

# Workforce priorities for 2022- 2027

## System wide workforce planning

Ensuring a health and care workforce that is fit for the future

Smarter workforce planning linked to population health need

Creation of a 5,10 and 15 year integrated workforce plan

Developing a greater triangulation between workforce/productivity / activity / finance

## Creating new opportunities

Grow our own future workforce

Increased focus on apprenticeships

New roles

Review of barriers to recruitment

Work with the further and higher education sector

PCN Development

Greater links with social care and primary care

Ensuring an effective student experience

## Promoting health and wellbeing

Ensuring appropriate health and wellbeing support for all staff

Focus on retention

Preventing burnout

Ensuring appropriate supervision and preceptorship is available

## Maximising and valuing the skills of our staff

Impact of 5 generations working together/ changing expectation of the workforce

Developing career options at different stages of our lives and across health and social care

Responding to reviews and recommendations in a positive manner

## Creating a positive and inclusive culture

Proactive support of inclusion and diversity as a priority

Collaborative and inclusive system leadership

Understanding the barriers for staff / future employees

Development of learning and restorative practices