



# WORKFORCE PLANNING NEWS



*Edition 4 - August 2003*

---

Welcome to the forth 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 four reports, Medical, Orthoptics, Dietetics, Podiatry as well as an updated Pharmacy report, receiving the Minister, Des Browne's endorsement in June 2003. This brings the number of endorsed workforce reports to twelve in total. A series of five public summary documents of the full reports, entitled "Workforce Planning Review" were published in March and distributed throughout the service. These Reviews covered Radiography, Speech and Language Therapy, Physiotherapy, Occupational Therapy and Nursing and Midwifery. They can be downloaded from the DHSSPS intranet and the extranet@ <http://extranet.dhsspsni.gov.uk> The full documents are also available at these sites. It is intended that all twelve completed Comprehensive Workforce Planning Reports will have a Review summary version available by the end of this calendar year.

Once again 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:  
Joyce Cairns (E-Mail) [Joyce.cairns@dhsspsni.gov.uk](mailto:Joyce.cairns@dhsspsni.gov.uk) or

Dorothy Jeffrey (E-Mail) [Dorothy.jeffrey@dhsspsni.gov.uk](mailto:Dorothy.jeffrey@dhsspsni.gov.uk)

*David Bingham*  
*Director of Human Resources*

## FOCUSING ON THE WORKFORCE

An update began in June of the initial Comprehensive Workforce Planning documents including a review of the progress of the implementation of the recommendations that emanated from the original reports. So far five of the uni-professional Steering Groups have been reconvened to update the initial reports: Radiography, Nursing and Midwifery, Physiotherapy, Occupational Therapy and Speech and Language Therapy. Early indications from these reviews suggest that the original assumptions and projections made are robust. Plans are in progress to update four more: Technical and Scientific, Dental, Social Services and Medical, beginning in the autumn of 2003.

## WORKFORCE PLANS PROGRESSING

Three further reports Administration and Clerical, Clinical Psychology and the Estate Services have reached completion. The next trench of reviews will include, Professions Complimentary to Dental, the Ambulance Service and Non-clinical Support Staff.

Work continues on the recommendations emerging from the Comprehensive Workforce Planning Reports and a valuable contribution has been made from all areas of the service.

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.

Progress is being made on the Comprehensive HPSS Workforce Plan, which will interweave all the Comprehensive Workforce Reviews identifying the themes, recommendations and actions across all professional groupings. When complete this document will be distributed for comment to the service. Emerging from this work is the launch of an initiative that will plan the workforce needs in terms of Programmes of Care and clinical specialist basis. This will allow opportunities to introduce a new dynamic dimension to workforce planning responsive to population needs in a patient centred service.