



WORKFORCE PLANNING NEWS



Edition 7 - May 2005

Welcome to the seventh 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.

A schedule of this year's Workforce Planning Reviews is included in this newsletter. A reorganisation in the method of scheduling the reviews has taken place. The yearly reviews will now take place in May and June of each year with a common date for data collection being 31st March. A combined yearly document summarising the outcomes of the uni-professional reviews will then be published by September each year. This document will be distributed throughout the service and can be downloaded from the DHSSPS internet and extranet websites:

<http://www.dhsspsni.gov.uk/ahp/pubs.asp>

<http://extranet/alliedhealthprofessions/AHPPublications.htm>

Once again thank you to everyone who 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 Pharmacy Comprehensive Workforce Planning Review has recently received ministerial endorsement and the Nursing and Midwifery Comprehensive Planning Review is now complete and awaiting endorsement.

The Mental Health and Learning Disability Workforce Review has reached its conclusion and the work will form part of the overall review.

Comprehensive reviews for both the Medical and Dental workforces have recently initiated, in April and May 2005, respectively.

WORKFORCE PLANS PROGRESSING

The Central Workforce Planning Group continues to meet and has been actively involved in considering the way forward for the Regional Workforce Planning Initiatives. The Group agreed to take their work forward through quarterly workshops based on topical workforce themes. The first of these in September will be on the theme of "improving productivity across the HPSS" followed later in the year by a "patient centred workforce planning" workshop.

A workforce strategy document "Promoting the Workforce" is in the process of development and thus far has been circulated to professional officers within the Department and the members of the Central Workforce Planning Steering Group for comments. A wider consultation on the document will take place as the year progresses as a vital part of the strategy development.

SKILLS FOR HEALTH

UK-WIDE WORKFORCE PLANNING & SKILLS COMPETENCY FRAMEWORK PROJECT

The 4 countries project to develop a competence framework for staff working in planning with an emphasis on workforce was completed in April 2005.

Northern Ireland has contributed to the project both at project board level and through a consultation workshop, which took place in November 2004.

Skills for Health have now completed this project and the final workforce planning competencies have been linked to the Knowledge and Skills Framework. A CD Rom and an accompanying booklet have been developed which will be launched by DoH on 11-13 May, 2005. These tools will be available on NWP Portal from this date and will also be circulated locally to HPSS organisations by the DHSSPS.

Schedule for the Workforce Reviews

19-Apr-05	Comprehensive Medical Workforce Planning Review
5-May-05	Comprehensive Dental Workforce Planning Review
25-May-05	Yearly Workforce Planning Review Speech & Language Therapy
31-May-05	Yearly Workforce Planning Review Occupational Therapy
8-Jun-05	Yearly Workforce Planning Review Orthoptics
15-Jun-05	Yearly Workforce Planning Review Dietetics
22-Jun-05	Yearly Workforce Planning Review Podiatry
Aug 05	Comprehensive Social Services Workforce Planning Review
Sept 05	Comprehensive Radiography Workforce Planning Review
Jan 06	Comprehensive Physiotherapy Workforce Planning Review

NEWS AROUND THE PROVINCE

- Members of the Causeway HSS Trust held an AHP's plenary session at the Northern Ireland Higher Education Convention held in the King's Hall, Balmoral on 19th and 20th April 2005. The team presented a patient's journey and the multidisciplinary professional inputs along the pathway. About 80 participants from the show observed this innovative portrayal of an HPSS team.
- The HPSS was represented by the Department at a Jobs Fair in North Down & Ards Institute of Further & Higher Education on 12th April 2005. The event at Bangor College provided the opportunity to promote careers throughout the HPSS.
- The Central Services Agency held an open recruitment day for Grade 2 Clerical Officers on 9th and 10th June 2004. The entire process was completed in one day with 23 appointments made and a further 16 applicants placed on a waiting list.
- N&W Belfast Trust held an Open Recruitment Day (with the option of being interviewed) at the Europa Hotel on Monday 6th September 2004 for Occupational Therapists. The Trust is also a member of the North Belfast Employment Task Force which aims to address local employment issues.