



# WORKFORCE PLANNING NEWS



*Edition 2 - August 2002*

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Welcome to the second 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.

Jennifer Thompson, who has been working on the workforce reviews during her secondment from Down and Lisburn Trust has completed her term and has returned to the service I would like to thank Jennifer for all her hard work. Three new secondments to Workforce Planning have commenced within the Department - Dorothy Jeffrey from the Ulster Community & Hospitals Trust, Noeleen Fitzgerald from Green Park Healthcare Trust and Paul Brown from the Northern Ireland Social Care Council.

I would like to take this opportunity to thank everyone who has been involved in this process for their time and invaluable contribution.

If you have any comments or would like any further information on the workforce planning initiative, please contact:

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*David Bingham*  
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## FOCUSING ON THE WORKFORCE

The Department has, since September 2001, been developing workforce plans for all major HPSS clinical professional groups. The plans have been developed with the involvement of the service, professionals, regional staff side and educational representatives.

A Central Workforce Planning Group has met on several occasions over the last year at the Department. The Group that consists of representatives from the main clinical professions, DHSSPS, employers, commissioners, staff side, users and the voluntary sector has made a valuable contribution to the on-going workforce planning process. It has endorsed the completed workforce reviews for Nursing & Midwifery, Speech & Language Therapy and Radiography, Occupational Therapy, Medical, Dental and Technical & Scientific. The first three of the reviews have received Ministerial endorsement.

## WORKFORCE PLANS PROGRESSING

At the final stages of completion are two further reviews Podiatry and Dietetics. The Orthoptic review began in July 2002. These reviews are on target for completion in September 2002. The next tranche of reviews will include Administration and Clerical, Ambulance Service, Clinical Psychology, Dental Support, Estate Services and Non-clinical Support Staff.

The first year cycle of the Workforce Plans is about to reach its conclusion and during the oncoming months the work of implementing the recommendations will begin. Working groups, where appropriate, will be established to include relevant stakeholder representation with the remit of identifying action plans and ensuring quality outcomes.

A considerable amount of work has been undertaken in the last year and a valuable contribution to this important project made from all areas of the service. There is further work stretching ahead within the 5-year plan with anticipated yearly reviews of the statistical data and the implementation of the review recommendations.

These tables outline the project timeframe for developing the workforce planning project over the second year.

### New Workforce Planning Reviews (September 2002 - September 2003)

Profession	Sep	Oct	Nov	Dec	Jan 2003	Feb	Mar	Apr	May	Jun	Jul	Aug
Administration & Clerical												
Ambulance												
Clinical Psychology												
Dental Nursing/Support												
Estates Services												
Non clinical Support Staff												

**Review of Existing Workforce Plans (January 2003 - December 2003)**

Profession	Jan 2003	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Nursing & Midwifery												
Radiography												
Speech & Language Therapy												
Occupational Therapy												
Physiotherapy												
Technical & Scientific												
Medical												
Dental												