



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

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AN ROINN

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

MÁNNYSTRIE O

**Poustie, Resydènter Heisin
an Fowk Siccar**

Workforce Planning News

Summer 2008

Welcome to the Summer 2008 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.

Workforce Focus

Recent reviews completed

Nursing Update Review

An update review of the nursing and midwifery workforce was recently carried out, following on from the 2005 comprehensive review of the nursing, midwifery and health visiting workforce. The update review examined progress since 2005 and looked at current issues affecting the workforce, such as the midwifery age profile and recruitment issues for mental health and learning disability nursing.

It will act as a foundation for the full review of the nursing, midwifery and health visiting workforce, on which work has now begun.

The update review is accessible on the DHSSPS website.

Clinical Psychology Workforce Report

The Clinical Psychology workforce review has been completed. The review highlights the importance of developing appropriate skill-mix within the profession, especially to assist with implementation of the recommendations of the Bamford Report. The review also takes into consideration the developing work in increasing access to psychological therapies. It notes that service re-design will be key to the successful application of psychological therapies as part of the range of care provided.

The report has now received Ministerial approval and is accessible on the DHSSPS website.

Current work

Work has now begun on a full review of Nursing and Midwifery. This is at an early stage, and membership of the Advisory Group is currently being confirmed. The review will be chaired by HRD (Joyce Cairns) and will be supported by consultants, who will shortly be appointed. The work is scheduled to be completed by mid December.

Medical Workforce Review

Work has also begun on a review of the Medical workforce, to assess particularly the impact of Modernising Medical Careers. As with the Nursing review, consultants will be appointed to assist with this work. Membership of the Advisory Group is currently being arranged, and expressions of interest in being involved in this work will be welcomed - both from Human Resources and Medical staff.

The work is scheduled to be completed in December.



Mental Health and Learning Disability Workforce Review

The Department has commissioned a workforce planning consultancy exercise to provide the DHSSPS with a comprehensive assessment of workforce needs to support the implementation of the Bamford recommendations. The workforce review will investigate the current supply and demand factors impacting on the delivery and development of mental health and learning disability services.

The Bamford review emphasises the need for future provision of the services to be on a multi-disciplinary basis and the workforce piece will take account of the range of professionals required.

It will inform the Department's planning in the provision of training for the range of professionals required to facilitate implementation over the next number of years and will also assist planning the phasing of introduction of the various services set out in the Bamford recommendations.

Work began in April and is due to be completed in October.

A Project Board has been established to oversee this work. Board membership includes representation from the Trust and Board Human Resources and Mental Health and Learning Disability Services and the Deputy Director of Human Resources in the Department, Joyce Cairns. The Board is chaired by Dorothy Hutchinson of the Western Board.

The HR Directorate has already taken a number of initiatives to facilitate the implementation of Bamford. These include increasing the number of pre-registration student mental health nursing places and an associated publicity campaign to increase interest in careers in mental health and learning disability.

A review of the Hospital Dental Workforce will be carried out in the autumn, reporting by the end of December.

Speech and Language Workforce Review

A review of the Speech and Language Workforce will be carried out in the spring 2009.

Workforce Planning methodology

We are currently assessing our methodology for carrying out regional workforce planning, especially in light of RPA and the re-organisation of Trusts. We will write out to HSC colleagues in the autumn with our proposals as to how the methodology could be improved and will look forward to working together to refine and improve the work in this field.

Central Workforce Planning Group

The role of the Central Workforce Planning Group will be clarified as the methodology is developed and membership addressed in due course.

Training in Workforce Planning

In recognition of the importance of enhancing skills in workforce planning, HRD has funded a post-graduate training programme this year, on which there are HSC participants from across the Trusts and Boards.



Northern Regional College Careers Event

An event was held by Northern Regional College in Newtownabbey to launch the new prospectus. The event was attended by approximately 40 careers teachers and DEL careers advisers from Belfast, Carrickfergus, Larne, Newtownabbey and Ballyclare.

Melanie McClurg and Jill Jackson from the Human Resources Directorate, DHSSPS spoke on the variety of career opportunities in the Health Service and highlighted the current recruitment initiative to attract potential students to Mental Health and Learning Disability nursing.

We would like to extend our thanks to NRC for inviting us to participate in this event.

Skills for Health

Career Information, Advice and Guidance (IAG)



Skills for Health is working with colleagues to develop a one stop shop which will signpost users to useful websites and sources of information aimed at those working within health or those giving advice to people on the health sector.

A Careers Information, Advice and Guidance (IAG) signposting site is a means of giving all staff confidential and impartial information and advice to facilitate career management and development.

It will enable staff to be aware of and take advantage of:

- appropriate workplace and external learning opportunities;
- any associated support structures available - e.g. support for learning and finances;
- appropriate career pathways and access to these

This should be a continuous process, and will enable individuals to develop to the best of their ability skills, knowledge and competences for their current and future jobs.

There are a range of people giving this advice - from specialist careers advisers to managers who do performance development reviews, and Union Learning Representatives to colleagues, including family and friends!

Employers within the sector realise that people delivering careers information and advice will vary in the skills they have and the time they have to deliver. A member of staff wants to do a course, but where is the information on that course? What is careers IAG? Would some of the skills be useful to members of staff when being trained to deliver an appraisal?

The site is now at the user testing stage and will be launched during the summer. Should you want any further information or would like to join the later stages of user testing, please contact Annette Clark at annette.clark@skillsforhealth.org.uk or Danielle.price@skillsforhealth.org.uk

Workforce Planning and RPA

The first phase of implementation of the Review of Public Administration in Health and Social Care is nearing completion. The former nineteen Trusts have become six and the new organisations filled their senior level structures and are well on their way to competing the task of organisational change. Workforce planning in Trusts will be led by the Human Resources function. Each of the 5 Acute and Community Trusts has identified a very senior HR manager, at Assistant Director Level to take responsibility for the function.

One of the big challenges facing workforce planners is how to help their organisations deliver on the 3% labour productivity targets that have been set for each of the next 3 years. A new set of productivity indicators has been designed and will be published at 6 monthly intervals.

The next phase of the RPA has commenced with the publication in February of the Minister's proposals for regional structures. Under these proposals the workforce planning function will remain with the Department rather than be devolved to an HSC regional body.

It is clear that workforce planning will have a central role to play in supporting the business needs of Trusts and the strategic and policy role of the Department.

Professional Regulation

Another major area of work covered by Workforce Planning Unit is professional regulation.

- Regulation work is ongoing in taking forward the recommendations of the White Paper published in February 2007 - Trust, Assurance and Safety - The Regulation of Health Professionals in the 21st Century. This is UK-wide and the Department is working to ensure NI input, at an early stage, into any proposals being developed as a result of the recommendations.

Departures and Arrivals

Melanie McClurg	has been promoted to Deputy Principal in Workforce Planning Unit effective from 10 th September 2007 - "Congratulations"
Gail Anderson	arrived in Workforce Planning Unit from the NIO on 24 th October 2007 - "Welcome"
Chris Wallace	retired from the Department on 18 th December 2007 - "Good luck"
Barbara Ellis	arrived in Workforce Planning from Information Management - 3 rd March 2008 - "Welcome!"
Muriel McRobbie	moved to the Child Support Agency on promotion - 16th June 2008 - "Congratulations"
Andrew Ferguson	joined WPU on 30 th June on promotion to AO - Congratulations and welcome!
Tracy Hodgen	joined WPU on 1 st July from the Omagh Review team - "Welcome!"

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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>