

NHS England has set out for the first time a comprehensive, government-backed plan which assesses how many NHS staff we need now and in the future

- The NHS Long Term Workforce plan is underpinned by **modelling** of NHS workforce demand and supply over a 15-year period and the **actions** that need to be taken to deliver a sustainable NHS workforce to meet the changing needs of patients over the next 5, 10 and 15 years.
- Our assessment of demand has taken account of various factors and has been influenced by our understanding of how patient need will change over time, as well as the impact of new technology and ways of working.
- The plan covers the **one workforce employed by the NHS and delivering NHS-funded services** in all NHS trusts and primary care.
- The plan builds on Health Education England's Framework 15, the People Plan and Long Term Plan, and incorporates a focus on staff experience and the People Promise. It **reflects wide sector engagement**.
- This is a **significant step forward in NHS planning**, integrating service, financial and workforce planning for the first time over a longer-time frame.
- **NHSE has committed to updating the plan every two years**, to keep our planning assumptions up to date and continue to improve our modelling.

NHS Long Term Workforce Plan 2023:



TRAIN: Grow the workforce



RETAIN: Embed the right culture and improving retention



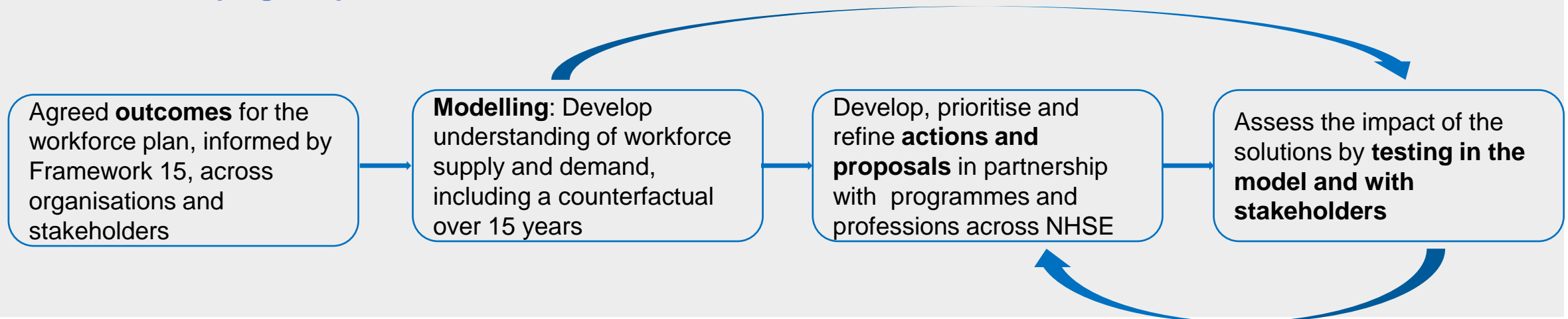
REFORM: Working and training differently

The NHS Long Term Workforce Plan was developed by creating workforce modelling and high impact actions

Agreed outcomes for the plan:

- 1: To ensure the NHS has sufficient workforce to meet demand today and in the future
- 2: To ensure the workforce is used to its full potential to maximise value for money by improving productivity and quality of care
- 3: To ensure the NHS can attract and retain a highly engaged workforce in an increasingly competitive labour market

Process developing the plan



The NHS Long Term Workforce plan is an opportunity to transform the NHS so that it can deliver high-quality patient care for all, both now and in the long term

- Implementing the Plan will have a significant impact on the NHS workforce of the future and on patient care.
- With full implementation over the longer term, the NHS total workforce would grow by around 2.6–2.9% a year, with an expansion of the NHS permanent workforce from 1.4 million in 2021/22 to 2.2–2.3 million in 2036/37, including an extra 60,000–74,000 doctors, 170,000–190,000 nurses, 71,000–76,000 allied health professionals (AHPs), and 210,000–240,000 support workers alongside the expansion of new roles such as physician associates and nursing associates, and greater use of apprenticeships.

Train: Grow the workforce

- There will be a major increase in training across professions, with more than 500,000 healthcare professionals being trained over the next five years. Our long-term assessment is that domestic education and training needs to expand by around 50% to 65% over the next 15 years to give us at least
 - 60,000 more doctors
 - 170,000 more nurses
 - And 71,000 more allied health professionals (AHPs)

Retain: Embed the right culture and improve retention

- By better supporting people throughout their careers, boosting the flexibilities we offer our staff to work in ways that suit them and work for patients, and continuing to improve the culture and leadership across NHS will ensure up to 130,000 fewer staff leave the NHS over the next 15 years.
- Building on the People Plan, alongside delivery of the EDI improvement plan, will give staff the support they need to thrive, helping to make the NHS People Promise a reality for all.

Reform: Working and training differently

- We will build teams with broad and flexible skills, and deliver more services in the community, supported by new roles and the right technology.
- Education and training will be reformed to support education expansion and so that students have a more positive experience of learning, and are prepared for work in a modern NHS.