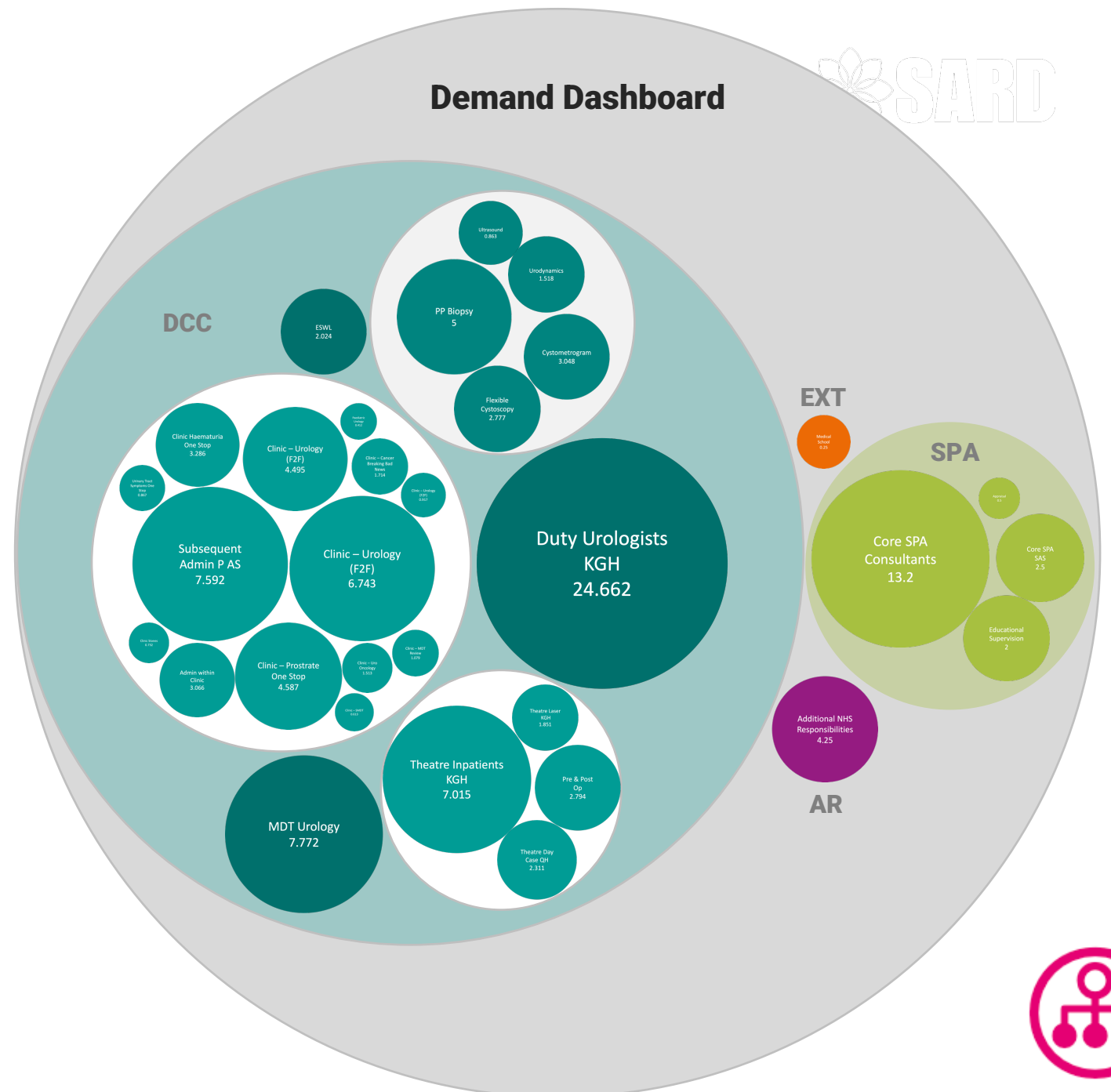


# Team Job Planning

## Brian Jones

The roadmap to Level 3:  
NHSE Advanced Level of Attainment



# Our pedigree



Medical Workforce  
Solutions

- An experienced Medical People Manager
- Worked with over 25 Trusts in the past 29 years
- Started at North West Regional Health Authority recruiting Registrars & Senior Registrars
- 12 years at Central Manchester Foundation Trust
- Led a Mental Health 'Hospital at Night' program in Greater Manchester
- Started Medical Workforce Solutions in 2007
- Associate with Four Eyes Insight for four years as their job planning lead
- The last 10 years, I have lived and breathed medical job planning (and AHPs once)



