



# WORKFORCE PLANNING NEWS



*Edition 5 - April 2004*

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Welcome to the fifth 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 seven public summary documents of the full reports, entitled "Workforce Planning Review". These documents have been distributed throughout the service and bring the series to 12 in total. 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.

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:

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## FOCUSING ON THE WORKFORCE

The updates of the initial Comprehensive Workforce Planning projects have continued over the last few months and have included Technical and Scientific, Social Services, Dental and the Medical workforce. In each case the original Steering Groups were reconvened to update the initial reports including a review of the progress of the implementation of the recommendations that emanated from the reports. Early indications from these reviews suggest that the original assumptions and projections made are robust.

Plans are in progress to update four more of the projects in 2004: Pharmacy, Podiatry, Orthoptics and Dietetics.

Resulting from these updates is a series of "Review 2" documents, which have been published and distributed to the service. The first four in the Review 2 series are Physiotherapy, Speech and Language Therapy, Radiography and Occupational Therapy.

## WORKFORCE PLANS PROGRESSING

Two further Comprehensive Workforce Reviews are reaching their conclusion: - the Professions Complimentary to Dentistry, and the Ambulance Service.

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, every quarter, and has been actively involved in considering the way forward for the Regional Workforce Planning Initiatives.

The Mental health and Learning Disability Workforce Review continues to make progress, with workforce planning considered from a multidisciplinary prospective.

A Regional Workforce Planning Strategy Paper was approved by the Departmental Board in January 2004. This paper amalgamated and summarised the workforce planning projects, which have been completed to date.

## DOCUMENTS TO DATE

Below is a list of the workforce planning documents available:

### The Comprehensive Workforce Planning Reports: -

- Physiotherapy
- Radiography
- Speech and Language Therapy
- Occupational Therapy
- Nursing and Midwifery
- Technical and Scientific
- Dental
- Social Services
- Medical
- Orthoptics
- Dietetics
- Podiatry
- Pharmacy

### Review, summary documents: -

- Physiotherapy
- Radiography
- Speech and Language Therapy
- Occupational Therapy
- Nursing and Midwifery
- Technical and Scientific
- Dental
- Orthoptics
- Dietetics
- Podiatry
- Social Services
- Medical

### Review 2, update documents: -

- Occupational Therapy
- Speech and Language Therapy
- Radiography
- Physiotherapy

### Documents to be released: -

- Clinical Psychology (Comprehensive Workforce Planning Report)
- Health Estates (Comprehensive Workforce Planning Report)
- Administration & Clerical (Comprehensive Workforce Planning Report)