

A London Workforce Strategic Framework

Vision

To support the development of a modern health and social care workforce in London that is trained, focused and supported to deliver the best care for patients now, and in the future.

The challenge

Across the health and social care system, workforce is consistently cited as the key area that will make or break the transformation of services required in all parts of London. If immediate actions are not taken to support the workforce in delivering high-quality care to patients through this period of transformation, there is a significant risk that the quality of services for patients now and in the future could be affected.

The purpose of this London Workforce Strategic Framework

This London Workforce Strategic Framework seeks to establish a coherent voice around the most pressing workforce challenges in London now, and to mitigate challenges that will arise as a consequence of planned transformational change to services.

The document discusses:

- London's workforce landscape
- The national workforce agenda and priorities
- London workforce agenda and priorities
- Local workforce agenda and priorities
- Key workforce findings
- A Framework for action



Transforming London's health and social care workforce



1 Retaining and recruiting the best staff



5 Supporting workforce agility to respond to change



2 Supporting staff to collaborate across organisational and professional boundaries



6 Strengthening health systems – providers and commissioners



3 Supporting workforce versatility to adapt to the multiple needs of patients



7 Ensuring care is delivered in the right place, with a particular focus on primary health care and community services



4 Developing leaders and managers at all levels



8 Delivering improved value, quality and productivity through the workforce



Everything comes down to the people, both right now and in the future: so we must pay attention now if we are to expect results in 10, 15, 20 years. People are long term.

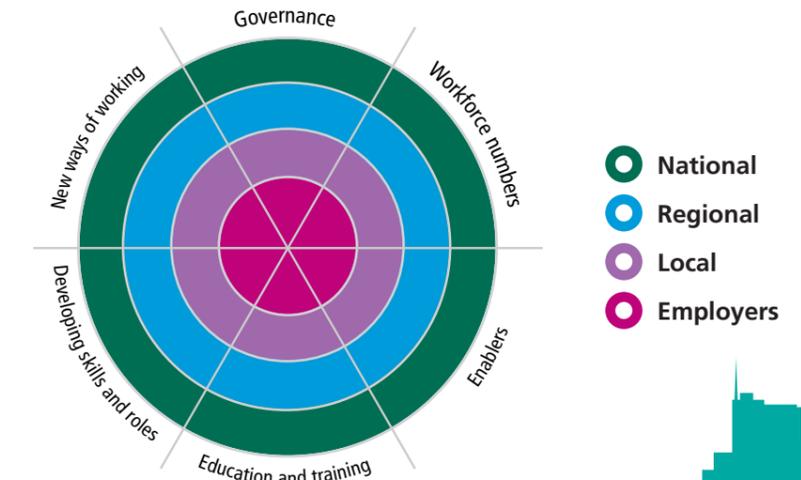
Better leadership for tomorrow: NHS leadership review (Lord Rose) (2015)

Our approach

The Workforce Spheres of Influence Methodology is a tool that provides a guide to determine the workforce implications of future models of care, and identify where actions to support implementation can be most effectively taken.

This tool has been used to facilitate a shared dialogue across London to describe workforce challenges now, and as a consequence of planned transformational change.

The sphere of influence model



Created in partnership with:

- Healthy London Partnership
- The 32 Clinical Commissioning Groups in London
- Health Education England
- The Association of Directors of Adult Social Services
- NHS England (London Region)
- NHS Improvement



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