

Steven Weeks  
Policy Adviser  
NHS Employers





# NHS England Recruitment and retention challenges 2104



NHS facing challenge of expansion after period of retrenchment

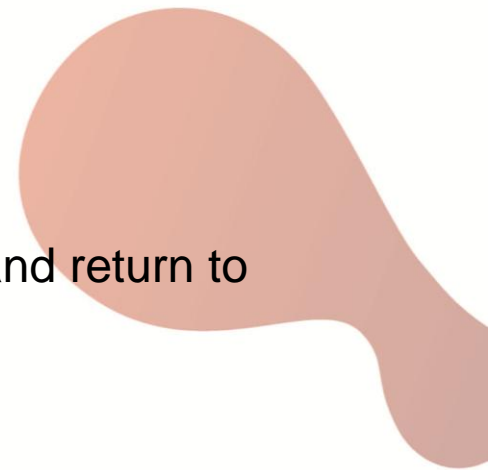
Clinical staff numbers frozen 2010-12 for financial reasons

Growth since 2013 following concern over patient safety/quality of care

UK workforce supply in balance for doctors but demand for nurses exceed supply especially for experienced staff

Local employer responses-mostly non UK recruitment

National response-Health Education England expand supply and return to practice



# Current challenges



Wrong type of doctor-oversupply of hospital doctors-too few primary care

Challenges in nursing-need experienced nurses-over third of organisations staffing shortages and vacancy rate of 10% in affected areas

Responses-competition between organisations limited. Main response seek non UK recruits principally from EU Southern Europe.

Retention via improved staff experience-overall picture stable

Overall migration policy restricts non EU recruitment-EU now accounts for 70%

National targets for Health Visitor and Midwifery occupations

# NHS Employer actions



Support employers with advice and assistance on challenges

Specific programmes on Health Visitor and Midwifery

Expand apprenticeship programme (now over 11 000)

Support health and well being and staff engagement programmes

Creating more diverse workforce-issue of low recruitment of BME

Working Longer Review to address ageing workforce (flexible working, redeployment and occupational impact)