



# WORKFORCE PLANNING NEWS



*Edition 1 - October 2001*

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Welcome to the first edition of Workforce Planning News. The aim of this occasional newsletter is to provide an update on the workforce planning initiatives currently being taken forward within Health and Personal Social Services in N. Ireland. The newsletter is aimed at senior staff working in Trusts, Boards and Agencies and those working within HPSS Human Resource Departments.

If you have any comments or would like any further information on the workforce planning initiative, please contact Joyce Cairns (E-Mail [Joyce.cairns@dhsspsni.gov.uk](mailto:Joyce.cairns@dhsspsni.gov.uk)) or Jennifer Thompson (E-Mail [Jennifer.Thompson@dhsspsni.gov.uk](mailto:Jennifer.Thompson@dhsspsni.gov.uk))

*David Bingham*  
*Director of Human Resources*

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## FOCUSING ON THE WORKFORCE

Providing a renewed focus on workforce planning with HPSS will be welcomed by many staff within the service. The recent publication of the Hayes Report on the future of Acute Hospital Services and the DHSSPS Consultation document 'The Employer of Choice' have highlighted the urgent need to put in place structures that will support workforce planning within and across all of the HPSS Professions.

To address the above, the Department is, over the next year, taking forward the

development of workforce plans for all major HPSS clinical professional groups. The plans will be developed with the involvement of service, staff side and educational representatives.

The information and recommendations gathered from the plans, will be considered by a new Multi-Professional Workforce Planning Group, which is being established at the Department. The Group will include representatives from the main Clinical Professions, DHSSPS, employers, commissioners, staff side, users and the voluntary sector. The first meeting of the Group will be in December 2001.

## WORKFORCE PLANS PROGRESSING

An ambitious Project Plan has been developed to take forward the completion of the initial unprofessional workforce plans for each of the main clinical professions over the next year. One of the main issues that will be addressed within the plans will be reviewing the number of student places commissioned by the DHSSPS at our local educational establishments.

Special project groups are being established to co-ordinate the development of the workforce plans for each of the 14 clinical professional groups. (There will be one project group for each professional group). The membership of each group will include representatives from DHSSPS, service, education and staff side. Each initiative will involve the following methodology :

- Desk research and gathering statistical information on the current workforce
- A number of interviews with key individuals working within HPSS, DHSSPS, Education and other relevant organisations
- Focus groups held with a range of grades of staff working within the service.
- The presentation of a final report with issues and recommendations highlighted.

This approach has already been tested successfully with the workforce plan completed for the Pharmacy profession.

The table below outlines the project timeframe for developing the workforce plans over the next year :

Profession	Aug 2001	Sep	Oct	Nov	Dec	Jan 2002	Feb	Mar	Apr	May	Jun	Jul
Nursing & Midwifery												
Radiography												
Speech & Language Therapy												
Occupational Therapy												
Physiotherapy												
Technical & Scientific												
Medical												
Dental												
Social Services												
Dietetics												
Podiatry												
Orthoptics												
Ambulance												
Psychology												

To assist in achieving this ambitious timescale, the Department has already commissioned KPMG Management Consultants to co-ordinate the Nursing & Midwifery and Radiography workforce plans. A team of staff from the DHSSPS and the Beeches Management Centre have also commenced the planning for the Speech Therapy and Occupational Therapy plans. Management Consultants will be recruited to assist with the Medical, Dental, Scientific and Technical and Social Services Plans, with the DHPSS and The Beeches co-ordinating the others. If you would like further details on any of the above, please contact my office (details below) or Joyce Cairns or Jennifer Thompson.

The lists of members of the project groups working at present are attached for your information.