

NHS People Plan

A statement from the Academy of Medical Royal Colleges

June 2019

The Academy of Medical Royal Colleges (the Academy) very much welcomes the Interim NHS People Plan.

There is now recognition of the inextricable link between the quality of care and the need to have a workforce sufficient in size and properly valued and motivated.

Despite the speed of its construction there has been a feeling of involvement and both the analysis of the issues and the solutions proposed are astute.

We are encouraged too that the plan addresses the three essential pillars of any workforce strategy — new ways of working and job roles, workforce supply and improving working lives to support the retention of staff.

We are therefore particularly pleased that the plan:

- Encourages the growth of Medical Associate Professionals, who will support doctors and allow them to work at the top of their practice
- Seeks increases in the number of medical students which will go some way towards addressing long term demand challenges
- Acknowledges the need to allow clinicians to work more flexibly, in line with many other walks of life.

We know that the interim plan must in part be a manifesto for change but it is important that it contains recommendations that we can be getting on with now which aren't wholly reliant on new funding. Showing progress on delivering these will be a key test of the plan.

Making the final report a reality will need proper funding for education and training and capital and cannot simply rely on the efficiency savings that flow from new ways of working.

That said, the Academy and its members will do whatever they can to support this positive attempt to bring 21st century solutions to the workforce challenges that have for too long beleaguered the NHS.