

Principles for a workforce strategy

A statement from the Academy of Medical Royal Colleges

March 2019

The Academy welcomes the focus on workforce issues which it has long said is key to addressing the challenges facing the NHS. We therefore welcome the Workforce Implementation Plan and wish to ensure that we have full engagement and input to the process.

The Academy has agreed a set of principles which we think should underpin the workforce implementation plan and by which we will judge the output of any plan.

We believe that proposals from the Workforce Implementation Group should:

- Provide an overview of how the different work streams deliver a comprehensive and joined up plan for the whole clinical and non-clinical workforce to deliver improved, safe, effective and efficient services to patients
- Address the core issues of,
 - Workforce supply
 - Appropriate ways of working - including new roles, multi-professional working, use of technology
 - Improving working lives, providing flexible working and valuing staff to aid retention
- Address workforce issues on a system wide basis and not in structural or professional silos
- Take a multi-professional/whole workforce approach
- Relate to robust evidence-based proposals for delivering models of care
- Support rapid roll out of evidence based new care models
- Address current areas of workforce pressure relating to workforce shortages and increases in clinical demand and complexity and protect against shortages on the horizon
- Be flexible enough to change/expand to meet future demand and allow for adaption to local needs
- Be practical and deliverable with clear short and longer-term goals and realistic timelines
- Set out how plans will be implemented, the infrastructure (such as IT) and resources required and who has responsibility to do what
- Show evidence of professional input and engagement.

The Academy had productive discussion with Baroness Dido Harding and Julian Hartley who are leading the Workforce Implementation Plan based on these principles and we look forward both to the publication of the interim report and on-going involvement beyond April.