



## **National Delivery Plan Implementation Group**

# **Workforce Roles, Flexibility & Skill Mix**

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### Aim of Session

Overall theme: 'Making it Happen'

- Identify what's done well?
- Issues to be addressed
- Identify solutions and future actions



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**Workforce is THE biggest challenge!**



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### Challenges?

- Small services, limited specialist workforce
- Significant & continuing pressure in medical workforce
- Traditional WF models no longer sustainable
- Capacity to deliver locally, in a national context
- Service Redesign necessary
- Specialist role is often a 'bit' of a wider role
- In some areas, the generalist is a 'specialist'
- Restricted training capacity impacts on recruitment and development of staff
- Peer support, education and CPD difficult
- Workforce Information not fit for purpose



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### What's being done?

- Service approaches
  - Nationally driven approach
  - Pan-Scotland approach for some services
  - Regional groups, linked to local services
- Medical Workforce
  - National approach
  - Improved WF planning
- Nursing & AHP Workforces
  - Review of workload
  - Developing roles for ANP and ANNPs
  - Consultant & Advanced Practitioner roles
  - PwSI



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### Support for Development

#### NHS Education Scotland Implementation Plan:

- Development of education and training capacity within the service
- Empowering and skilling experienced practitioners to train colleagues and transfer knowledge as mentors and supervisors



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- Development of Managed Education Networks will be created to support developments in cancer, complex respiratory, cystic fibrosis, inherited metabolic diseases, rheumatology and other priority areas cited in the NDP
- Development of Managed Knowledge Network and e-Library portal, which will support learning and enable practitioners to access, share and use knowledge and evidence based education



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- Develop and deliver a national approach to education for Advanced Practitioners across Specialist Children's Services
- Advanced Practice Succession Planning Pathway, supporting a cohort of potential advanced practitioners to use the Scottish Government Succession Planning Toolkit
- Multi-disciplinary careers in children & young people's services event planned for May 2009





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- Supporting the educational needs of the specialist children's services workforce
  - Allied Health Professionals
  - Medical Subgroup
  - Nursing
- Increasing psychological capacity and capability in specialist children's services
- Knowledge and skills to care for adolescents



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Approach to service delivery and educational support:

- Planned
- Sustainable
- Collaborative
- Accessible and equitable
- Focussed on quality and patient safety
- Adequately resourced



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### Discussion

- What is being done well and should be maintained?
- What are the key issues?
- Future requirements?