



# **LTWP: Meet the new bank model**

Juliette Cosgrove, Chief Nurse & Director of  
Clinical Governance, NHS Professionals



# Welcome & Introduction

“The NHS of 2030 will evolve beyond the service we work in today. The world of work is changing at a pace never imagined, with growing evidence of links between staff wellbeing, care quality and retention.”



**England**

[The future of NHS human resources  
and organisational development report](#)

**What does it mean for  
your flexible workforce?**

# NHS Long Term Workforce Plan

June 2023



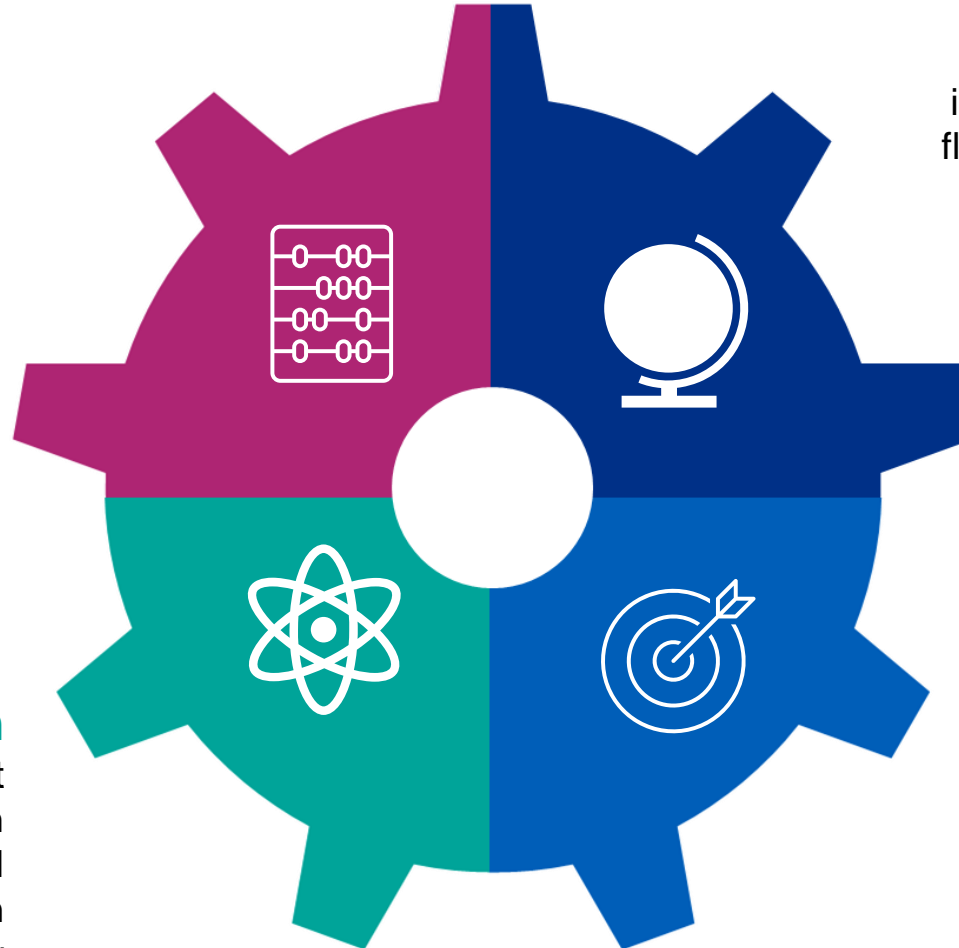
# The LTWP and the flexible workforce

## Adding Capacity

51,000 more people into professional education programmes by 2031

## Reform

And while the plan doesn't expressly state their role in reform... the flexible workforce will inevitably need to play a role in delivering integrated care in new ways.



## Changing Demand

More substantive workers will inevitably mean less demand for flexible workers and international workers....

## ...More Targeted Demand

But still prediction that there will be 114,000 fte bank only workers (with very little agency) filling peaks in demand.



# A new bank model

## Beyond filling vacancies



Bank can supply into new roles and settings – aligning with the reform agenda...



Bank adds capacity in areas of growing demand like virtual wards and legacy nurse mentoring



To realise the new bank model will require focus on training and development for the flexible workforce



Bank creates the mechanism for cross-system workforce mobilisation



Bank enables the development of a workforce with cross-system knowledge - breaking barriers to effective cross-system working...

