

Futures and the LTWP

HPMA

Presented by:
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Long Term Workforce Plan

Train, Retain, Reform

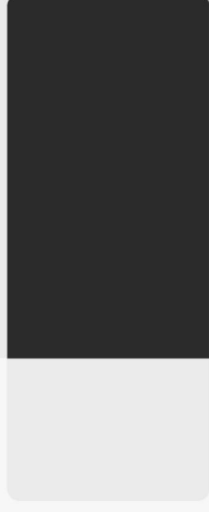
Train, Retain, Reform

Big ticket items



Futures Programme

People Services Transformation



Future of HR & OD Report (Nov 21) - 2030 vision statements



Prioritising the health and wellbeing of all our people



Harnessing the talents of all our people



Enabling new ways of working and planning for the future



Ensuring inclusion and belonging for all



Creating a great employee experience

We take a positive and proactive approach in supporting the health, safety and wellbeing of our NHS people, ensuring that work has a positive impact. We address health inequalities at work and in our communities.

We help all our people to fulfil their ambition and potential. We build strong leadership and management capability at all levels.

We enable our people to work differently, to support new models of care. We anticipate the needs of the health and care system, and play our part in creating a sustainable supply of workforce which meets the needs of our patients now and for the future

We use our expertise and influence to create an inclusive culture, which values and celebrates our diversity. We listen to our people and take action to ensure there is equity for everyone.

We understand the diverse needs, expectations and experiences of our NHS people, and use that insight to tailor our people services. We attract and retain people in health and care, creating a positive impact on our communities

Transforming People Services



Leading improvement, change and innovation



Embedding digitally enabled solutions



Supporting and developing the people profession

The people profession is productive, efficient and responsive. Our operating model delivers transformation and embeds innovation across organisations and systems.

We make best use of technology and digital solutions to deliver great people services. We develop our digital capability to equip ourselves for the future

We support everyone working in the people profession to be their very best and reach their full potential. Together we provide outstanding people practices..

