

Workforce Planning Questions

The following workforce planning questions will provide extra information to support your education that could impact on the shape and supply of your workforce

1 | Indicate any areas and staff groups where you are anticipating high levels of retirement

We know that the workforce is aging and there are a number of pockets where there could be a high level of retirement over the next few years. Please highlight all areas where you anticipate retirements to be increasing in the next 5 years. Please include Consultant in Emergency Medicine or Mental Health or Consultant in Emergency Medicine

See orthoptic return email 5.1.23 re comments

2 | Indicate any areas and staff groups where you are experiencing high levels of long term vacancies

Please highlight all areas where you have high and persistent long term vacancies. Please include details of the vacancies. Please include Consultant in Emergency Medicine

3 | Indicate any areas and staff groups where there has been increase flexible working

There is emerging evidence that more staff are requesting to work flexibly. Please use this area to highlight areas where you are likely to require additional staff to maintain the same levels of service provision e.g. Paediatric Nursing

4 | Indicate any areas and staff groups where you are planning to develop alternative roles

Please highlight areas of the services where there are emerging plans to develop extended skills or extend the roles of existing staff. Examples could include - Paramedics within Primary Care Clusters, development of extended roles for existing staff and be based on firm plans to develop these roles

5 | Indicate any areas and staff groups where you are planning to develop the support workforce

Please highlight areas of the services where there are emerging plans to develop your support work workforce. Please include details of the development of staff in support worker roles to increase opportunities for staff progression. Examples could include Facilities workforce to increase flexibility

6 | Indicate any small specialty areas and staff groups where you are anticipating

Please highlight where you have small specialties or professional groups where there are emerging w issues are and what the cause is e.g. aging workforce, increased turnover etc and also to identify who support in these areas and make the link to your education and training requests

commissioning requests and will provide an overview of any emerging workforce hotspots

Retirements over the next 5 years

Level of retirements in the next 5 years and that Covid may change people's retirement plans over the next five years, including, where possible specific services areas e.g. nursing in

Long term vacancies

Details including, where possible, specific services areas e.g. nursing in Mental Health or

Working and reduction of the participation rate

Highlight service areas and/or staff groups where increased part time working means that you are nursing in X Hospital or Radiotherapists at Band 6 etc

Supportive clinical practitioners or the multi disciplinary team

Expand the multidisciplinary team in areas where there has not typically been a demand for extended practice Reporting Radiographers in your main DGH. This should cover the next 5 years

Support worker workforce

Support worker workforce - it would be helpful here to identify where you have firm plans to invest in the workforce could also include use of new and existing apprenticeship frameworks e.g. upskilling your

having workforce issues or gaps

*workforce gaps and/or issues - it would be helpful to identify where these gaps/workforce
at plans you have in place to address these issues. Please indicate what HEIW could do to*