NHS Employers Medical Staffing Workforce Review

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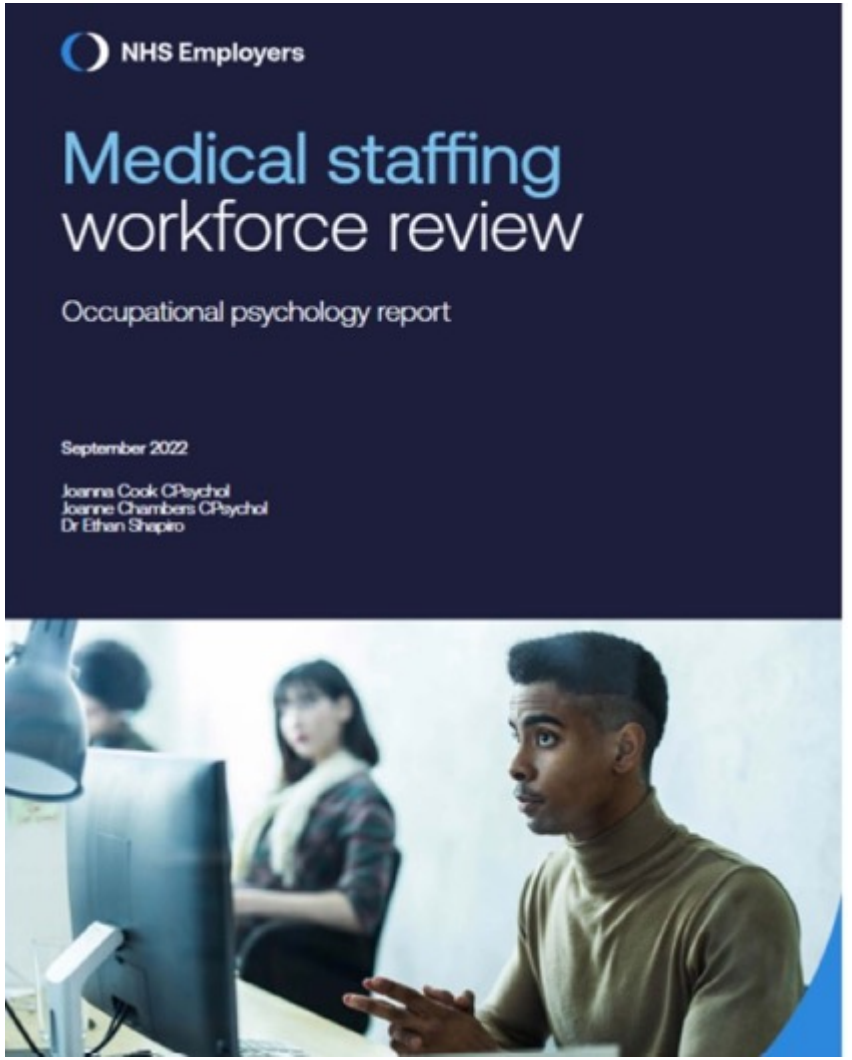
- Project overview
- Key findings
- Next steps



Objectives

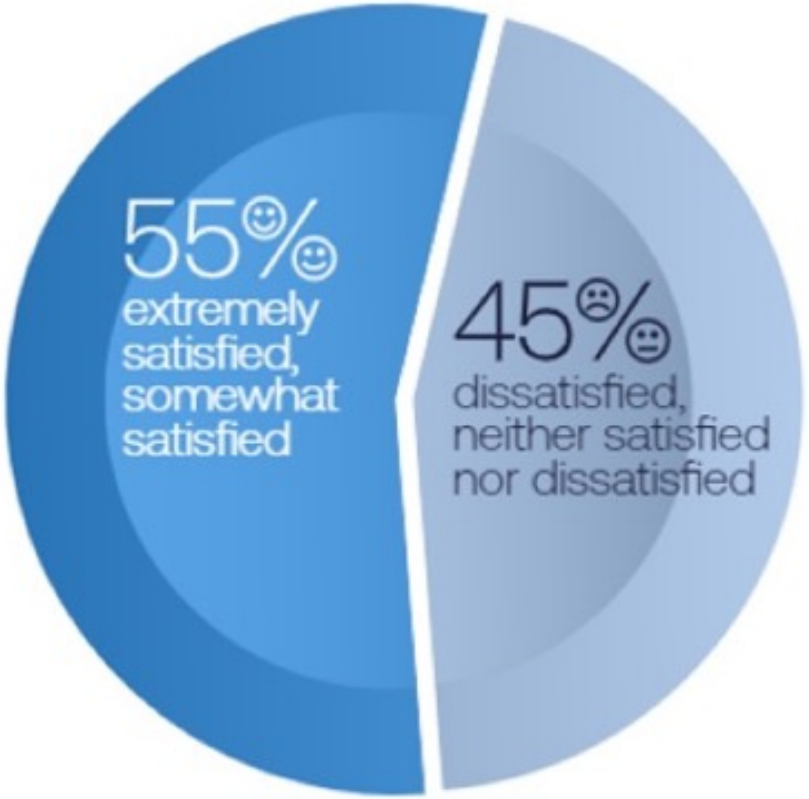
- Raise the profile
- Highlight challenges
- Share expertise
- Explore support
- Identify process improvements
- Encourage stakeholder engagement

Five key themes explored

- Identity of the role
- Internal and external support
- Retention factors
- Developing into the role
- Relationships with stakeholders

Some key findings

- Lack of job satisfaction
- Not enough training and development
- Unclear career routes
- Positives: good teams, valuable contribution
- Difficulties: workload and capacity



Identity of the role

- ❑ Title and scope of role not clear
- ❑ Lack of awareness
- ❑ Lack of visibility
- ❑ Unclear connection with HR

Opportunities:

- ➢ Raise awareness
- ➢ Task share with general HR
- ➢ Develop professional standards

Internal and external support

- Regional networks
- Support within teams
- Support from senior management

Opportunities:

- Support the networks
- Increase internal collaboration

Retention factors

- ❑ Connection with the role
- ❑ Diversity of the job
- ❑ Management of the workload

Opportunities:

- ➢ Communicate role authentically
- ➢ Promote the variety of work
- ➢ Check in regularly

Developing in the role

- ❑ Application of HR knowledge
- ❑ Relevance of training opportunities
- ❑ Being proactive in your role
- ❑ Growth opportunities

Opportunities:

- ➢ Run training needs analysis
- ➢ Develop career pathways
- ➢ Look at alternative career structures
- ➢ Develop regional/national training
- ➢ Consider national accreditation

Relationships with stakeholders

- ❑ Communication
- ❑ Escalation
- ❑ Timeframes for information

Opportunities:

- ➢ Strengthen relationship with local HEE
- ➢ Ensure there is a range of contacts
- ➢ Look at routes for cascading information

Next steps

- Engagement with stakeholders, including employers
- Discussion of how this fits with NHS England Future of HR and OD strategy
- Continued promotion of the role
- Reviewing potential for NHS Employers actions
- Challenge: industrial action context and capacity

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