

National actions to help local leaders improve staff experience

The experience NHS staff have at work will always be determined by what happens in their place of work. Working with employers, we have identified some practical ways in which national policy and funding decisions will help local leaders.

We need to...

Address all inequalities experienced in recruitment and development and progression opportunities.

We need to...

Address long-standing workforce shortages.

We need to...

Look after staff differently and better.

We need to foster ways of working that:



allow local employers working in systems to make workforce decisions in the best interests of the population they serve



work with local systems to agree service delivery plans which take account of staff capacity and allow for appropriate time for rest and recovery



maintain effective partnership working between staff organisations, employers, the Department of Health and Social Care and its arm's-length bodies, as we move forward from the temporary changes agreed during the height of the pandemic



Provide funding to run more student placements, especially in mental health, learning disability and smaller professions.

Why?

So we can train more people and fill vacancies.

National policy and funding changes which will help



Continue investment made in staff mental health and wellbeing services to supplement local offers.

Why?

To ensure the right level of specialist expertise is available in the right place at the right time as staff deal with the effects of COVID-19.



Run a national recruitment campaign for health and social care.

Why?

To capitalise on the interest to work or train in health and social care.



Make changes to apprenticeship policy processes and levy.

Why?

To maximise the use of levy funds to be able to offer training pathways and career development to more people.



Fund a new pay and total reward package.

Why?

To support retention and recruitment.