- 10 years providing Revalidation software to the NHS
- Part owned by Oxleas NHS Trust
- 7/10 Shelford Group Trusts including GSTT, Kings College, UCLH, Oxford University, Manchester University use our systems, and many others of course.
- Job planning systems for doctors and other staff groups
- E-rostering & e-Leave
- ..... and a range of other software solutions for the NHS
- Over 50,000 NHS staff use SARD's systems
- And now Team Job Planning is here. It's a game changer!

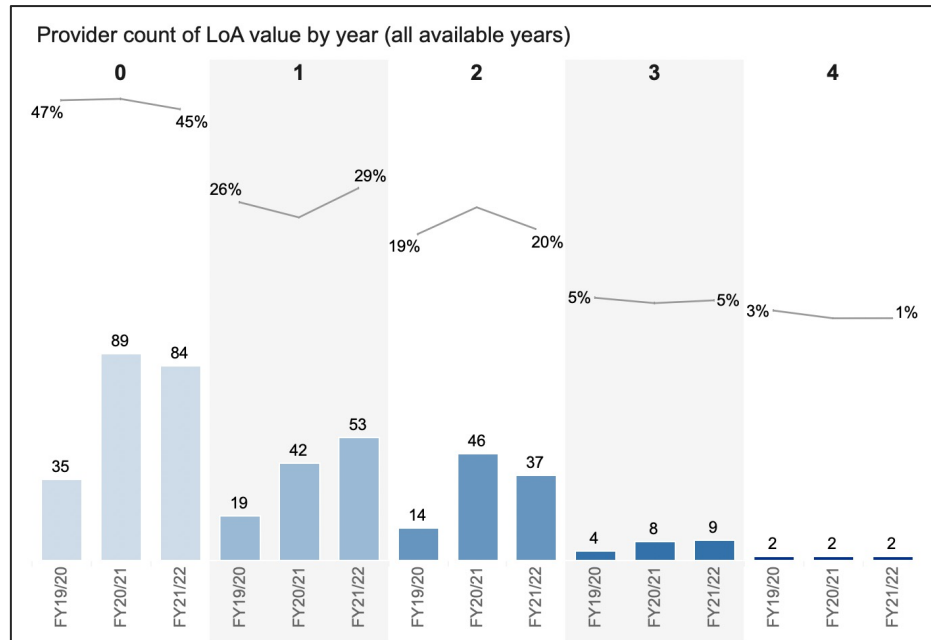
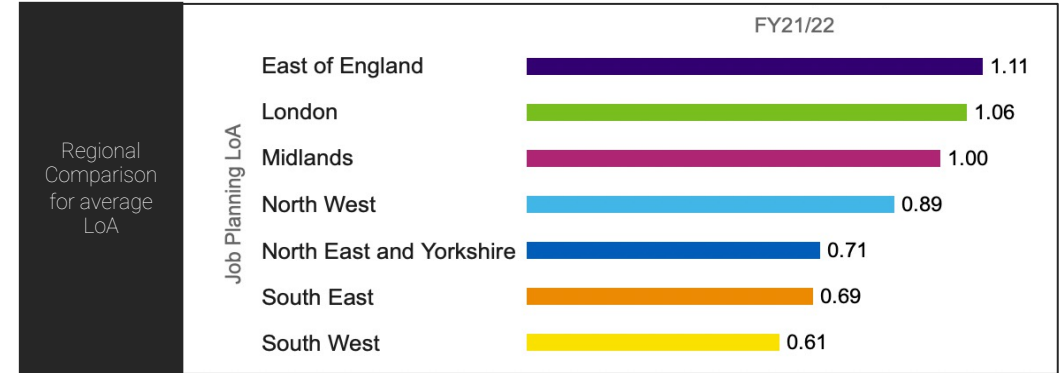
- NHSE expects Trusts to develop team job plans and understand the dynamic between capacity and demand on senior clinical time
- Team job planning (TJP) as a concept has been around since the advent of the 2003 Consultant contract
- NHS Employers/ BMA document on job planning in 2011 sets out the approach (albeit limited) to TJP
- Very few Trusts have successfully implemented TJP
- TJP and understanding Capacity v Demand will support:
  - elective recovery plans
  - decisions regarding resourcing (new Consultant posts, new ways of working)
  - ability to meet commissioned services
- Sustainable resourcing will reduce reliance on, and the costs associated with contingent workforce (bank & agency)





