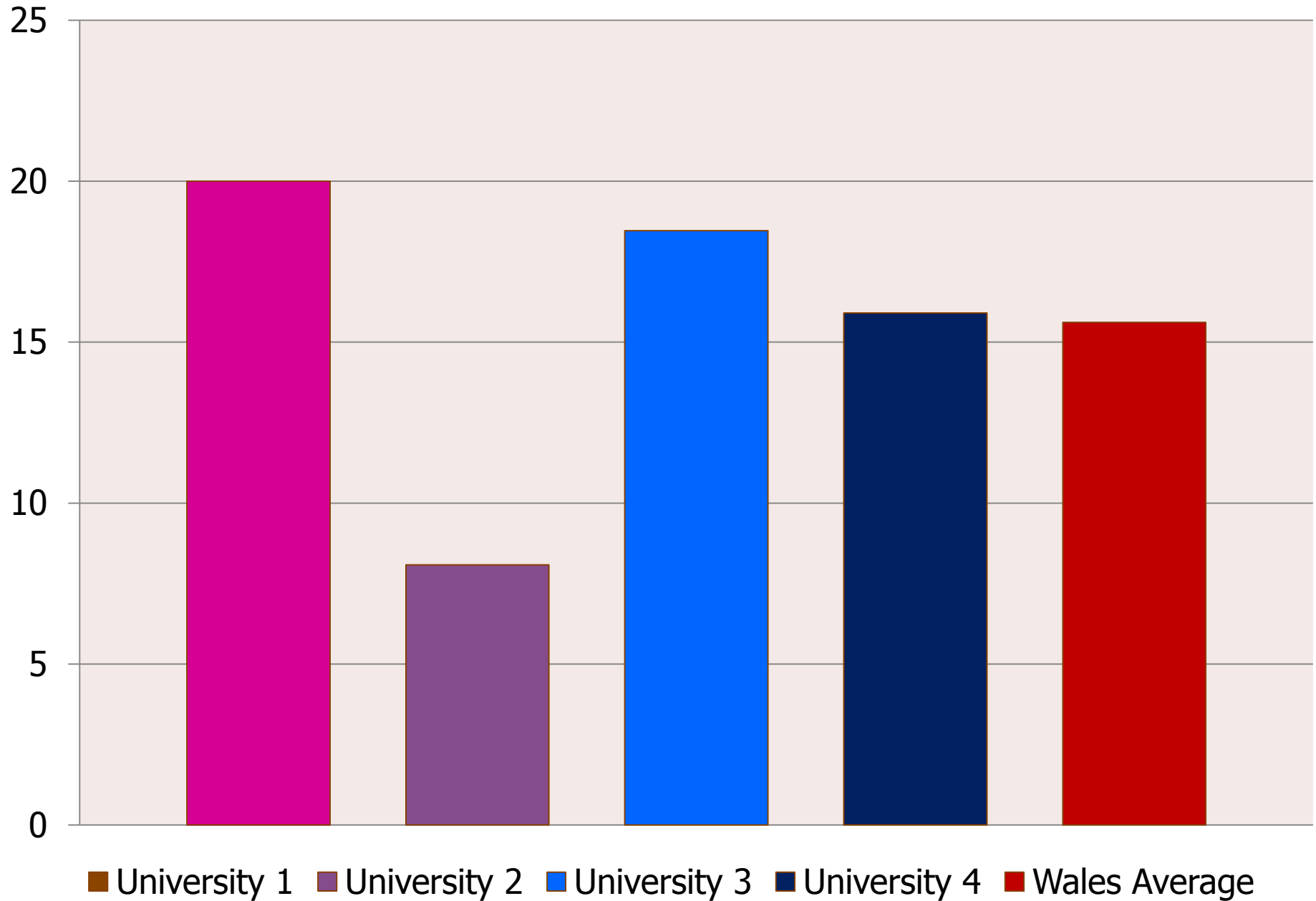
- Revised documentation to meet requirements of new NMC standards for pre registration nursing:
  - Access and Entry
  - Educational Clinical Audit
  - Evaluation Mechanisms
  - Assessment of Clinical Practice
  - Plus - Student Portfolio (Midwifery)