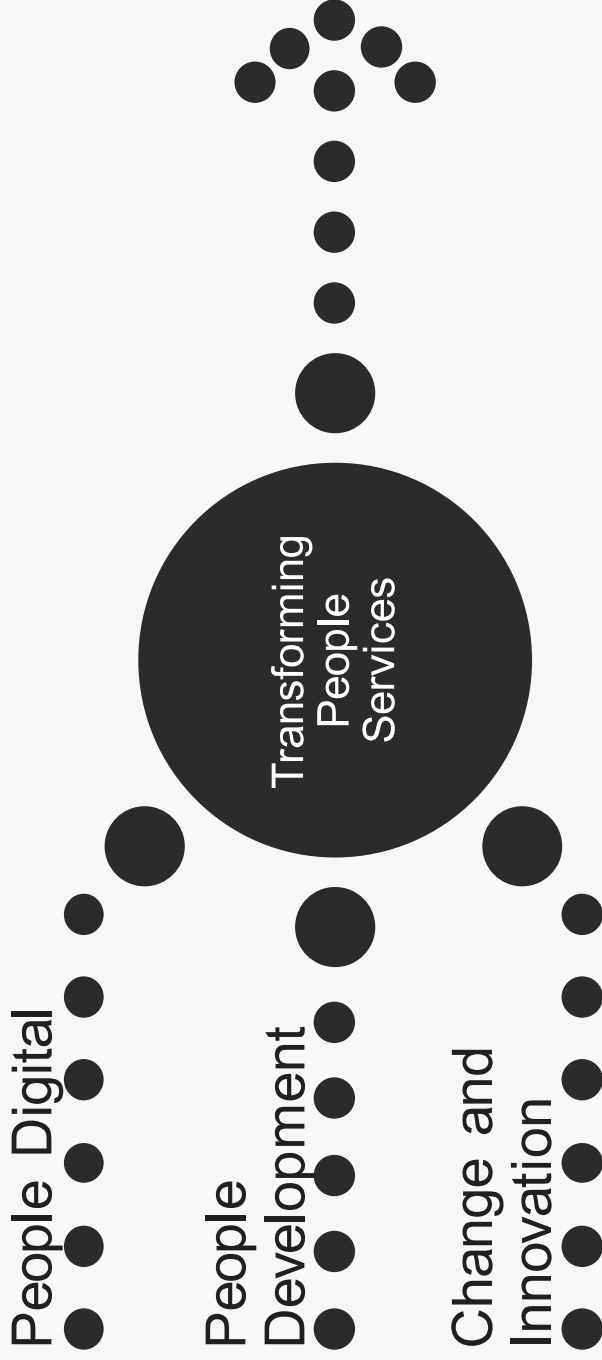
People Service Models

People Digital

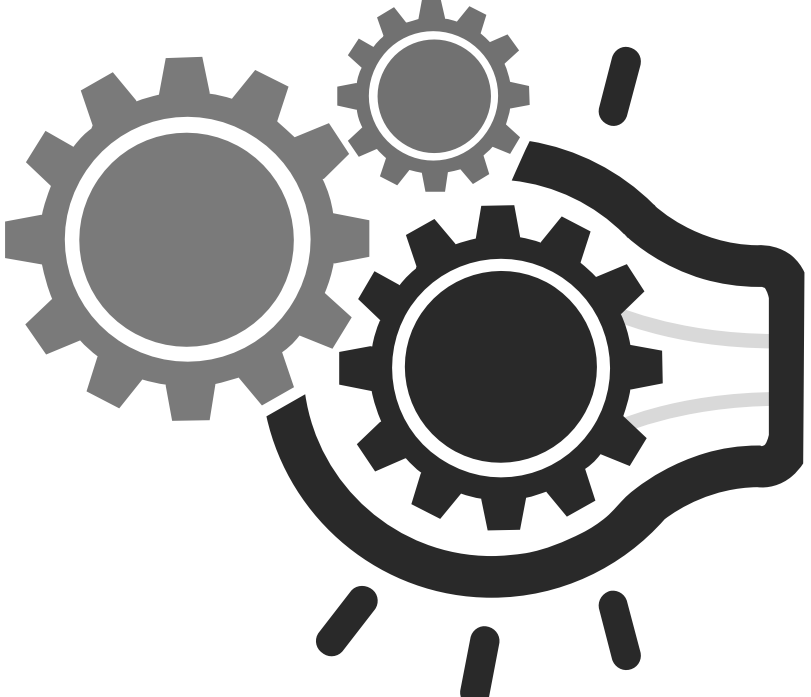
People Profession Development

Transforming People Services

Confederation to Unification



How Transforming People Services enables delivery of the LTWP

- 
- Scaling – simplified, standardised, a standardised, automated and consolidated people services. Releasing HR time to focus on the more strategic value areas e.g. WFP, EDI and OD. Reduction in admin burden for staff, increasing productivity and releasing time to care
 - Reduction in time to recruit and improved customer experience with less drop outs during the process
 - Reduction in agency spend and overpayments
 - Optimised and interoperable workforce systems which enable staff movement between systems and reduce the burden on staff to repeat mandatory training etc
 - Expectations of managers in people management – improve capability of managers and improve experience of staff improving culture and retention. Will be part of new managers code and standards linked to Messenger Review and Kark recommendations.
 - People centric national policies reducing duplication, ensuring staff are treated consistently within a ‘Just Culture’ linked to LTWP e.g. EDI and violence, bullying and harassment improving retention
 - People profession have the support and development required to deliver the LTWP e.g. EDI, Strategic workforce planning and OD accredited programmes to support workforce re-design and cultural/transformational elements of LTWP and which will continue to build upon in conjunction with the people profession

