

# Strategic Framework for Cancer Workforce

Interim working paper July 2018, not official or final HEE position

## Accompanying note

In December 2017, HEE published the [first phase of a workforce strategy for cancer](#). Due to the need for urgent progress, we agreed with partners to take a pragmatic approach, focusing on the seven professions that local Cancer Alliances and national reports suggested needed most attention. We committed to producing a 'phase 2' to look at future forecasts of patient demand, and what impact digital developments and genomics might have on the workforce requirements.

We began work on phase 2 in January 2018, receiving twenty-seven submissions from charities and universities to our Call for Evidence, which formed the basis of several national seminars to identify areas of agreement and difference. In the absence of any funding settlement for the NHS or wider workforce, or any agreed service ambitions beyond 2021, we centred our analysis on the forecast future demand from patients and began to develop some possible scenarios to inform future choices.

In June 2018, the then Prime Minister Theresa May announced a five-year funding settlement for the NHS (which did not include the workforce) and the NHS was tasked with developing a long-term plan setting out ambitions to drive transformation in key services such as cancer, followed by a People Plan and subsequent funding settlement for the workforce to deliver it. In order to influence these very live decisions, HEE quickly concluded its Phase 2 work and submitted it as an interim working paper to NHSE to inform the development of the cancer ambitions in the LTP in July 2018. Since then, the LTP has been published, as has an interim People Plan and the Topol Review on the impact of digital developments on the workforce. We now have a new PM, a new Secretary of State for Health, and a one-year settlement for HEE, with the promise of a multi-year education and training settlement to follow the final People Plan.

The world has moved on since we produced the working paper on phase 2, much of the analysis is now out of date, but many of the questions it raises about long term demand and supply and the impact of digital technologies remain pertinent. In the interests of transparency, we are making this working paper available, and to fulfil our duty to take a longer view, beyond the timescales of current planning cycles.