

Setting the scene: Workforce Challenges & Opportunities

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The National Health & Social Care Workforce

- 4m, 13.5% of all employed people work in health or social care
- There are 40,000 more NHS Clinicians than in 2012
 - Adult nurses have grown by 9% (14,500)
 - Emergency Medicine consultants by 37.5%
- There are 40,000 NHS clinical vacancies with 92% covered by Agency/Bank
- Without change the NHS will need 190,000 new staff.

Challenges

- Ever increasing demand.
- Traditional Career routes are not delivering the supply.
- Importing is not viable – Brexit and Tier 2
- Generation Z vs Royal Colleges
- The NHS as a foreign country
- Healthcare is changing – Precision medicine, genomics, big data etc
- UHB – 9% vacancy rate



Opportunities:

- Medical and Nursing student places to grow by 25%
- Project Managers, Coders, IT, Analysts, Communications, Scientists, Web designers, Risk assessors
- New roles will grow the NHS and improve skill mix
- The NHS needs to move towards self sufficiency for its workforce and will need to change.

