

# The New NHS Long Term Workforce Plan

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Wessex Cancer Alliance Workforce Conference, 21<sup>st</sup> February 2023

# What is the Long Term Workforce Plan?

- The **Long Term Workforce Plan (LTWP)** will set the NHS workforce direction for the next 15 years
- Due in Spring 2023
- Builds on the themes and actions in the People Plan 2020/21
- Covers workforce groups employed by the NHS and delivering NHS-funded services in all NHS trusts and primary care
- Underpinned by high-level modelling to understand current and future workforce demand and supply shortfalls
- First step in a repeat exercise that will be part of ongoing NHS planning



# Why is it needed?

Rising demographic pressures and increased complexity

Not enough staff across the NHS

Education and training pipeline not matching service growth

Challenges attracting and retaining staff

Impact of COVID-19

Unfavourable staffing comparisons with other countries

Over reliance on international recruitment and temporary staffing

Unequal opportunities to work within compassionate and inclusive teams

Continued technological developments

Opportunities to develop enhanced, advanced and consultant levels of practice

# What will the Long Term Workforce Plan do?

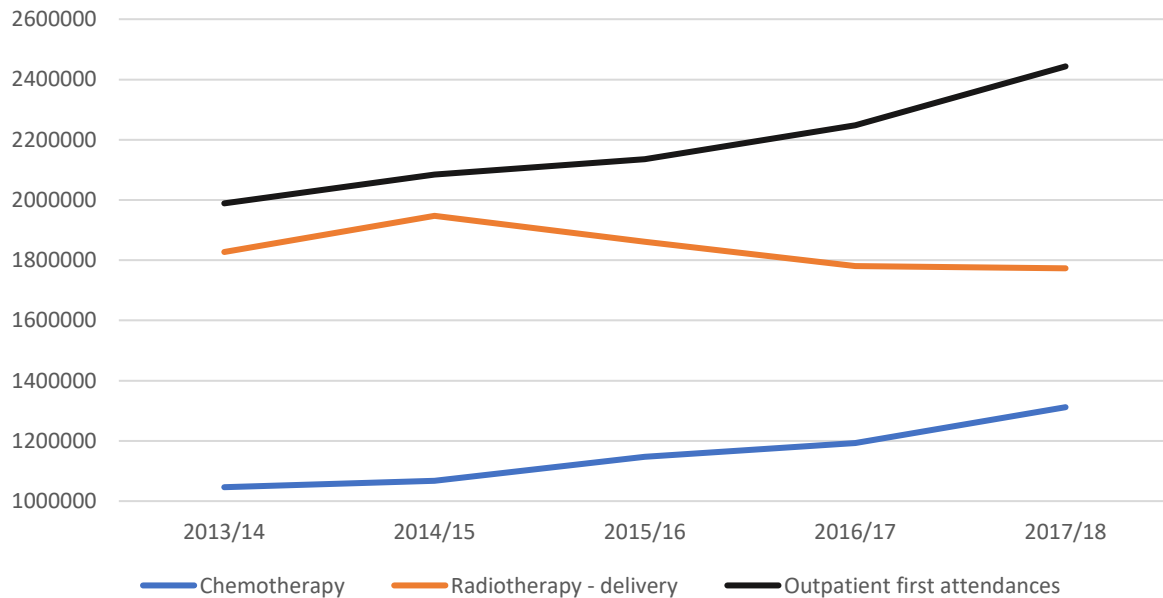


## The Long Term Workforce Plan will:

- set out the actions and reforms needed to close supply shortfalls, through an all levers plan
- identify the mix and number of staff needed in all parts of the country to deliver high quality care
- reflect increased productivity and service redesign, enlarging capacity and the impact this has on patients' experience and access to care

# Next steps for the plan

Oncology demand - 2013 - 2018



- The government has committed to the publication of the NHS Long Term Workforce Plan in **Spring 2023**
- The modelling projections are being independently verified
- The Cancer Programme will:
  - Continue to engage with drafting of the LTWP
  - Keep stakeholders abreast of relevant developments

# The National Cancer Programme and the LTWP?



**The Cancer Programme has engaged with the Long Term Workforce Plan team to make sure that it recognises cancer as a priority and produces the right outputs for the cancer workforce.**

We have:

- Worked with LTWP senior leadership
- Provided comments on drafts of the LTWP
- Provided treatment demand assumptions factoring in changing cancer incidence, treatment activity etc.
- Contributed to workshops and engagement events
- Provided comments on early scoping activity and potential actions
- Worked with HEE and Diagnostics Programme colleagues to support their contributions and engagements

# Cancer demand and supply

## Demand

- Demand for cancer treatments will increase.
  - Rising cancer incidence (approximately 3% per year)
  - Increased complexity of radiotherapy and SACT
  - People being diagnosed earlier, needing treatment earlier, being treated for longer
- The Cancer Programme also models diagnostic demand, projecting increase in the proportion of urgent referrals

## Supply

- Working with Health Education England to understand workforce growth.
- Relevant factors include:
  - domestic training,
  - international recruitment,
  - projected numbers of undergraduates and apprenticeships
  - general labour market assumptions.