Productivity

2%



2%

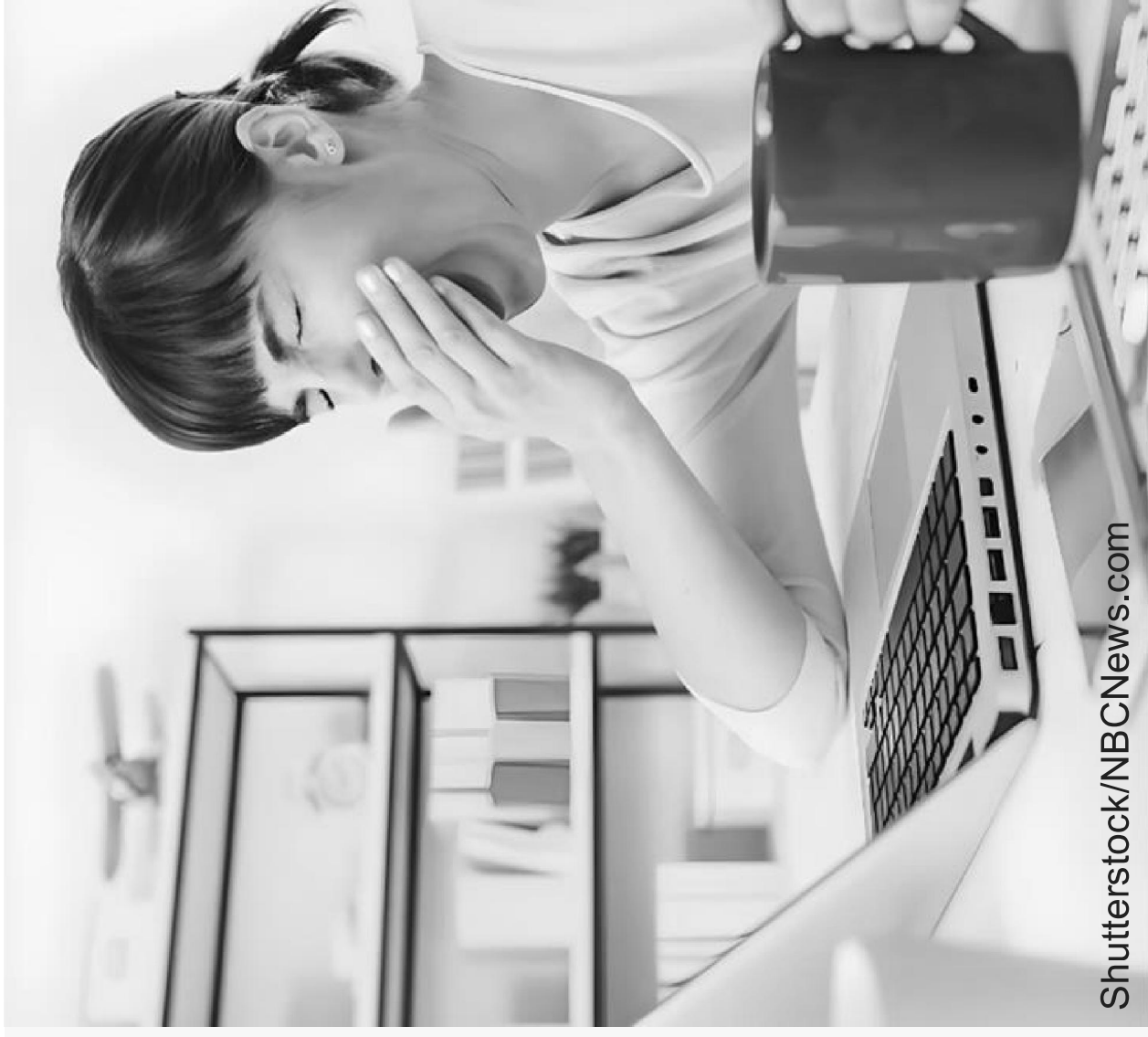
The required productivity gain that underpins the entire plan

‘The Plan is based on an ambitious labour productivity assumption of up to 2% (at a range of 1.5–2%)’. (Long Term Workforce Plan p. 10)

Work longer

Do more through working for longer **with the same amount of resources using the same policies, practices and processes.**

My maths worked out there is an additional requirement of every person to work 40 hours more per year to achieve the 2% productivity requirement.