# Levels of Attainment: Progress

Region	Medical and Dental (Consultants) FY21/22	Level 0	Level 1	Level 2	Level 3	Level 4
East of England	32%	37%	21%	11%		
Midlands	41%	31%	19%	6%		
London	39%	19%	39%			
NE & Yorkshire	55%	29%	10%			
North - West	39%	36%	21%			
South - West	67%	6%	28%			
South - East	50%	38%	8%			



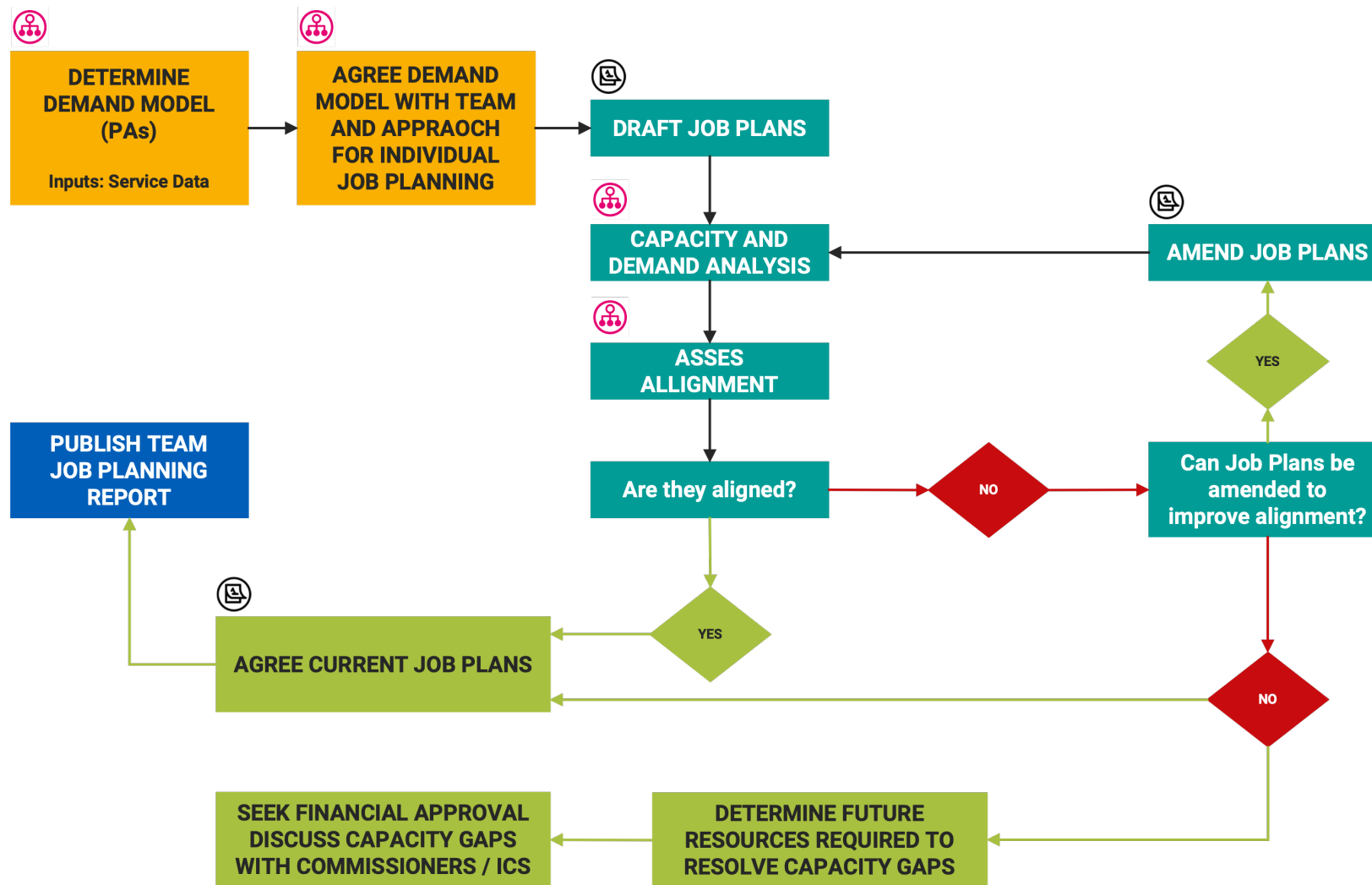
## Level 4 Gold Medalists



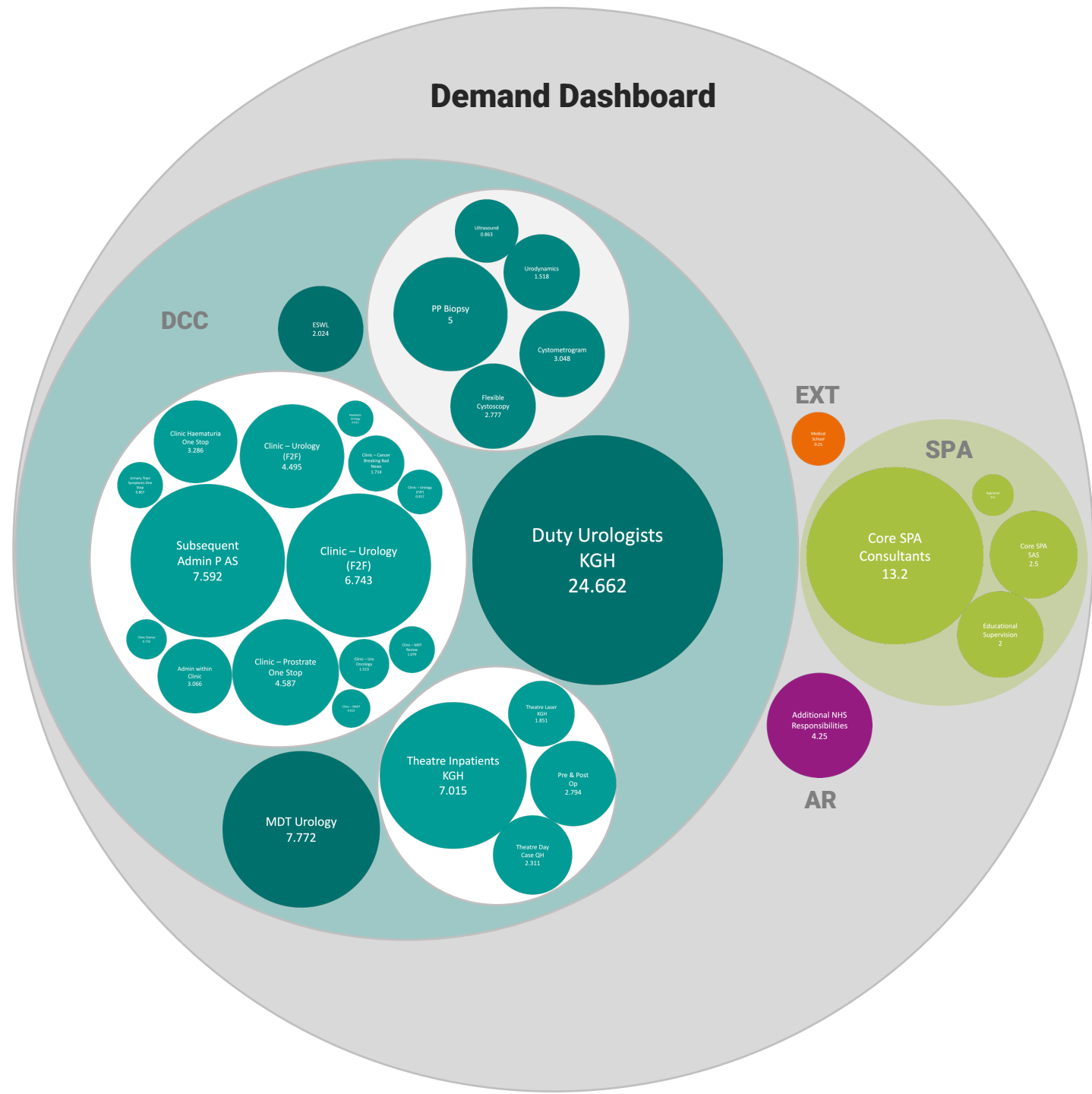
## Level 3 Silver Medalists



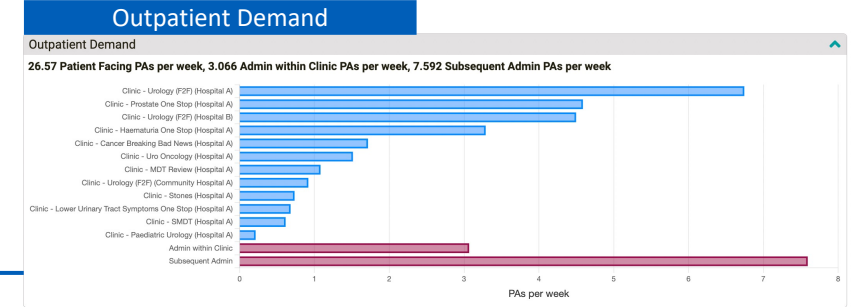