# Nurse Education in Wales

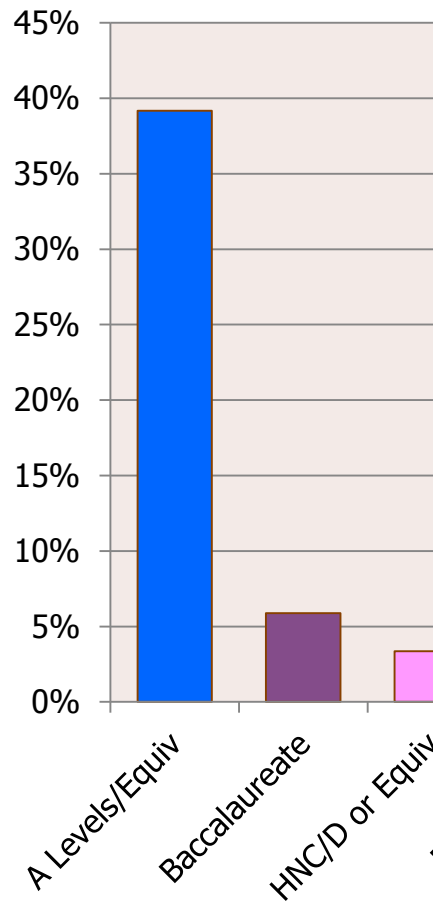
## What does the evidence tell us?