## Modelled cancer, diagnostic and surgery activity

	Modelled increase, AS Cancer model, compared to 21/22	
	By 2028/29	By 2036/37
<b>Cancer &amp; Diagnostics professions</b>	Overall 2WW: + 25 - 27%  Treatment: +15 - 25%  <ul style="list-style-type: none"> <li>• radiotherapy: +10%</li> <li>• SACT: +8.5 - 30%</li> </ul>	Overall 2WW: +50 - 60%  Treatment: 38% - 45%  <ul style="list-style-type: none"> <li>• radiotherapy: +24%</li> <li>• SACT: +38.5 - 65%</li> </ul>
<b>Surgeons</b>	• +29%	• +47%

# What are we doing on workforce beyond the LTWP?

## The Cancer Programme recognises workforce shortfalls across cancer services:

This year we have funded (alongside HEE) £81 million activity to boost the cancer and diagnostics workforce. Including:

- 250 training grants to new and aspiring clinical nurse specialists
- 100 training chemotherapy nursing training grants
- 50 new clinical endoscopists
- 500 apprenticeship places in radiography
- Upskilling opportunities for 150 reporting radiographers
- Upskilling opportunities for 880 advanced or enhanced practice imaging professionals
- 270 additional medical training places (radiology, oncology, haematology, pathology..)
- A new career and education framework for cancer nurses, AHPs and support workers: the Aspiration Cancer Career and Education Development (ACCEND) programme
- A pilot of the Advanced Clinical Practice (ACP) role in oncology

**Progress in the delivery of these activities has been positive, with the majority hitting targets and some being exceeded (e.g. grants for aspiring CNSs)**

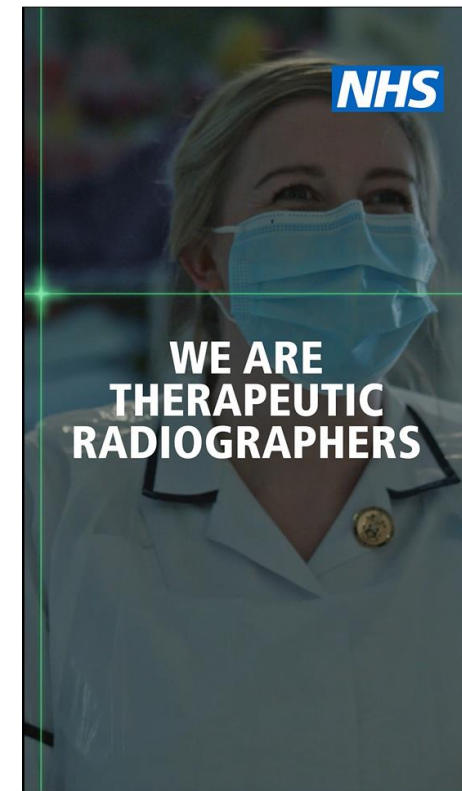
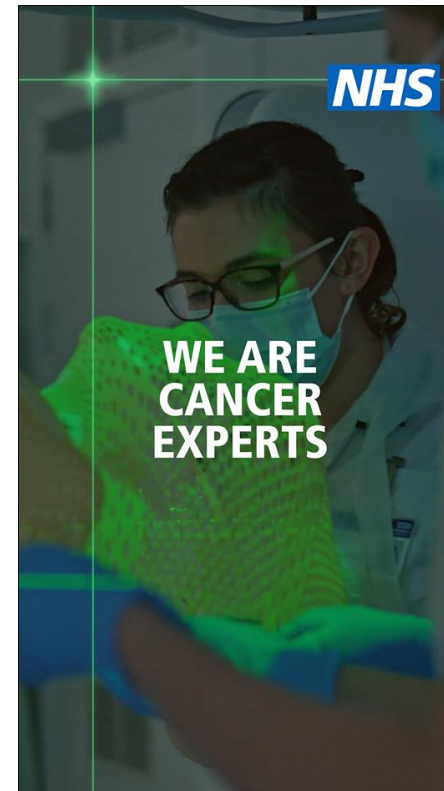
Workstream	Funding 22/23 £millions
Cancer	5
Imaging	38
Genomics	6
Endoscopy	8
Pathology	4
Physiological Science	13
Expansion of Medical Specialities	7
<b>TOTAL</b>	<b>81</b>



# What are we doing on workforce beyond the LTWP?

## In addition to this, we have also:

- Funded a *We Are The NHS* campaign to promote therapeutic radiography among prospective undergraduates
- Funded a cohort of 25 physician associates to become the first to be trained in clinical endoscopy
- Produced a non-surgical oncology resource pack on NHS Futures
- Conducted internal deep-dives exploring specific issues and actions for clinical/medical oncology, therapeutic radiography and thoracic surgery



# What are we doing on workforce beyond the LTWP?



## Further plans:

- Work with HEE, DHSC and HM Treasury to secure funding for further investments in the cancer and diagnostics workforce in 23/24 and 24/25
- Work with key clinical bodies to understand activity and promote priority specialisms among prospective trainees, to support increased capacity in areas that we know have shortfalls
- Continue to develop more resources on skill mix, including sharing best practice through the Cancer Alliance Workforce Group (CAWG)
- Explore further activity on therapeutic radiography, including international recruitment and promotional campaigns
- Support the delivery of the Long Term Workforce Plan
- Identify and capitalise on opportunities to increase workforce capacity in cancer services

# Summary

- The Long Term Workforce Plan is a new, NHS-wide plan setting the direction of the NHS workforce over the next 15 years
- The Plan includes actions to address projected shortfalls across a range of workforce, informed by high level modelling
- The Cancer Programme is working with the Long Term Workforce Plan team to make sure it recognises cancer as a priority
- The Long Term Workforce Plan will be published in Spring 2023.
- In the mean time, the Cancer Programme will continue to work with partners to increase workforce capacity in cancer services