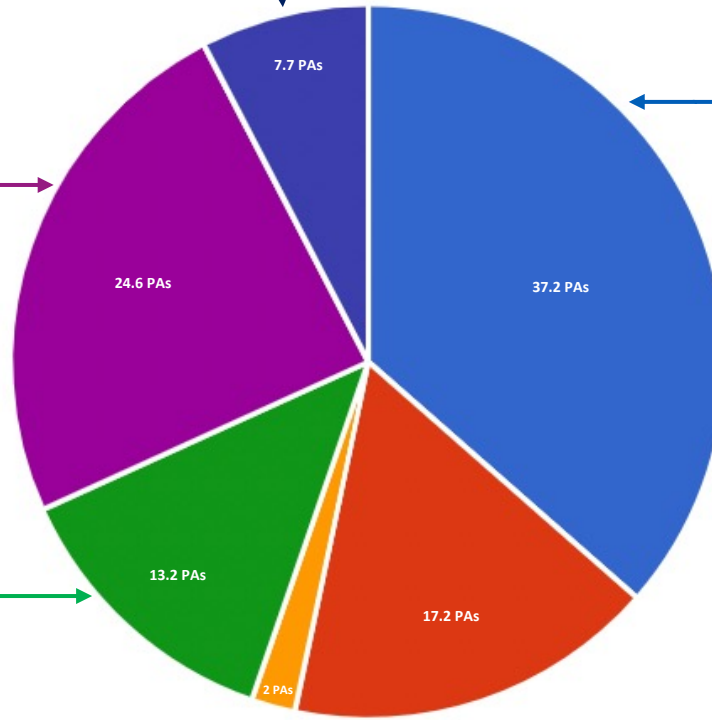
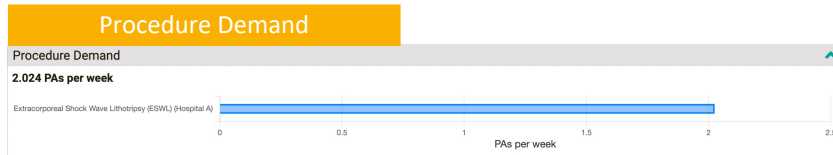
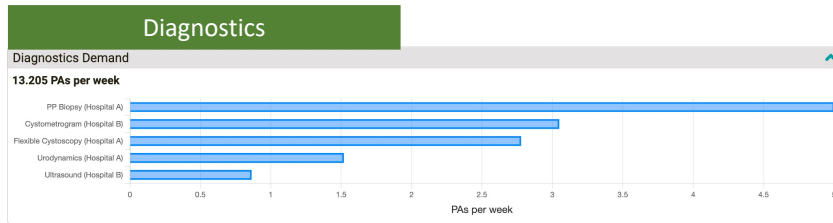
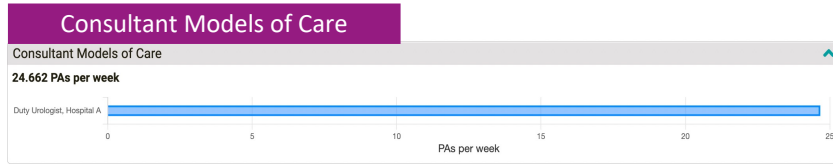
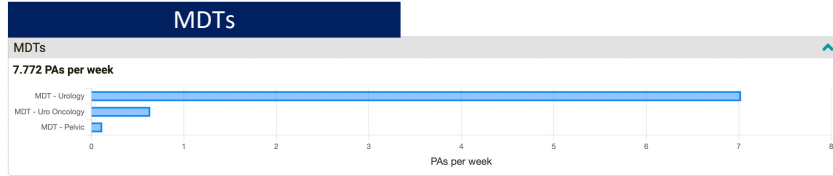




