

Date: Wednesday 23 October 2002
Venue: Committee Rooms 3 & 4, National Assembly for Wales
Title: Staffing Targets for the NHS in Wales

Purpose

1. To provide Health and Social Services Committee with a breakdown of NHS Wales staffing targets by Trust and by profession.

Recommendations

2. Health and Social Services Committee are invited to note the targets identified.

Introduction

3. The Committee were presented with the overall staffing targets for the NHS in Wales on 27 June 2002. The overall targets for Wales are:-

- 700 more consultants and GPs
- 6,000 more nurses
- 2,000 more other health professionals

by 2010.

4. At that meeting it was agreed that a further paper would be presented to the Committee breaking the targets down further by Trust and by profession.

Targets

5. The individual targets by Trust and by profession are now attached at Annex 1.

6. As with the all Wales targets the individual targets are based on the Workforce Planning data submitted by Trusts in 2001. This data was examined by Welsh Assembly Government professional advisors, all Wales groups representing the professions, and was revalidated by Trust Chief Executives. Some adjustments have also been made in line with the data submitted as part of the 2002 workforce planning data collection cycle. Some comparisons have also been made against the number of acute beds and the number/targets for hospital nurses.

7. An overall target of an additional 175 General Practitioners has been set within the total target of 700 more GPs and hospital consultants. This target has not been split across Wales - it will be the responsibility of the Workforce Development Steering Group to carry out more detailed work through discussions with the "Determination of General Practitioner's Vacancies Working Group" on how and where new GP posts should be situated. The new GP contract negotiations will have a considerable impact and the Steering Group will have to take this on board in their deliberations.

Achieving The Targets

8. The Workforce Development Steering Group, chaired by the Director of the NHS in Wales met for the first time on 1 October.

9. This Group will be responsible for supporting the service in Wales in achieving the targets, through increased education and training commissions and robust recruitment and retention policies. The targets will build upon increases in staffing levels already achieved since 1997 (an increase of 12%).

10. NHS Wales has set out on a programme of renewal and modernisation. This, together with the continuous improvement in service standards and provision means that the future workforce will evolve and will change to meet the new demands. Even though targets have been set, it is extremely important that flexibility is maintained to enable the Service to develop and change in line with innovations in care, strategic policies, and workforce developments including changes in skill mix and job-redesign. The ability to adapt the targets to meet the services changing needs has been a recurrent theme since workforce planning data was first presented to the Committee in December 2001 (HSS-17-01(p.3). It is important to re-iterate that the targets will be re-visited as changes in working practices occur and as the Welsh Assembly Government's policies and strategies develop.

11. As indicated in HSS-14-02(p.2) the Steering Group will also have the wider remit of examining how the existing workforce can be developed to ensure that the abilities of all staff working in the NHS are maximised. As the way the service delivers healthcare changes, the healthcare professionals it needs to deliver these services will change. What the service identifies as its future staffing requirements this year might be very different to their identified requirements in 3 years time. Service development and priorities may change during that time, new and innovative practices may be introduced and skill mix issues will have been examined. We need to ensure that we maintain flexibility in workforce planning and education and training commissioning. The Steering Group will also be responsible for recognising, supporting and building on the skills of those staff who are not included in the targets but whose contributions are vital to future of the NHS.

12. There is a considerable period between recognising the need for additional staff and those qualified staff becoming available through the education and training process. The targets for increasing education and training commissions set out in the Plan for Wales 2001 are already close to being achieved but these additional students will not qualify for a number of years. The Workforce Development Steering Group will be responsible for maintaining a continued emphasis on education and training growth through traditional and more inventive approaches, including making training more accessible to everyone who would like to work in the NHS in Wales.

13. It is envisaged that the targets will be achieved through a steady and sustainable growth over the 8 years to 2010. The Steering Group will monitor progress on achieving the targets annually.

Financial Issues

14. The staffing targets cover an 8 year period. Progress towards them will have to be funded from within the allocations to be made available annually to Local Health Boards.

Assembly Compliance

15. The Assembly has delegated authority for NHS workforce issues under section 2 of the NHS Act 1977. The Assembly's functions under the NHS Act so far as delegated to the First Minister, are delegated to the Minister for Health and Social Services. There are no issues of regularity and propriety.

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STAFFING TARGETS 2010								
	Consultants	General Practitioners	Hospital Nurses	Community Nurses	Therapists and other Professions	Scientific Professions	Pharmacists	Paramedics
Cardiff & Vale	100		740	92	196	64	20	0
Pontypridd & Rhondda	35		328	117	54	23	23	0
North Glamorgan	40		243	92	47	38	14	0
Velindre	10		167	0	2	47	1	0
Gwent Healthcare	60		614	134	233	43	14	0
SUB TOTAL	245		2092	435	532	215	72	
Swansea	60		506	117	29	45	26	0
Bro Morgannwg	46		616	90	147	31	12	0
Carmarthen	20		192	91	20	27	8	0
Ceredigion	15		110	29	15	9	1	0
Pembrokeshire & Derwen	20		209	34	58	6	11	0
Powys Healthcare	10		8	50	19	16	0	0
SUB TOTAL	171		1641	411	288	134	58	
North West Wales	29		362	180	82	52	12	0
North East Wales	40		221	101	108	41	6	0
Conwy & Denbigh	40		436	121	90	49	11	0
SUB TOTAL	109		1019	402	280	142	29	
Ambulance Trust	0		0	0	0	0	0	250
TOTAL	525	175	4752	1248	1100	491	159	250

Therapists and other Professions include : Physiotherapists, Occupational Therapists, Speech and Language Therapists, Dieticians, Clinical Psychologists Operating Department Practitioners, Orthoptists, Orthotists and Prosthetists, Perfusionists, Music, Art and Drama Therapists, Podiatrists

Scientific Professions include: Clinical Scientists, Diagnostic Radiographers, Therapeutic Radiographers, Physiological Measurement Technicians, Biomedical Scientists