



Department of  
**Health, Social Services  
and Public Safety**

[www.dhsspsni.gov.uk](http://www.dhsspsni.gov.uk)

AN ROINN  
**Sláinte, Seirbhísí Sóisialta  
agus Sábháilteachta Poiblí**

MÁNNYSTRIE O  
**Poustie, Resydènter Heisin  
an Fowk Siccar**

# Workforce Planning News

Spring/Summer  
2010

## Welcome to the Spring/Summer 2010 edition of Workforce Planning News

This newsletter is published periodically to up-date you on workforce planning in the HSC. We would like to hear of local workforce planning and career initiatives taking place in your area. Please keep us informed by e-mailing your news to [wpu@dhsspsni.gov.uk](mailto:wpu@dhsspsni.gov.uk).

## Workforce Focus

### Workforce Planning Update

This year the Department undertook reviews of the Nursing and Midwifery, Medical and Hospital Dental Workforce Groups.

#### Nursing and Midwifery Workforce Review

The Department has carried out a workforce review of the Nursing and Midwifery profession. Consultants were engaged to assist in the review and an advisory group comprising HSC, trade union and education representatives were appointed to oversee the work.

#### Medical Workforce Review

A review of the Medical workforce was also carried out using the same methodology. The review considered such issues as

- Implementation of MMC and the

changes to training and workforce structure brought about by it

- Introduction of the new SAS contract and Specialty grade replacing the former staff grade position
- Continued implementation and need for compliance with EWTD especially as Junior Doctors' hours are set to be further reduced post August 2009 which will have a knock-on effect on functions to be picked up by Consultant and SAS-grade staff
- The impact of the new Tier 1 visa system and the potential impact that will have on HSC Trusts' ability to recruit overseas doctors

The Nursing and Midwifery review can be found on the Departmental internet site. The Medical review is awaiting Ministerial clearance.

## Hospital Dental

In the early part of this year, the Department undertook a review of the Hospital Dental Workforce, which followed on from the previous Dental Workforce review, published in 2006.

To assist in this review, an advisory group was convened comprising Dental professionals from each of the specialties listed below, the Acting Chief Dental Officer for DHSSPS and the Head of Workforce Planning Unit for DHSSPS.

The Hospital Dental Service in Northern Ireland comprises the following areas;

1. Restorative Dentistry
2. Paediatric Dentistry
3. Orthodontics
4. Oral and Maxillofacial (including Oral surgery)
5. Oral Medicine
6. Oral Pathology and Oral Microbiology



Each specialty was examined under the following headings:

**Current Clinical Service**  
**Future clinical service**  
**Current human resource**  
**Policy Drivers**

The recommendations for each specialty will now be taken forward in conjunction with Trusts and an update on progress will be prepared for inclusion in the full Dental workforce review, scheduled for later this year.

## Mental Health and Learning Disability Workforce

A multi disciplinary piece on the mental health and learning disability workforce is also just complete and is being cleared for publishing. This review is one of the steps being taken to implement the recommendations of the Bamford report. The piece has taken much longer to complete than anticipated due to the complexity of the work area involved however the report is an important first step in addressing the future workforce needs for mental health and leaning disability. Following Ministerial clearance the summary report will be placed on the Departmental Internet site.

## Programme of 2010/11

We have recently commenced a Social Services Workforce Review and will shortly be commencing a Dental Workforce Review.

Further reviews of the Pharmacy and Technical and Scientific Workforces are planned for later in the year. We will be in touch shortly seeking representation on the various advisory groups. Should you wish to know more about this work or if you would like to be involved please contact [wpu@dhsspsni.gov.uk](mailto:wpu@dhsspsni.gov.uk) We will also be taking forward a series of update reviews for a number of professions and will be seeking Trust input to assist in this.

### New Regional process

The DHSSPS workforce planning team is currently taking forward the development of a new approach to regional workforce planning. The new approach aims to place more focus on organisational workforce planning at Trust-level.