# SARD's Team Job Planning

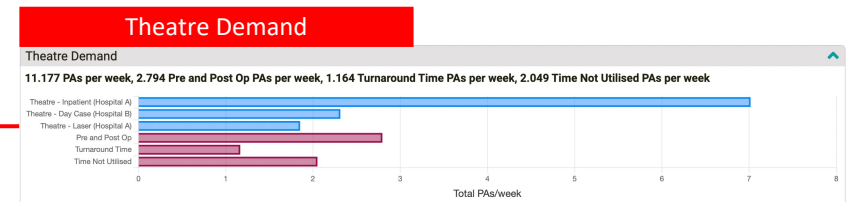


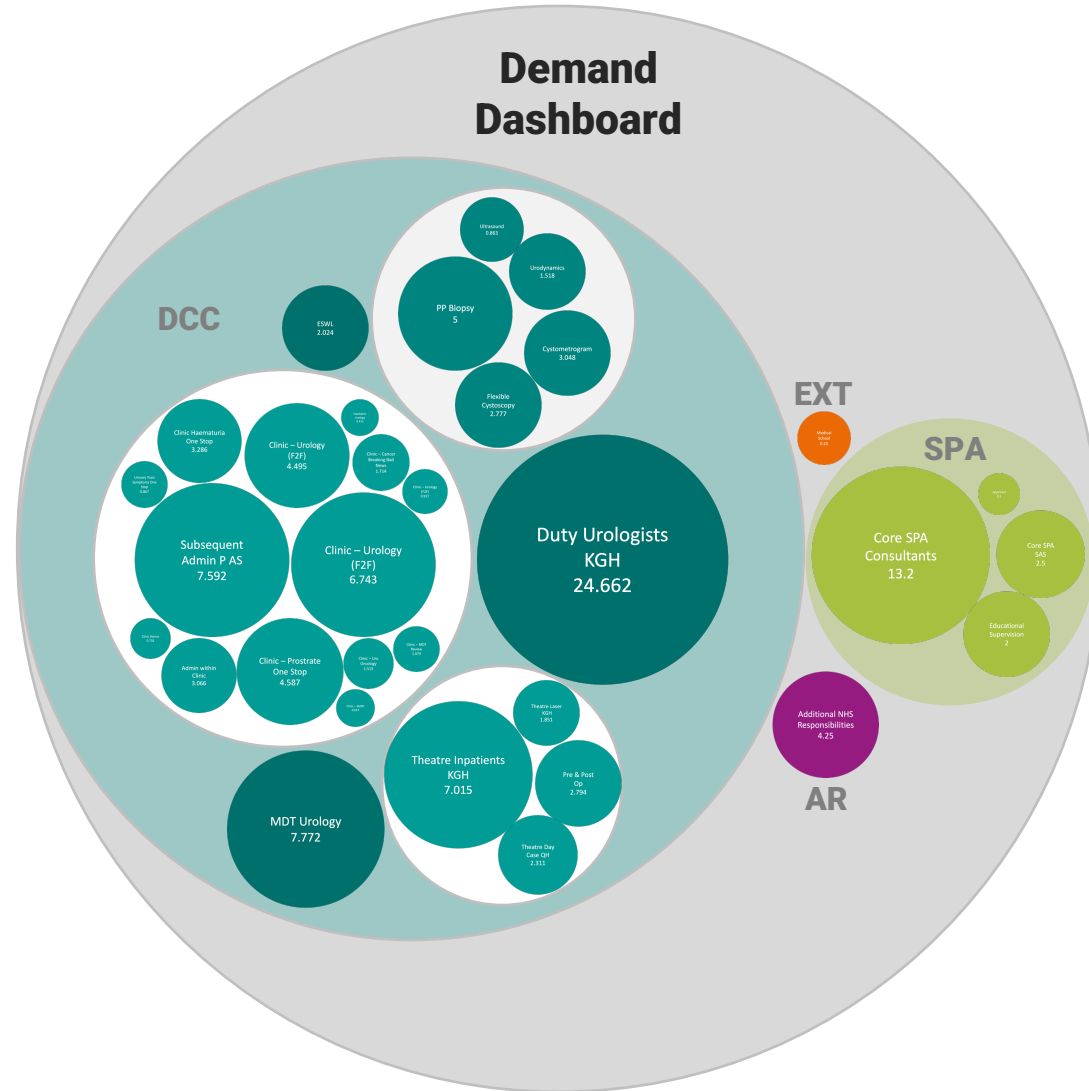




### Non Clinical Requirements (SPA, ANR, ED and MS)

Category	Activity	PAs per week	Estimated Cost
SPA	Core SPA - Consultants	13.2	£131,051
SPA	Core SPA - SAS Doctors	2.5	£15,331
SPA	Appraisers	0.5	£4,964
SPA	Educational Supervision	2.0	£19,856
ANR	Lead Role - Clinical Lead (Dept)	1.0	£9,928
ANR	Lead Role - Lead Clinician - Cancer (Dept)	0.5	£4,964
ANR	Lead Role - Clinical Governance Lead (Dept)	0.5	£4,964
ANR	Lead Role - Training Programme Director	1.0	£9,928
ANR	Lead Role - Clinical Educator	0.5	£4,964
ANR	Lead Role - Clinical Audit Lead (Dept)	0.5	£4,964
ANR	Lead Role - Lead Clinician Department - Rota Supervisor	0.25	£2,482
ED	External Duties	0	£0
MS	Medical School	0.25	£2,482
<b>Total</b>		<b>22.7</b>	<b>£215,878</b>





- Import your job planning data set from your current Job Planning system. YES!! from any system (L2P, Allocate, Premier IT)
- Team Job Plan will provide a capacity summary in the same format as the demand model
- ..... and a Capacity v Demand analysis for each team
- Granular assessment - by clinic, by theatre list etc
- Gap analysis will inform decisions about future resources, new ways of working and will identify this years run rate on additional lists required to meet demand
- Level 3 - its now within your grasp!