## Nursing Applicants Per Place

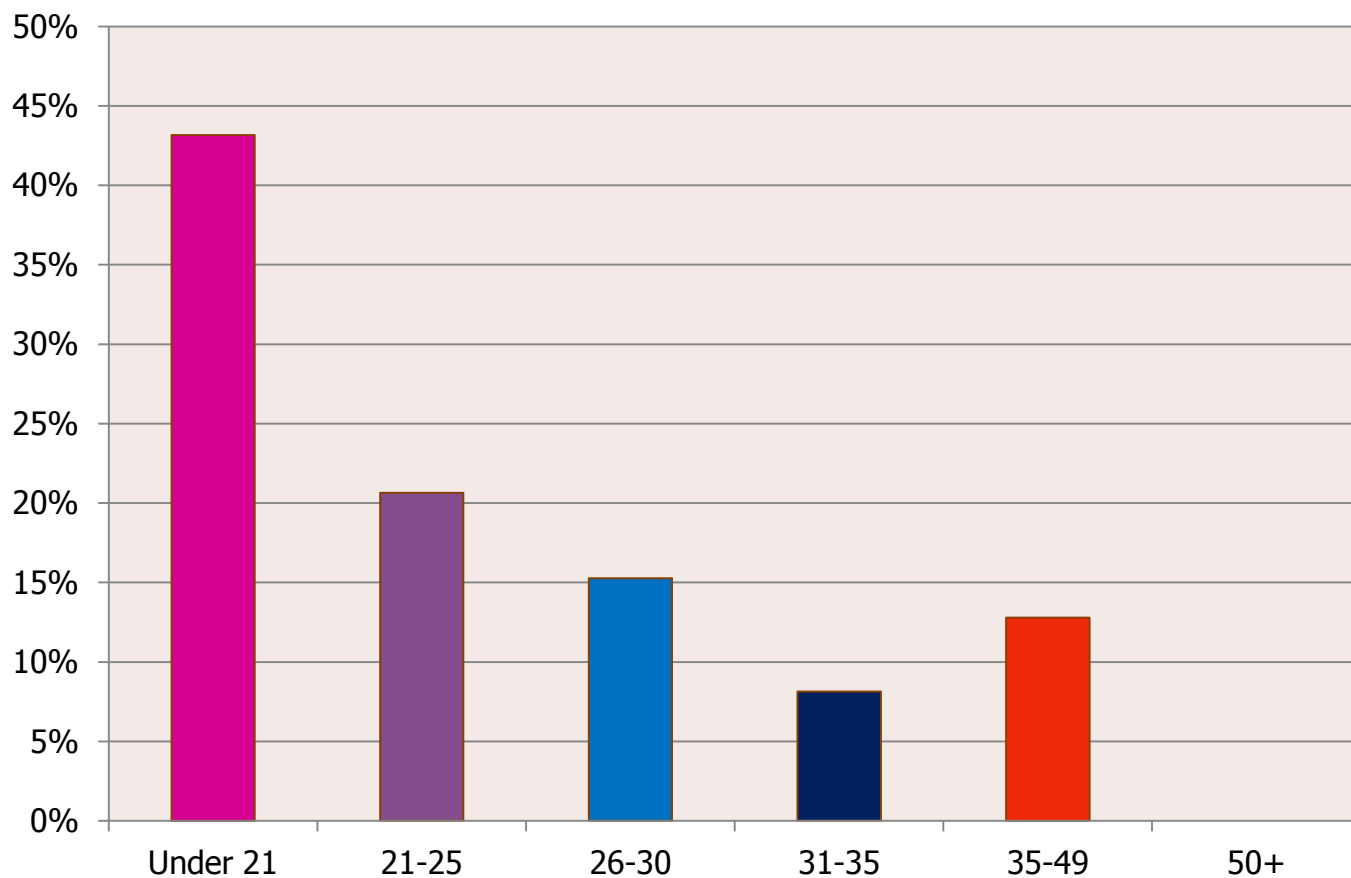




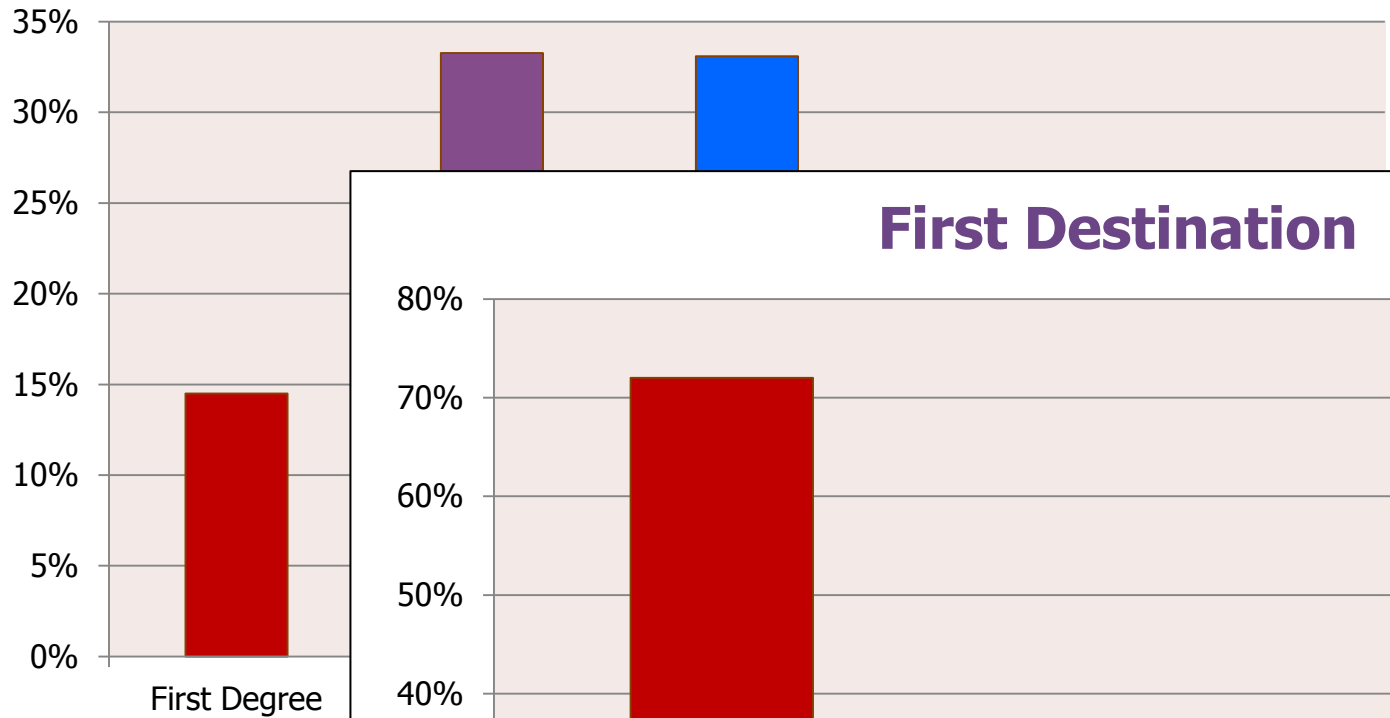
## Entry Qualifications



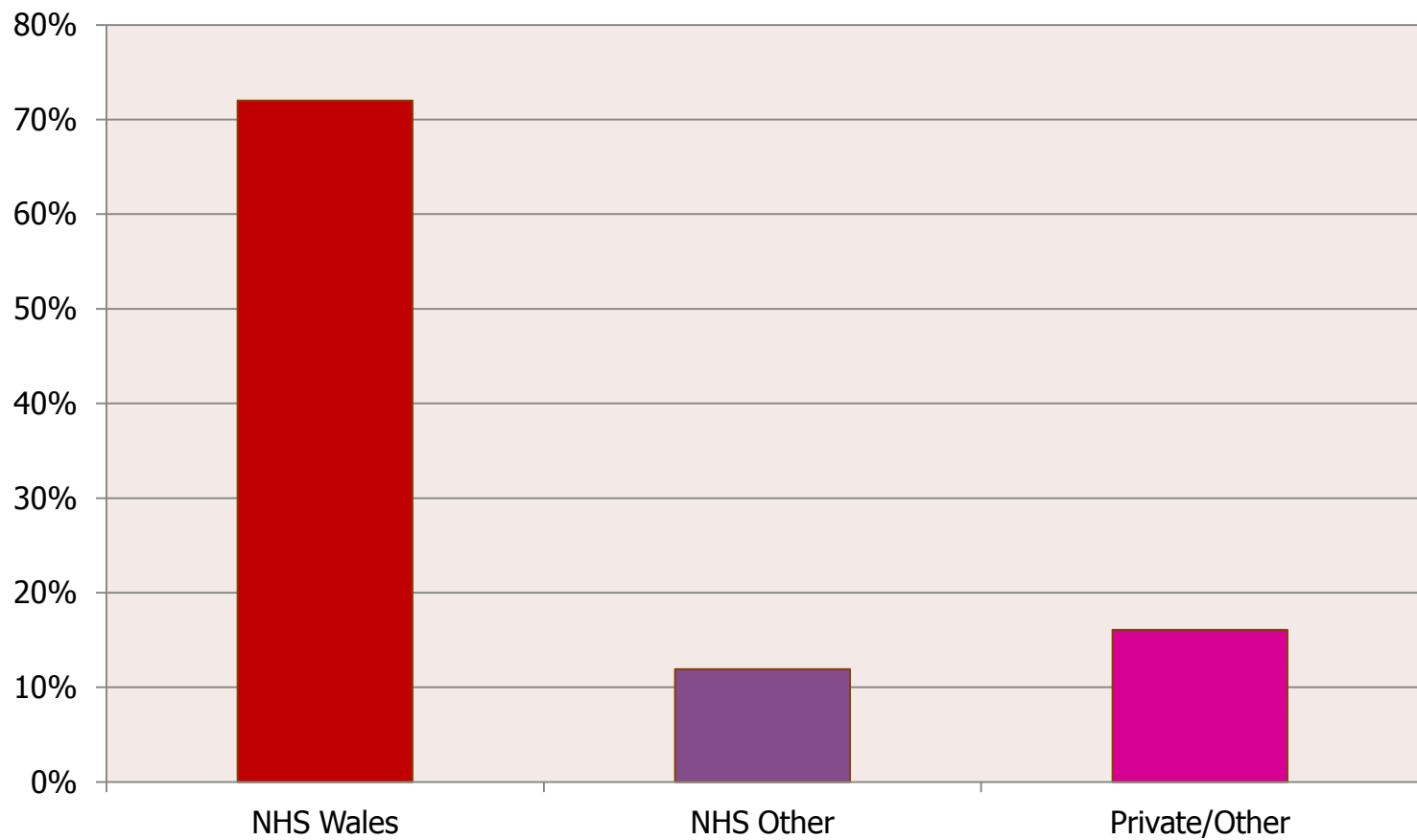
## % Age of Nursing Students



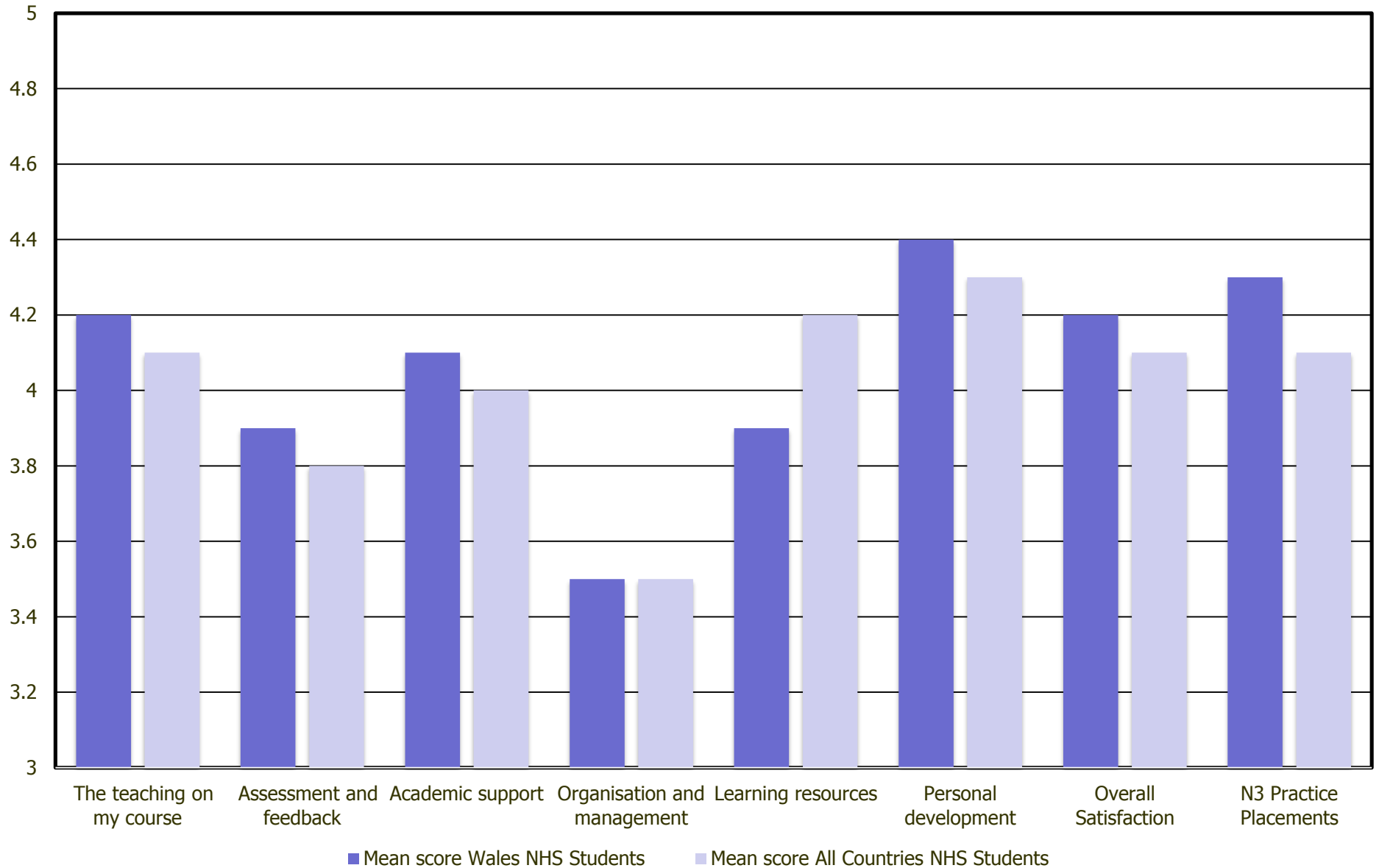
