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Integrating the Workforce

NHS Staff: Skills, Retention and Recruitment Conference

The Bridgewater Hall, Manchester

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Context: Austerity or Inequality

- Healthcare spend over £126bn +
- Social care spend c £18bn +
- Demographic change
- Fragmentation across the system
- Silo thinking and silo acting
- Workforce support disproportionately funded
- Different terms and Conditions
- Pensions
- Different career pathways and status
- Training not outcome assured



The Way Forward for the Integrated Workforce

- Build long-term policy and political consensus
- Align success and outcome measures
- Reward outcomes and align status
- Share staff across the system
- Encourage innovating and efficiencies
- Training for outcomes
- Align terms and conditions
- Embrace technology
- Sector neutral
- Develop new ways to train



A Vision for Future

- Respect and reward all professionals
- Train for outcomes, not for organisations
- Register the workforce across the system
- Develop evidenced based training
- Common competencies for service outcomes
- Be open to a culture innovation
- Decommission obsolete services and re-train staff
- Support workforce across the entire sector
- Align economic development strategies with workforce planning
- Focus on people and outcomes NOT systems or organisations
- Reconfigure the system architecture for integration
- Joint training

The Route to Success

- Focus on the person and train to their strengths
- Clearly measure the benefits of training
- Develop a clear and consistent message about status and professionalism
- Incentivise people to develop careers
- Facilitate different approaches to training
- Invest in your workforce to align terms and conditions
- Embrace new technology
- Innovate/new roles

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