

**An Integrated Health and
Social Care Workforce Plan
for Scotland
and
Revised Workforce Planning
Guidance
December 2019**

Integrated Workforce Plan

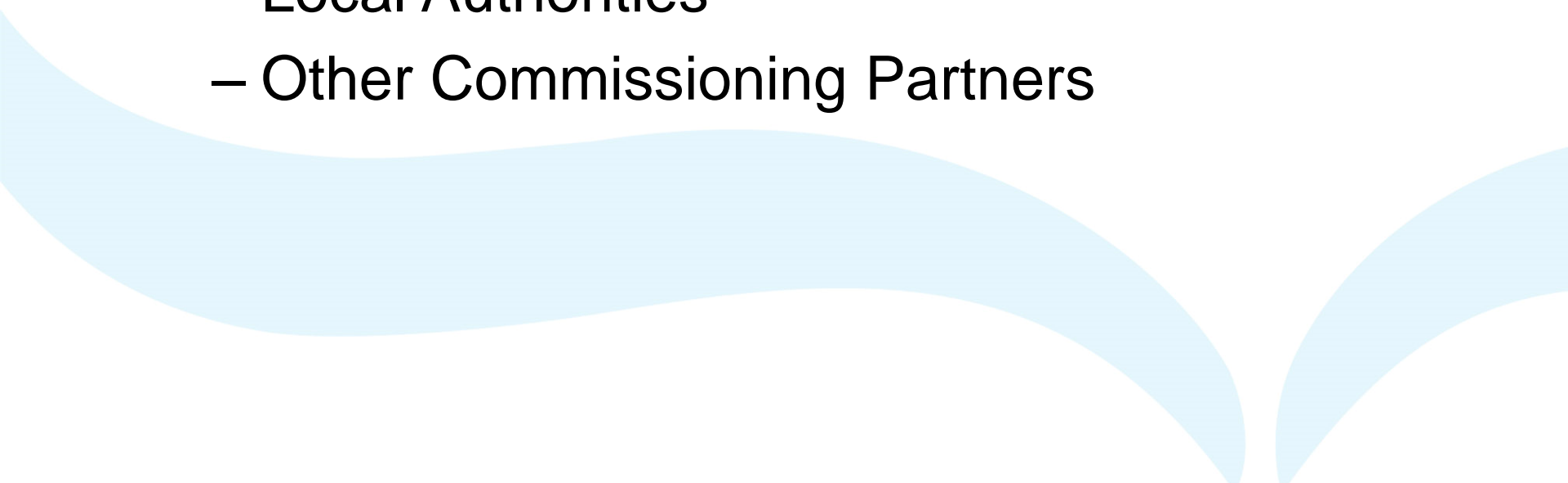
Key commitments

- 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

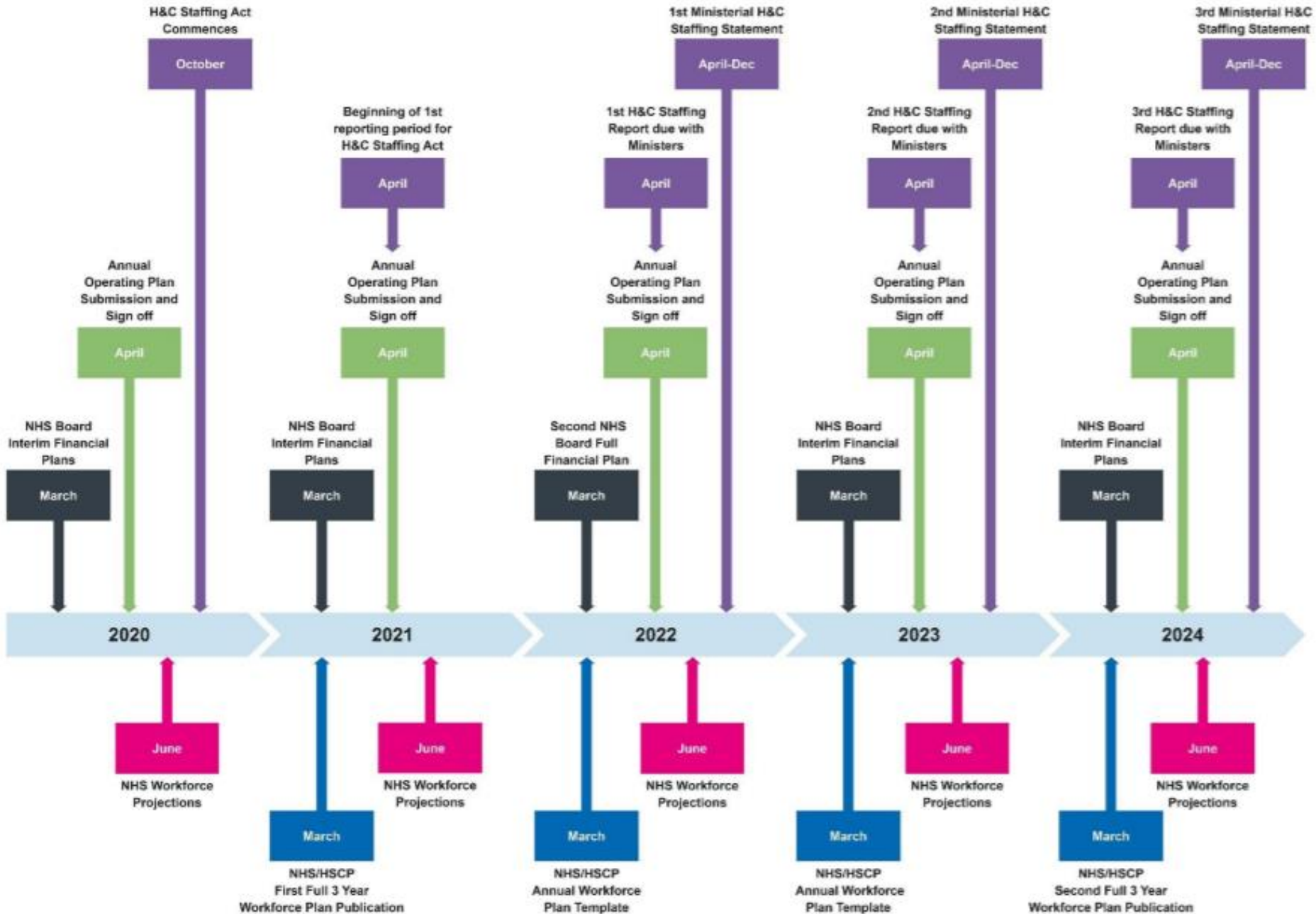
Revised Workforce Planning Guidance

- Applies to:
 - NHS Boards
 - Integration Authorities
 - Local Authorities
 - Other Commissioning Partners
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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 be 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

Timeline



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