



England

National priorities for the rural healthcare workforce and opportunities of the NHS Long Term Workforce Plan

National Centre for Rural Health and Care Seminar

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Context to the rural and coastal workforce challenge

- Chief Medical Officer's Annual Report 2021 highlighting serious health challenges = preventable ill health which will get worse as current populations age.



- Global health research – learning from workforce and digital approaches.



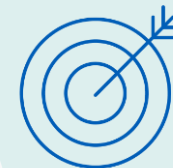
- Education and training interventions that impact on social determinants of health.



Medical students who come from a rural background



Rural learning experiences



Rural training programmes



Existing rural and coastal priorities nationally

A range of priority programmes across NHSE Workforce, Training and Education either focus on or are particularly relevant to rural locations. These include:

Enhancing generalist skills

Health and digital literacy

Apprenticeships and widening participation

Technology enhanced learning

Clinical placement expansion

Enhanced, advanced and consultant practice

Distribution of Medical Specialty Training

Undergraduate Medical School attraction and curriculum

Rural and coastal workforce transformation pilot sites: selected in four ICS footprints: Lincolnshire, Norfolk & Waveney, Suffolk & North East Essex, Kent & Medway based on having highest indices of multiple deprivation and lowest workforce per head of population. These sites also experience lower than average levels of health literacy.

NHS England has set out for the first time a comprehensive, government-backed plan which assesses how many NHS staff we need now and in the future



- The NHS Long Term Workforce Plan is underpinned by modelling of workforce demand and supply over a 15-year period and the actions that need to be taken to deliver a sustainable NHS workforce to meet the changing needs of patients over the next 5, 10 and 15 years.
- Our assessment of demand has taken account of various factors and has been influenced by our understanding of how patient need will change over time, as well as the impact of new technology and ways of working.
- The plan covers the workforce employed by the NHS and delivering NHS-funded services in all NHS trusts and primary care.
- The plan build on Health Education England’s Framework 15, the People Plan and Long Term Plan, and incorporates a focus on staff experience and the People Promise. It reflects sector-wide engagement.
- This is a significant step forward in NHS planning, integrating service, financial and workforce planning for the first time over a longer-time frame.
- NHS England has committed to updating the plan every two years, to keep our planning assumptions up to date, and to continue to improve our modelling.



The NHS Long Term Workforce plan will put the workforce on a sustainable footing for the long term and ensure the NHS continues to deliver high-quality patient care

Implementing the Plan will have a significant impact on the NHS workforce of the future and on patient care.

The Plan will see the NHS permanent workforce grow from 1.4 million in 2021/22 to 2.2-2.3 million in 2036/37

Train: Grow the workforce

There will be a major increase in training across professions; our long-term assessment is that domestic education and training needs to expand by around 50 to 65% over the next 15 years to give us at least:

- 60,000 more doctors
- 170,000 more nurses
- 71,000 more allied health professionals (AHPs)

Retain: Embed the right culture and improve retention

By better supporting people throughout their careers, boosting the flexibilities we offer our staff to work in ways that suit them and work for patients, and continuing to improve the culture and leadership across NHS will ensure to 130,000 fewer staff leave the NHS over the next 15 years. Building on the People Plan, alongside delivery of the equality, diversity, and inclusion (EDI) improvement plan, will give staff the support they need to thrive, helping to make the NHS People Promise a reality for all.

Reform: Working and training differently

We will build teams with broad and flexible skills, and deliver more services in the community, supported by new roles and the right technology. Education and training will be reformed to support education expansion and so that students have a more positive experience of learning, and are prepared for work in a modern NHS.

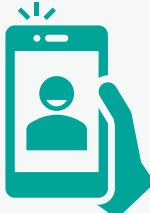
What are the opportunities from NHS Long Term Workforce plan for rural areas?



Workforce growth



Personalised and holistic care



Embracing technology



Multi-disciplinary teams with the optimal skills mix



Reforming training pathways and career development