Last summer we visited each Trust and met with HR Directors and Assistant/Co Directors to outline the new plans and seek input in refining the proposed methodology. The new process will seek to integrate service delivery, finance and workforce planning streams to better inform the regional picture.

We are applying the new methodology to the forthcoming workforce reviews and will continue to develop it, following the lessons learned from each review, as we move through the process.

Clinical managers and trade union representatives will continue to be engaged early and be fully involved in the process, much in the same way as they always have been, through meetings, focus groups and key informant interviews.

We would like to thank the HSC HR Directors and Co-Directors for making time to meet with us and for their willingness and enthusiasm to engage in the new process.

### HR Monitoring and Productivity

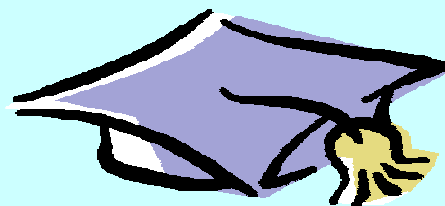
The Department is continuing to monitor HSC Labour Productivity through a series of indicators agreed with Trusts. Several of these indicators appear in Minister's Priorities for Action. We would ask all Trusts to remain committed to focusing on labour productivity and the achievement of targets.

### Pg Certificate in Strategic workforce planning

During 2008/09 a cohort of students from the Department of Health and HSC Trusts undertook the Postgraduate Certificate in Strategic Workforce Planning. The course was designed to give health and social care staff involved in workforce planning the specialized knowledge, skills and expertise to develop their roles. The programme was delivered in partnership between Skills for Health and the Centre for the Study of Policy and Practice in Health and Social Care at Thames Valley University. A graduation event took place in December 09 and students were awarded with their certificates.

Congratulations to all those who took part!

The Department is now considering options for building further skills in workforce planning amongst HSC staff. It is likely that this will take the form of a series of practical workshops. Further details will be available in the autumn.



For further information/queries, please contact us at:

Diane Taylor	Acting Director of Human Resources 02890520187	<a href="mailto:Diane.Taylor@dhsspsni.gov.uk">Diane.Taylor@dhsspsni.gov.uk</a>
Joyce Cairns	Head of Workforce Planning Unit 028 90520668	<a href="mailto:Joyce.cairns@dhsspsni.gov.uk">Joyce.cairns@dhsspsni.gov.uk</a>
Melanie McClurg	Workforce Planning, General Enquiries 028 90520677	<a href="mailto:Melanie.McClurg@dhsspsni.gov.uk">Melanie.McClurg@dhsspsni.gov.uk</a>
Gail Anderson	Professional Regulation & Legislative Issues 028 90520672	<a href="mailto:Gail.anderson@dhsspsni.gov.uk">Gail.anderson@dhsspsni.gov.uk</a>
Tracy Hodgen	Workforce Planning, Professional Regulation, General Enquiries 028 90522776	<a href="mailto:tracy.hodgen@dhsspsni.gov.uk">tracy.hodgen@dhsspsni.gov.uk</a>
Barbara Ellis	Workforce Planning, Professional Regulation, General Enquiries 028 90522605	<a href="mailto:Barbara.ellis@dhsspsni.gov.uk">Barbara.ellis@dhsspsni.gov.uk</a>
Andrew Ferguson	Workforce Planning, Professional Regulation, General Enquiries 028 90522644	<a href="mailto:andrew.ferguson@dhsspsni.gov.uk">andrew.ferguson@dhsspsni.gov.uk</a>

For all general enquiries please contact: [wpu@dhsspsni.gov.uk](mailto:wpu@dhsspsni.gov.uk)

DHSSPS, Workforce Planning Unit, Room D1, Castle Buildings, Stormont, Belfast BT4 3SQ

Further information on workforce planning, including all workforce planning publications can be accessed via our website at: <http://www.dhsspsni.gov.uk/index/hrd/wpu.htm>