Shutterstock/NBCNews.com

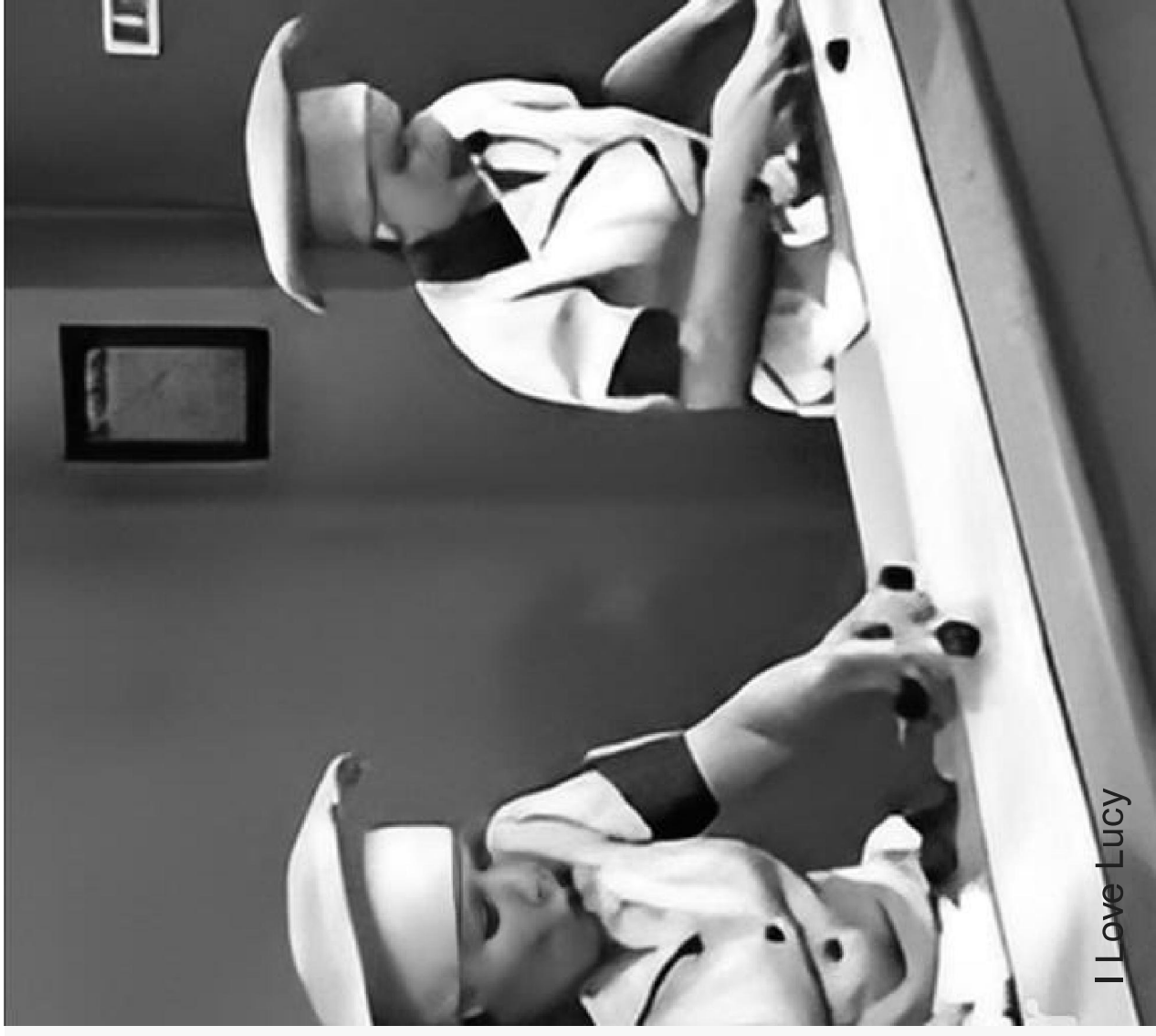


What is productivity?

‘Productivity is the **efficiency of production** of goods or services **expressed by some measure**. Measurements of productivity are often expressed as a ratio of an **aggregate output to a single input** or an aggregate input used in a production process, i.e. **output per unit of input, typically over a specific period of time**’. (Wikipedia)

Work harder

Do more within the same amount of time with
the same amount of resources using the same
policies, practices and processes.



I Love Lucy



Murdo MacLeod/The Guardian



UCL

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WORKFORCE

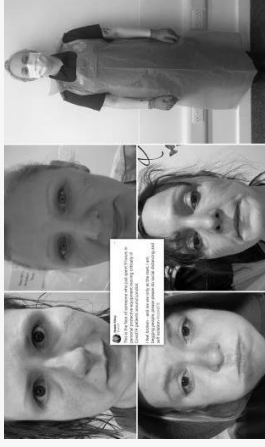
Warning ‘thousands’ of NHS staff will leave unless allowed Covid-19 recovery

24 MARCH, 2021 | BY STEVE FORD

Thousands of nurses and other staff may leave the NHS in the near future unless they are given the “time and space” to recover from the coronavirus pandemic, according to a body representing trusts. The NHS Confederation warned the government that failing to take heed...



Dentistry.co.uk



Daily Mail

Work differently

Do more within the same amount of time with different types of resources using the different policies, practices and processes.

Quote from Quora- 'Cars and generally faster than horses'.





Work Differently

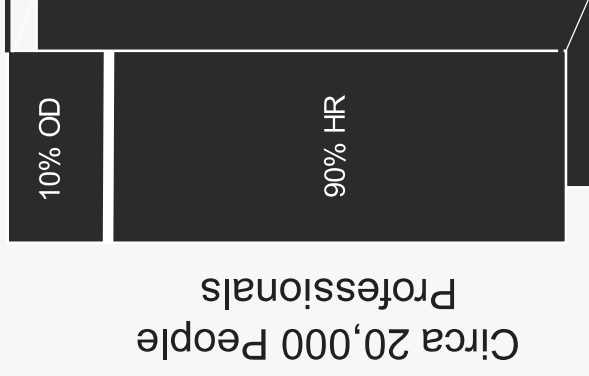
Move away from transactional manual duties

- Greater use of technology for transactional tasks as one example:
 - RPAs as the first step
 - AI as a bigger feature
 - Digital systems that talk to each other
 - Digital systems that talk across organisational boundaries
 - Less manual transfers of information reducing errors and improving cost avoidance
 - Less time spent on manual completion of data requests
- This will see a re-orientation in the presentation and focus on People Services

Re-orientation of People Services

2023

- Currently, People Services mainly focuses on traditional HR activities.
- 40% of the People Profession are employed at bands 2,3 and 4 and are almost entirely focused on manual transactional duties.
- The requirements of the LTWP and set out in the Futures Report for People Services misalign to what CPOs experience in their organisations



The size of the profession is maintained, but the focus changes



2030

- The profession needs to remain at or near its current staffing level
- This will move the ratio to 1:100 which is the average ratio across all industries
- The movement needs to be to a highly digitised HR service which operates in the background and a highly visible, highly regarded and highly active OD service being the predominant activity for People Services in 2030



Thank You



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