A Nursing Workforce for the Future
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Senior Nurse

Developing people for health and healthcare
www.hee.nhs.uk
Our Mission

HEE:

• to ensure the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.
Nursing in the 21st century

Highlights include:

2012
- Health and Social Care Act
- Winterbourne View
- HEE established in shadow
- Compassion in Practice - 6 'Cs'

2013
- Francis Report
- Keogh Mortality Review
- Cavendish Review
- HEE established Workforce Plan for England

2014
- NICE safe staffing guidance
- NHS Five Year Forward View
- Commissioned the review of nurse education
- Come Back to Nursing Campaign

2015
- Morecambe Bay Shape of Caring Review
- Comprehensive Spending Review
Current challenges

- Long-term conditions
- 6Cs
- New roles
- Growing population
- Medical/healthcare developments
- Ageing population
- Scope of practice
- Financial issues
- Integration
- Technological change
- Changing health needs
- Staff morale
- CSR
### Mind the (generational) gap

#### 'Baby Boomers'
- **1946-1964**
- Motivated and hard working; define self-worth by work and accomplishments.
- 25% of the NHS workforce

#### 'Generation X'
- **1965-1980**
- Practical self-starters, but work-life balance important.
- 40% of the NHS workforce

#### 'Generation Y'
- **1981-1994**
- Ambitious, with high career expectations; need mentorship and reassurance.
- 35% of the NHS workforce

#### 'Generation Z'
- **1995-2010**
- Highly innovative, but will expect to be informed. Personal freedom is essential.
- <5% of the NHS workforce

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Shape of Caring - what we learnt

- Enhancing co-production and the voice of the patient
- Valuing the care assistant role
- Widening access for care assistants
- Developing a flexible model
- Assuring a high quality learning environment for pre-registration nurses
- Assuring high quality ongoing learning for registered nurses
- Assuring sustainable research and innovation
- Assuring high quality funding and commissioning
Recent developments:

- Care Certificate
- Efficiency and safe staffing
- Revalidation
- Fees and bursaries
- New routes to registration
- Evidencing care hours
- Consultation on a new nursing role
Workforce profile:

Registered Nursing Workforce

Nursing is a diverse profession. There are 692,973 nurses and midwives on the NMC register. The workforce census 2014 identified 377,191 (headcount) Nurses, Midwives, Health Visitors and General Practice Nurses working across acute and community settings. Employers are transforming how they develop their nursing workforce to meet the increasing and changing needs of the population.

Non-Registered Workforce

There are approx 1.3 million frontline staff working as Care Assistants.

They deliver a large proportion of direct care in hospitals, care homes and the homes of individuals.

They support the delivery of care across all disciplines and services: diverse skills and competences
Building the capacity to care

Executive Nurse

PhD

Care Assistant

Care Certificate
Q1 What are the most important issues that need to be addressed in deciding whether to establish a new care role working between a Care Assistant with a Care Certificate and a Registered Nurse?

Q2 What contribution to patient care do you think such a role would have across different care settings?

Q3 Do you have any comments on the proposed principles of practice?

Q4 Do you have any comments on the aspects of service the proposed role would cover?

Q5 Do you have any comments on the proposed list of knowledge this role requires?

Q6 What do you think the title of this role should be?

Q7 Please comment on what regulation or oversight is required for this role and which body should be responsible.

Q8 The consultation would welcome any further views.
We need to hear from you and your teams

- Consultation opens January 28th 2016 for 6 weeks
- Closes March 11th 2016
- Complete the online survey https://hee.nhs.net
- Download survey and send to hee.nursingassociateconsultation@nhs.net
- By post to Directorate of Education and Quality Blenheim House, Leeds
Expressions of interest: early adopters

We will be inviting expressions of interest from provider organisations willing to be early adopters of the proposed new role in practice:

• A minimum of 15 posts
• Associates
• Agreement with an FE/HEI/UTC
• Variety of care environments
• Willing to participate in the evaluation
Thank you

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