

How we can help with workforce planning and modelling

We will work collaboratively with you to develop workforce plans, creating a coherent set of actions to move from current to future state. Our expertise includes data analytics. We will undertake workforce modelling to assess and predict the demand for the current and future workforce based on the health needs of the local population. We will then map this against the workforce supply including the NHS Long Term Workforce Plan. We will help with:

- Workforce baseline
- Demand and capacity modelling
- Gap analysis
- Action planning and prioritisation
- Workforce strategy and plan development
- Operational workforce planning.

Our approach

We offer workforce planning support in phases, using our industry best-practice, six-step workforce planning methodology, which uses a combination of engagement, analytics and research. Our method is aligned to the CIPD and NHS England direction for workforce planning. Our offer is flexible, we can deliver an end-to-end service across all six steps, or we can support with aspects of the approach tailored to meet your needs.

Six steps to workforce planning



1. Baseline

Focus is on mobilisation, scoping, stakeholder mapping and planning engagement activities. We analyse current workforce and business performance to inform focused discussions with senior leaders.



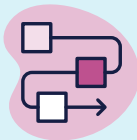
2. Demand & 3. Supply

We unpick service-level ambitions, assess workforce supply and the state of readiness to meet future demand. Consideration is given to changing nature of work and the likelihood and impact of future workforce transformation.



4. Gap analysis

We combine our understanding of current and future states and business and workforce priorities to undertake a gap analysis, anticipate future workforce risks and how they could be managed.



5. Action plan

Drawing on previous phases, we recommend an in-year workforce action plan with additional options to consider over the longer term.



6. Delivery

In the implementation phase, we will programme manage delivery of the action plan, with evaluation of impact against agreed key performance indicators.



Case study: Five-year workforce plan

NHS Midlands and Lancashire (NHS ML) developed a five-year integrated workforce plan

for an NHS foundation trust describing the current workforce, potential future workforce demand, gap between growth and supply and workforce risks. We recommended actions informed by our analysis to address risks and ensure effective future supply.

A clear prioritised action plan with phasing and key next steps was developed. We used our structured methodology to score and categorise recommendations and we held a workshop to prioritise the results and ensure that all key stakeholders agreed.

The plan led to the mobilisation of key task and finish groups to develop and deliver detailed action plans linked to the priorities.



Case study: ICS diagnostic workforce strategy

Birmingham and Solihull

Integrated Care Board commissioned us to develop a diagnostic workforce strategy to measure the workforce, the impact of key service developments (community diagnostic centres) and key workforce risks and challenges.

The strategy showed clearly the current workforce position, scenario modelling examined a range of potential scenarios for future workforce demand, and a clear action plan aimed to achieve a sustainable diagnostic workforce for the future.

The prioritised action plan categorised actions to be delivered collaboratively at system level and by individual employers, with the themes of leadership and culture, recruitment and retention, education and supply and workforce planning.

Why choose NHS ML



NHS expertise:

We are by the NHS, for the NHS, with extensive hands-on experience across trusts and systems.



Collaborative and flexible:

We partner closely, adapting to meet your needs with a versatile, multi-disciplinary team.



Efficient and impact-focused:

Committed to improving efficiency, supporting impact assessments, and creating business cases.



Clear governance and accountability:

Transparent processes ensure strong governance and alignment with programme goals..



Equality, diversity, Inclusion and staff excellence:

Dedicated to equality, diversity, and inclusion, with high NHS staff satisfaction scores year on year.

For more information on our products and services contact us today:

Email: mlcsu.partnerships@nhs.net

mlcsu.co.uk