## % Academic Attainment



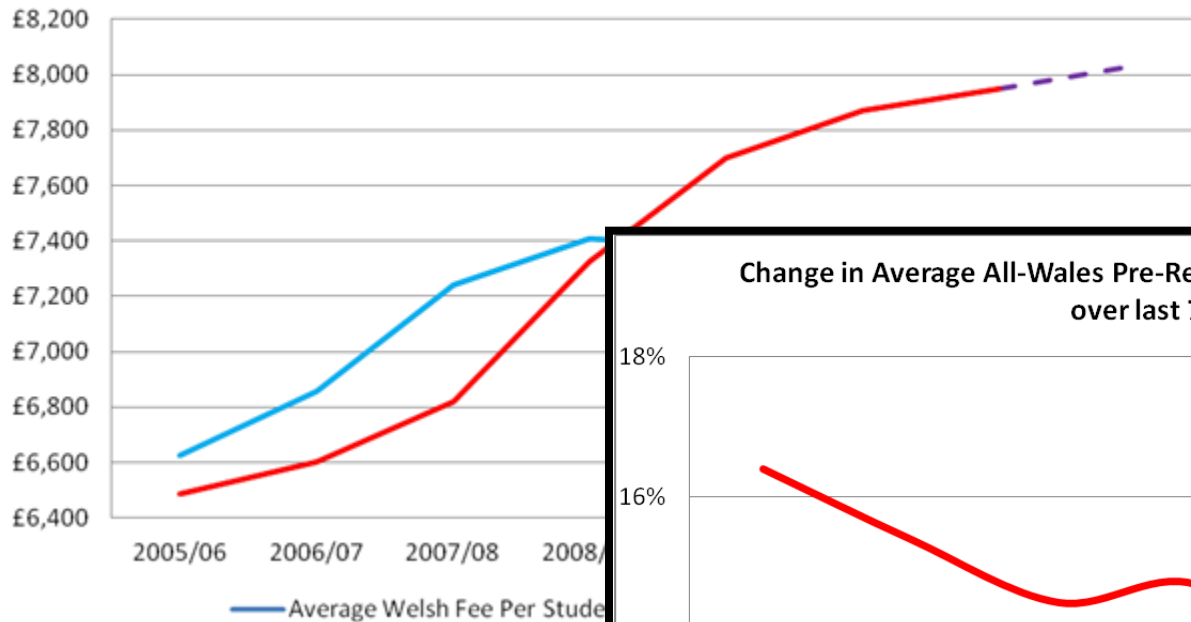
## First Destination



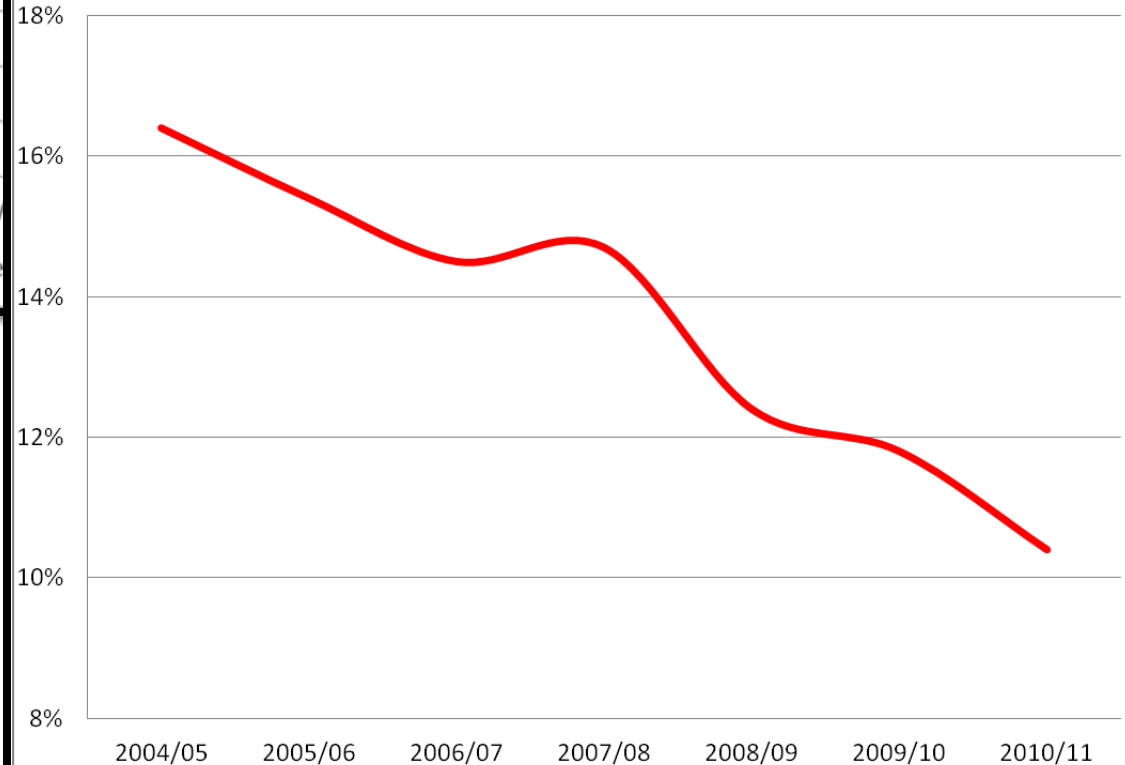
## NSS 2011 - Mean Score



**Pre-Registration Nursing Fee per Student since the Introduction of the English Benchmark Price projected forward for 2012/13 Academic Year**



**Change in Average All-Wales Pre-Registration Nursing Attrition Rate over last 7 Years**



# Summary



Workforce planning has changed



Education is informed by workforce plans



Service, education, staff side organisations and commissioners work together



Performance would suggest we are receiving value for money



**Thank you**

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