

Improving Health Workforce Capacity in England

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The National Health Service (NHS)

- Founded in 1948
- Publicly funded and free at the point of delivery
- Treats over 3 million people per week
- Over 700 individual employers

More Staff – Working Differently



The NHS Workforce

- 1.3 million staff
- 80+ professional groups
- 73% female
- 50% professional
- 60% spending on staff

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The aim of the NHS is to give . . .

- A world class health service
- World class clinical outcomes
- Plurality of provision, choice and responsiveness
- A personalised service
- A world class workforce

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The Solution: Investment and Reform

- Funding significantly increased
 - 97/98 £34.7bn / €49.4bn
 - 04/05 £67.4bn / €96.1bn
 - 07/08 £90.2bn / €128.5bn

- 2009 onward –financial stability

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Increasing workforce supply

Expansion in training places	Promote the NHS as a model employer	Retaining the current workforce
Attracting back returners	Changing the way we work	Attracting Staff From Abroad

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Ethical International Recruitment

Underpinning principles:

- International recruitment is a sound & legitimate activity if carried out ethically
- Developing countries are not targeted for recruiting unless permission given
- IR staff have same employment conditions as UK nationals

Ethical International Recruitment

Implementation:

- Code of Practice for International Recruitment
- List of proscribed developing countries
- Government to Government agreements e.g. Spain and India
- Memorandum of Understanding e.g. Philippines, South Africa, Indonesia

Where are we now?

- The workforce has increased and filled the gaps
- Better balance between supply and demand with the NHS becoming more self reliant in training its own staff to meet the future needs
- Supply and demand currently match in non-medical posts and this is increasingly the case for medical posts.
- Focus now on transformation into a flexible affordable staff mix to deliver patient centred care

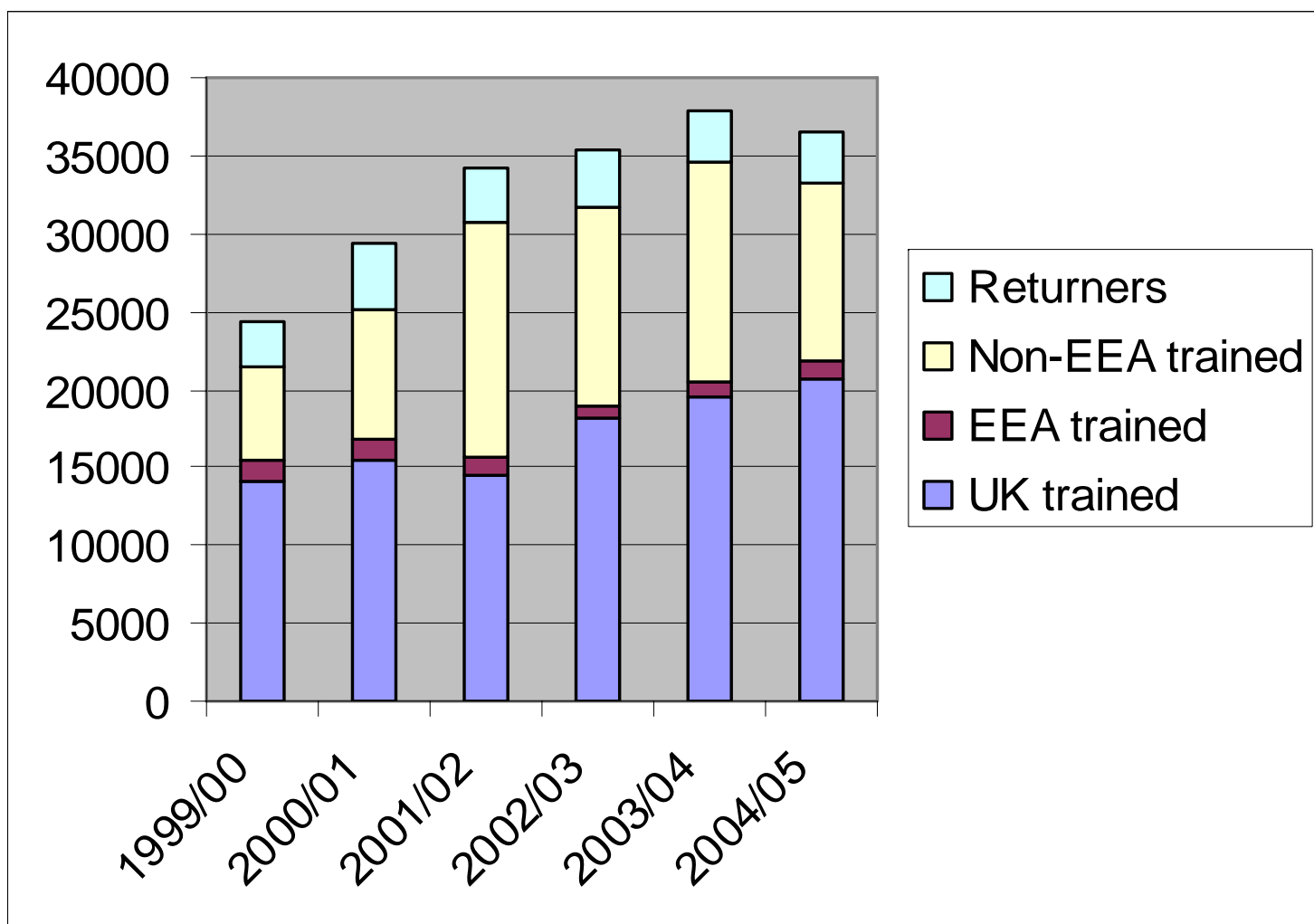
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Nursing (i)