# Actions for now..

Growing and developing the bank workforce



## Healthcare Support Workers

47k– 56k more healthcare support workers recruited over the next 15 years



## Specialist Pathways

Including maternity, allied healthcare, cancer and mental health



## Direct Entry

Roles that will create a pipeline of professional clinical progression and support



## Certificates & apprenticeships

New routes that are linked to a care certificate and qualifications



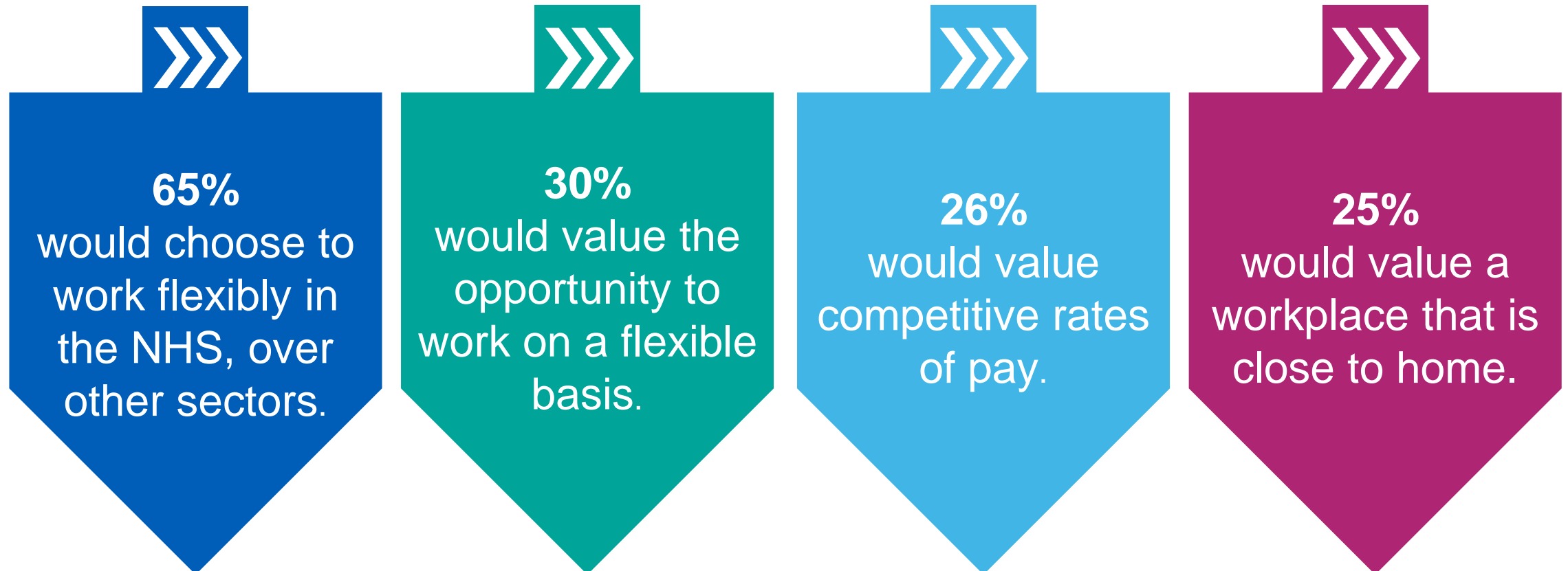
## New Roles

Recruitment, training and certification for new roles

# Tomorrow's Healthcare Talent

## The challenge ahead

In 2023, **1,000 people aged between 18 and 24** were made aware that the NHS offers a variety of flexible roles that don't necessarily require medical training. They were then asked, now that they were aware that these options were available, how likely they would be to seek flexible work within the NHS





# The international bank

Targeted and focused



Targeted international/overseas recruitment will still play a part in areas where domestic supply cannot meet demand e.g. mental health nursing



International professionals also make a significant contribution to the bank workforce with evidence they are strongly motivated to work in the NHS



# Some questions to reflect on

## Bank as an integral part of your future workforce strategy



1

Where do we have skills gaps that we are struggling to fill because workers haven't got the time to leave the frontline to train? What cross-system projects and teams require resource we are struggling to fill?

2

What job roles may make the bank more attractive and therefore provide opportunities for attracting agency workers onto the bank? (e.g. virtual wards, legacy nurse mentoring).

3

What bank organisation would better enable the movement of staff to different parts of the system to alleviate pressures in patient flow? (e.g. collaborative bank or national bank).

4

How can we deploy workers across the system in a way that helps them build knowledge and skills from which we would all benefit?

5

What new career pathways can we develop for new entrants into the sector to ensure we create a sustainable support workforce?

# The new bank in action

**Petra Dolinska,**  
Nurse





**Thank you & Questions**