

# Health & Care Workforce Planning Part 1

June 2017

The Scottish Government has [published](#) Part 1 of its National Health and Social care Workforce Plan. The publication is intended to mark the beginning of a process to further improve workforce planning across health and social care.

Part 1 of the Plan focuses on NHS Scotland. Part 2 of the Plan will consider ways to address the challenges facing social care workforce planning post integration and will be published jointly with COSLA in autumn 2017. Part 3 of the Plan will follow the conclusion of GMS contract negotiations, which will set out the government's thinking on primary care. The key elements of the plan include:

- The establishment of a new National Workforce Planning Group that will include trade union representatives. Initially its remit will cover NHS Scotland, but it will expand to cover Part 2 and Part 3 staff groups later this year. The National Forum for NHS Workforce Planners will be reconstituted this summer.
- Health Board Regional Delivery Plans will include workforce planning from September 2017. The development of existing workforce planning tools will be shared locally and included in local governance arrangements.
- NHS Education for Scotland will begin work on a new minimum standardised dataset and this will be extended to cover Part 2 and 3 staff groups.
- Work will begin on a strategic approach to the recruitment and retention of staff. This will include exploring measures to make health and social care careers more attractive to young people, including work in schools. Retention will be supported through better access to CPD and transparent career progression.
- More research will be undertaken on the impact of Brexit on international staff flows.
- Regional plans will be expected to include measures to fill vacancies and retain staff. The Plan includes a range of suggested activities.
- Student and Post-Graduate training intakes will be more closely linked to addressing future demand through a 'pipeline' approach. Full implementation is planned for 2019. Consideration will be given to extending this beyond nursing, medical and dental staff to other staff groups.
- The ageing workforce and local demographics should be factored into plans.

Overall, Part 1 of the plan is primarily about strengthening the workforce planning processes within NHS Scotland. It is also signalling the extension of the NHS approach to social care, although that will be covered in Part 2. It will be much more challenging to include social care in the NHS approach to workforce planning.

Strengthening the process of workforce planning and data collection is important and featured in UNISON Scotland's [submission](#) to the consultation on the Plan. However, process has to be followed by practical action on issues that get limited coverage in the Plan. These include; occupational gender segregation, safe staffing levels, administrative support and of course pay and conditions.

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