- The number of nurses and midwives entering training in England is increasing year on year
- During 2004/5 over 10,000 (67%) more students entered pre-registration nursing & midwifery training in than in 1996-7.
- 20,000 nurses/midwives returned to the NHS
- Improved retention

Nurses: Sources of supply

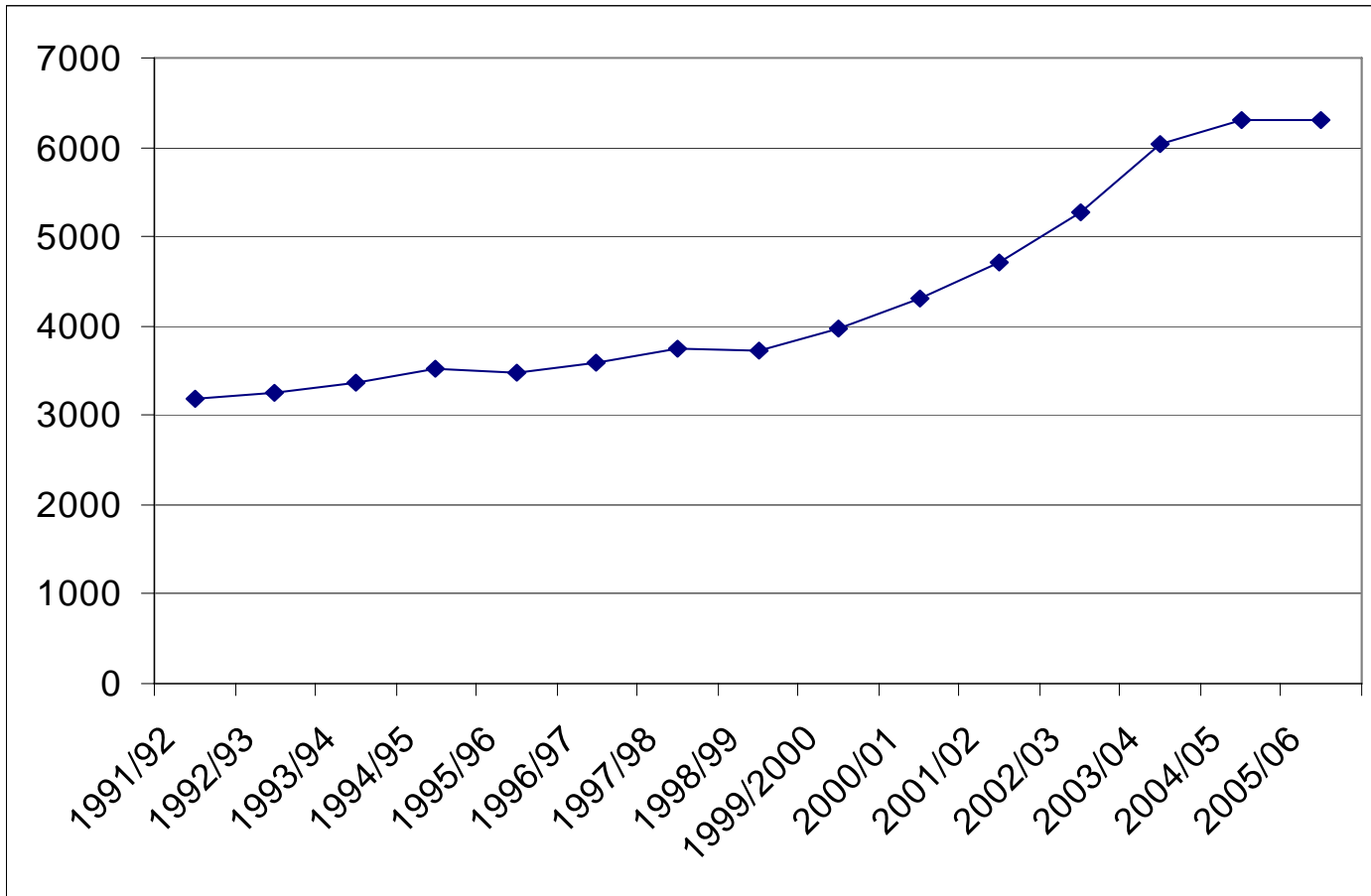


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Nursing (ii)

- Marked drop in numbers of overseas trained nurses registering with the NMC
- The recent introduction of the Overseas Nurses Programme will ensure good quality training for those who are recruited.
- Increasingly self-reliant as more home-trained nurses enter workplace

Medical School Intake in England 1991/92 – 2005/06



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Medical Recruitment

- Long standing tradition for doctors from developing countries to come to the UK to train
- Data shows that 84% of IMGs leave within 4 years
- Increased medical school investment is leading to greater self-sufficiency
- Forecasted year on year reductions in the need for IMGs
- Better systems for recruiting IMGs in the future

The future of International Recruitment (i)

- The need for internationally trained healthcare professionals is now greatly reduced as the NHS enters a period of stability and self-sufficiency.
- This demand will continue to reduce into the future.
- Look to the EU first to fill gaps

The future of International Recruitment (ii)

- The Code of Practice will remain to ensure international recruitment continues to be conducted on an ethical basis.
- Addressed 'pull' factors
- Partnerships with developing countries to help with 'push' factors
- Working across Govt but building on successful local connections