An Integrated Health and Social Care Workforce Plan for Scotland and Revised Workforce Planning Guidance

December 2019
Integrated Workforce Plan

Key commitments

- Access to pharmacist support for all GP practices by end 2021
- 250 community link workers working within GP surgeries
- 2,600 more nursing and midwifery training places by 2021
- 500 additional Advanced Nurse Practitioners trained by 2021
- 1,000 more paramedics training in the community
Continued…

- 800 additional mental health workers in A&E departments, GP practices, police custody suites amongst others
- 250 additional School Nurses by 2022
- 80 additional counsellors in Further and Higher Education over the next four years
- All children and young people (over the age of 10) will be able to access counselling services in every secondary school by September 2020
- An increase in the GP workforce of 800 by 2027
Revised Workforce Planning Guidance

• Applies to:
  – NHS Boards
  – Integration Authorities
  – Local Authorities
  – Other Commissioning Partners
Principles

• Commits to:
  – National, Regional, Local and Service Level workforce planning
• Continuation of the annual workforce projections process (June 30 each year)
• Move to a 3-year Workforce Plan – first publishing in March 2021
• In the intervening years a workforce plan update template will circulated to Boards to provide an update on actions (31 March 2022)
• Not prescriptive on a methodology but provides examples of good practice including 6-steps
NHSGGC Response

• Feedback from the APF and Workforce Plan Development Group
• Options paper to CMT
• Recommending:
  – Establishing/reinvigorating local workforce planning led by Heads of People and Change supported by Workforce Planning in partnership with staff side colleagues
  – Production of an Acute-level Workforce Plan to complement the Board Workforce Plan
  – Rollout of Workforce Planning training in Spring 2020 (50 delivered Nov 2019 for feedback)
  – A Workforce Plan to support Moving Forward Together