



# WORKFORCE PLANNING NEWS



*Edition 3 - March 2003*

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Welcome to the third 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 Northern Ireland. The newsletter is aimed at senior staff working in Trusts, Boards and Agencies and those working within HPSS Human Resource Departments.

Workforce planning continues with a further five reports receiving the Minister, Des Browne's endorsement in January 2003. These endorsed reports are: Social Services, Technical & Scientific, Occupational Therapy, Dental and Physiotherapy. This year we begin reviewing the initial documents and implementing the recommendations emanating from the reports. The Central Workforce Planning Group continues to meet on a regular basis every quarter and has been actively involved in considering the way forward for the Regional Workforce Planning Initiative.

Once again a big thank you to everyone has been contributing to the workforce planning initiatives.

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

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## FOCUSING ON THE WORKFORCE

Four more workforce reviews have been completed: Pharmacy (update report), Dietetics, Podiatry, Orthoptic and Medical. These are being prepared to be presented to the Minister in April 2003.

A series of public documents (Reviews) summarising the reports will be launched in late March. The first of these will be Nursing & Midwifery, Radiography, Speech & Language Therapy and Occupational Therapy. They will be circulated to HPSS Boards and Trusts and will also be available on the HPSS extranet (<http://extranet.dhsspsni.gov.uk>) and DHSSPS intranet. The full Workforce Planning Reports will also be available at these sites.

## WORKFORCE PLANS PROGRESSING

At the final stages of completion are two further reports Administration and Clerical and Clinical Psychology. The Estate Services review is due to begin late March 2003 and the next tranche of reviews will include Dental Nursing/Support, Ambulance and Non-clinical Support Staff.

In the early summer of this year (May-July) a series of updates will be initiated which include - Nursing & Midwifery, Radiography, Speech & Language Therapy, Occupational Therapy, Physiotherapy and Technical & Scientific. Starting in early autumn the updates for Social Services, Dental and Medical will take place.

A considerable amount of work has been undertaken emerging from the recommendations of the Workforce Planning Reports over the last few months and a valuable contribution to this has been made from all areas of the service.

### **ACTION SO FAR:**

- Increases in undergraduate student places
- Allied Health Profession Undergraduate Clinical Placement Survey, May 2002
- Establishment of a Continued Professional Development Centre for the Allied Health Professions
- Extension to the NVQ Training Programme for clinical assistants
- Bursary support for Bio-medical Scientists in training
- Establishment of a group to explore the benefits of Regional International Recruitment across the clinical professions
- Exploration of a Regional Recruitment Initiative for some of the Allied Health Professions

It has become evident there will be a need to prioritise the recommendations in partnership with the key stakeholders so they may be realistically timetabled and progressed. By early summer a comprehensive HPSS Workforce Plan will be drafted which will interweave all the Comprehensive Workforce Reviews identifying the emerging themes, recommendations and actions.